



Feasibility Study

Federal Skilled Trades Class: Skills Passport Scoping Project

16 July 2013

Executive Summary

Demographic pressures of an ageing population combined with significant economic growth in the natural resources sector has led to a significant skilled trades shortage in many parts of Canada. In addition to increasing the domestic labour market participation rate in skilled trades, international sources of skilled trades people must be a significant part of the solution in addressing gaps between supply and demand. For example, even with increased domestic labour market participation, Human Resources and Skills Development Canada (HRSDC) projects that over 135,000 immigrants with skilled trades are needed to meet the demand between 2014 and 2020¹. The increasing demand for immigrant skilled trades trend will accelerate over time with Statistics Canada projecting that by 2031 more than 80 percent of overall labour market growth will need to come from immigration².

Paradoxically, despite the strong labour market demand and a relatively small domestic supply, immigrant candidates applying direct from their source country were historically unlikely to qualify under any federal immigration category. Immigration applicants with skilled trades did not meet the criteria because of a comparative lack of academic credentials and official language capacity. Recognizing the variance between immigration criteria and labour market needs, the Government of Canada announced the Federal Skilled Worker Category (FSWC) in 2001 to address skills and labour market needs. Unfortunately even under the FSWC, skilled trades applicants still lack the required criteria. Less than three percent of the skilled worker immigrants have been skilled trades.³

Facing strong and ongoing labour market demand for the skilled trades, the Canadian private and public sector invested heavily in skills training and other programming to increase the labour market participation rate. Despite these measures, Canadian employers in growing sectors, particularly in western Canada, more and more need to utilize the Federal Temporary Foreign Worker (TFW) program to address their skilled trade demands. In 2011, over 190,000 TFW were admitted to Canada – bringing the number of TFWs working in the country to over 300,000.⁴

The TFW program has two critical shortcomings with respect to skilled trades. First, the program is designed for temporary work while much of the labour market demand for skilled trades is ongoing. The program's temporary nature causes a 'revolving door' of TFWs exiting Canada at the end of their work permits at the same time that new TFW applicants with the same skills are recruited to meet ongoing labour market demand. Second, TFWs are not able to receive apprenticeship training. The lack of training availability is a vital consideration especially in jurisdictions where there are a relatively high number of 'compulsory trades' that require the respective provincial journeyman status or a Canadian 'Red Seal' certificate in order to work in the trade. In areas of compulsory trades, the Work and Learning Network for Research (2012) estimates that a third of TFWs entering Canada in compulsory

¹ HRSDC. *Canadian Occupational Projection System (COPS)*.

<<http://www23.hrsdc.gc.ca/.4cc.5p.1t.3onalforcastsummaries.2arch@-eng.jsp>> (accessed February 2013).

² Martel, Laurent and Jonathan Chagnon. 2012. *Population growth in Canada: From 1851 to 2061*. Statistics Canada Catalogue no. 98-310-X2011003. Ottawa. 6 p.

³ CIC: *Who will fill the job openings?* (accessed May 2013) <http://www.cic.gc.ca/english/resources/research/2012-migrant/sec04.asp>

⁴ CIC *Economic and Social Programs. Presentation to Leaders Roundtable on Immigration*. Manila, Philippines Jan. 21-25, 2013.

trades are not able to pass the Red Seal exam and are thus required to leave the country between six and twelve month after arrival.⁵

International competition for skilled trades is a growing concern. Many countries face the same demographic pressures and lack of skilled trades domestically and Canadian work and immigration opportunities do not compare favorably with many competing jurisdictions. A relatively short term work offer plus the uncertainty of Canadian certification makes Canada a high risk proposition to most international skilled trades people. Other jurisdictions such as Australia are offering training and certification prior to arriving – thus minimizing the risk to both the worker and the employer and turning Australia into a preferred destination for skilled trades.

Since 1998 in Manitoba and Saskatchewan, employers have been able to recruit skilled trades as immigrants rather than TFWs through their respective Provincial Nomination Programs (PNPs). In Manitoba, trades people qualify under a ‘points’ criteria that, compared with the federal program, has a stronger emphasis on local trades certification and work experience. In Saskatchewan, trades people qualify if the applicant receives a job offer from a Saskatchewan employer in a designated high demand occupation. Other provincial nomination programs, such as in Alberta and British Columbia and the federal experience class offer potential pathways to immigration for successful TFWs. However, unless applicants are offered permanent residence before arrival in Canada there remains a significant risk of failure and Canada will remain at a competitive disadvantage to jurisdictions such as Australia. If employers can’t find the skilled trades they need, Canada’s economic and social development, particularly in western Canada, will suffer.

In response to the growing need for skilled trades immigrants, the Federal Skilled Trades (FST) class was announced in January 2013. Similar to the Saskatchewan PNP, FST applicants are not evaluated using conventional federal immigration criteria but rather must meet the following requirements: i) English (Canadian Language Benchmark - CLB) equivalent 5.0 for speaking/listening, CLB 4.0 for reading/writing or equivalent); ii) At least two years of full-time work experience (or an equal amount of part-time work experience) in a skilled trade within the five years before you apply; iii) Meet all job requirements for that skilled trade as set out in the National Occupational Classification (NOC); and iv) have an offer of full-time employment for a total period of at least one year or a certificate of qualification in that skilled trade issued by a provincial or territorial body.

The due diligence for work experience (ii) above, and competency (iii) above, is currently largely left to the Canadian employer. The job offer is a strong indicator of meeting the work experience and working hour FSTC requirements. However, as seen in the Saskatchewan PNP (although generally working well), the due diligence of employers varies significantly. Without an independent and thorough assessment of work experience and competency, the system may produce applicants unable to succeed in Canada – especially in compulsory trades.

⁵ Taylor, Alison, Foster, Jason and Cambre, Carolina. *Temporary Foreign Workers in Trades in Alberta*. The Work and Learning Network for Research and Policy, September 2012.

Credential evaluation in the skilled trades provides two fundamental challenges in Canada. First, Canadian apprenticeship jurisdictions use a primarily work-based training system whereas many (but not all) source countries use a mostly school-based training. The result is an ‘apples to oranges’ comparison that makes foreign credential assessment to standards set by Canadian provincial/territorial apprenticeship authorities impossible for FST applicants trained in many countries. Second, a lack of robust trade credentialing processes in many countries leaves Canadian provincial apprenticeship authorities unable to reliably recognize many credentials of many FST applicants.

In 2008, recognizing the challenges in trades credential recognition in many source countries, the Saskatchewan Institute of Applied Science and Technology (SIAST) with funding from Human Resources and Skills Development Canada (HRSDC) began the Skills Passport program in order to independently evaluate the language and technical competencies of Saskatchewan PNP and TFW applicants in the source country. Demonstration-based competency evaluations were developed in welding, construction trades and heavy duty equipment maintenance occupations in two immigration markets critical to Saskatchewan – Philippines and Ukraine. Since the program began over 1,000 technical tests were conducted resulting in over 300 job offers. An independent evaluation found that the program i) mitigated fraud risk, ii) quickly and clearly demonstrated the applicants’ work experience and competence related to the Canadian job requirements, iii) reduced dependence upon sometimes unreliable local documentation, and iv) decreased processing times.

Given the application verification needs of the new FSTC, an expanded Skills Passport program could efficiently and effectively provide an independent assessment of applicants against minimum eligibility criteria prior to their application to CIC.

In the expanded Skills Passport program, FSTC applicants could apply through one of two program streams:

The Foreign Qualification Assessment (FQA) stream will allow applicants to apply online with proof of identity and local certification information. The Skills Passport program verifies certification from the local source issuing authority with the proper information release authorization from the applicant. The applicant’s local certification is assessed against each provincial/territorial apprenticeship authority’s matrix representing the local minimum standard equivalency for FSTC eligibility. The FQA stream would only be available in countries using a primarily work-based system and certification reliability recognized by the Canadian provincial/territorial apprenticeship authorities. As a result, use of the FQA will likely be limited to jurisdictions such as Australia, Germany, Ireland, New Zealand, South Africa, United Kingdom, and the United States

The Experience and Competency Evaluation (ECE) stream will allow applicants without certification from an FQA eligible country to apply online after a self-assessment of eligibility. An online application would include proof of identity and description of education and work history in a prescribed format. Regional Skills Passport offices will audit applications to verify working hours and scope of practices to the FSTC minimum standards as determined by provincial/territorial apprenticeship authorities. Once working history is verified, applicants will be scheduled for a competency evaluation to be held regionally (as

demand warrants) by Skills Passport certified assessors. Using primarily demonstration-based prior learning assessment tools validated by provincial apprenticeship authorities, applicants will be tested against the minimum FSTC requirements. Depending upon the trade, competency tests (in the ECE stream) would take between one and three days to complete. Competency assessments will be scheduled by regional Skills Passport offices and completed by mobile assessor teams at assessment centres accessed world-wide based upon the number and location of applicants. Approximately 30 applicants are expected per ECE assessment scheduled. Local assessment centres would also provide opportunities for on-site practical 'gap' training and/or online courses (such as provincial/territorial electrical codes, etc.) to better prepare applicants for advanced standing in the respective provincial/territorial apprenticeship training system or the trade qualifier exam upon 'landing' in Canada.

Applicants are verified as meeting the working hours, technical skill and language minimum requirements (either under the FQA or the ECE streams) would be deemed an FST eligible applicant pending a job offer from a Canadian employer. The applicant would be placed in the Qualified Applicant Pool administered by CIC for promulgation with Canadian employers. Only applicants in the Qualified Applicant Pool with a job offer would be eligible to apply to CIC under the FST category – *thus substantially reducing the level of effort and potential for application backlog at CIC missions.*

A considerable simplification and cost savings would be achieved if the Red Seal journeyperson equivalent standard was the minimum requirement for FST applicants. While there is equivalency recognition across Canadian jurisdictions at the Red Seal journeyperson level, there is not a common recognition of the 'two years experience' minimum requirement in the FST. As a result, if the Red Seal journeyperson standard is not used, it will require each provincial and territorial jurisdiction to independently determine and sign equivalency agreements at the 'two years experience' level. The savings would be substantial – the difference between (15 trades x 13 Canadian jurisdictions x 7 source country jurisdictions) 1,365 trades qualification/competency frameworks (15 trades x 1 Red Seal standard x 7 source country jurisdictions) 105 trades qualification/competency frameworks.

Furthermore, the multiple Canadian standards would require applicants to apply for FST qualification by Canadian jurisdictions. The various Canadian standards would also require a separate FST applicant Expression of Interest (EOI) Pool for each Canadian jurisdiction.

The Red Seal journeyperson standard also has the substantial benefit of allowing for FST immigrants to have a reasonable opportunity to pass the Trades Qualifier exam and therefore saving the FST applicant and the apprenticeship system the time and resources necessary to complete the work experience and technical training components to achieve journeyperson status

Ongoing Skills Passport operational costs would be covered primarily by applicant fees. Fees are expected to be approximately \$500/applicant for the FQA stream and up to \$1,300/applicant for the ECE stream dependent upon how far the applicant proceeds in the process. The project will initially assess FST applicants in fifteen Red Seal trades. The demand for Skills Passport assessments is expected to be proportionate to Canadian employer demand for immigrant skilled trades. Extrapolating data

from HRSDC, the number of skilled immigrants expected in the fifteen selected trades needed by employers is expected to be approximately 2,400 per year. The program will have approximately 7,000 to 8,000 applicants for assessments in the 15 trades annually depending on the strength of the labour market.

The Skills Passport Canada program will operate by a consortium of public skills institutions in the participating provinces and territories. Provincial and territorial apprenticeship certification authorities will integral stakeholders setting the evaluation standards and validating applicant assessment tools.

The program would require at least two regulation changes to the FST category: First, the requirement for a minimum two years work experience should be changed to a minimum of four years work experience. The change would allow the use of the common Red Seal standard and the utilization of a common applicant Expression of Interest (EOI) Pool across all Canadian jurisdictions. In addition the four year standard will qualify FST applicants to challenge the Trade Qualifier exam once in Canada and drastically reduce the training requirements on Canadian employers and apprenticeship commissions. Second, applicants should require a successful Skills Passport evaluation prior to applying to the FST category.

The program is proposed to be financed in two phases:

First, during the start up phase CIC will finance the establishment of the FQA protocols with seven source countries and the establishment of FQA and EFE standards and evaluation tools for the 15 Red Seal Trades. The standards and evaluation tools will be the property of CIC. The total costs (\$5,045,000) is based upon the 15 trades and seven FQA source countries frameworks and can be adjusted up or down proportionate to the number of trades and FQA source countries. The first phase can begin immediately.

Second, after the start up phase is complete and the FST regulations have been changed to the four year experience (Red Seal) standard and the successful Skills Passport assessment is requirement prior to applying to the FST category, the project can proceed to operations phase. A refundable grant from CIC of \$1,050,000 would help establish regional offices and manage Skills Passport applications in the first three years of operations. In addition, Skills Passport application fees would be supported by CIC in year one (20% of expected fees or \$1,722,260) and year two (10% of expected fees or \$869,660) to help ensure assessment accessibility until a critical mass of applications is established. The CIC funds to establish field office and the application fee support would be repayable by the Skills Passport program (a total of \$3,641,920 over three years) once a sufficient cash flow is established after year three.

The Skills Passport will be a non-profit initiative operated as a Consortium, and managed by SIAST as the Contracting body. Startup investment will be provided by CIC with ongoing operational costs funded primarily by Skills Passport applicant fees. As the program is implemented some CIC investment may reduce applicant fees in order to ensure program accessibility, while still discouraging frivolous applications to the program. Once fully operational, ongoing revenues/costs for the Skills Passport Program are expected to be approximately \$8M annually.

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Acronyms

AQTF	Australian Quality Training Framework
AQF	Australian Qualification Framework
CBSA	Canadian Border Services Agency
CCDA	Canadian Council of Directors of Apprenticeship
CEC	Canadian Experience Class
CIC	Citizenship and Immigration Canada
CLB	Canadian Language Benchmarks
COPS	Canadian Occupational Project System
DIAC	Department of Immigration and Citizenship
DIISRTE	Department of Industry, Innovation, Science, Research and Tertiary Education
ECE	Experience and Competency Evaluation
ENS	Employer Nomination Scheme
EOI	Expression of Interest
FSW	Federal Skilled Worker
FSWC	Federal Skilled Worker Class
FST	Federal Skilled Trade
FSTC	Federal Skilled Trades Class
FQA	Foreign Qualification Assessment
FQR	Foreign Qualification Review (FQR)
GSM	General Skill Migration
HRSDC	Human Resource and Skills Development Canada
IELTS	International English Language Testing Service
IWH	Institute for Work & Health
LMO	Labour Market Opinion
MOU	Memorandum of Understanding
NOA	National Occupational Analyses
NOC	National Occupation Classification system
OHS	Occupational Health and Safety
OSAP	Offshore Skills Assessment Program
OTSR	Offshore Technical Skills Record
PLAR	Prior Learning Assessment and Recognition
PNP	Provincial Nominee Programs
RPL	Recognition of Prior Learning
RSMS	Regional Sponsored Migration Scheme
RTO	Registered Trade Organization
SATCC	Saskatchewan Apprenticeship and Trades Certification Commission
SIASST	Saskatchewan Institute of Applied Science and Technology
SINP	Saskatchewan Immigrant Nominee Program
TFW	Temporary Foreign Worker
TOEFL	Testing of English as a Foreign Language
TRA	Trades Recognition Australia
VET	Vocational Education and Training

1. Background

A job offer from a Canadian employer is required for skilled trades applicants under the TFW program as well as the PNP and new FST immigration categories. Unfortunately, the employment offer is not always a dependable indicator of the applicants' skills relevance to the Canadian labour market. Some employers invest heavily to ensure the applicants hired overseas match their requirements. Others draw imperfect inferences on the equivalencies between many foreign and Canadian certification standards. Some employers simply outsource their skill evaluation requirements to third party recruiters who can provide inaccurate assessment results because of a lack of capacity or a pressure to meet their clients' urgent needs for international human resources.

In Saskatchewan, applications of selected skilled trades under the Saskatchewan Immigration Nomination Program (SINP) started to rise dramatically starting in 2006. To qualify, applicants require a post-secondary certificate and a job offer from a Saskatchewan firm for a recognized trade (optional or compulsory). Challenges developed because the Saskatchewan employers' due diligence in hiring varied very significantly. In addition, Saskatchewan employers were hiring largely in the Philippines and Ukraine – countries that use a school based (opposed to a work based system in Canada) training system. Compounding the challenge, fraud is not uncommon in these countries. As a result, employers were generally unsure if applicants met their competency requirements in each skilled trade. In some cases, Saskatchewan employers would hire workers who were completely incapable of meeting the job requirements leading to distressing inefficiencies for both the employers and the applicants

SIASST developed the Skills Passport program in 2008 with funding from HRSDC to provide Canadian employers intending to hire skilled trades from abroad with an independent assessment of the applicants technical and language competency. By assessing a candidate's language and technical skill level while still in the source country, the Skills Passport provided a credible, independent skills and language assessment of applicants that meets Canadian employer expectations. Utilizing SIASST trained and certified local assessors from local institutions; the program developed demonstration- based prior learning assessment tools and evaluated applicants on behalf of Saskatchewan employers against selected competencies in Welding, Heavy Equipment Maintenance and Construction. The program tested English language capacity against the CLB standard.

The Skills Passport program is currently operating in the Philippines and Ukraine – two key source countries for Saskatchewan. Both countries utilize a school-based training system and have significant certification and fraud challenges and, therefore, foreign qualification assessment is not feasible. Because they are done by local institutions, assessments can be scheduled within ten days and results are available within a week after the assessments. There is a cost to the employer of about C\$50 - C\$150 per competency assessment. Typically there are up to 25 different competency assessments available per trade (depending on what the employer needs). The assessment results are provided to the employer to help inform the hiring decision. Once hired the results are provided to the SINP and/or CIC to support the provincial and federal due diligence process.

Since 2010, the Skills Passport began evaluating applicants, to date over 1,000 technical and over 650 language assessments have been completed. These assessments have resulted in 300 job offers and 177 skilled trades people having landed in Saskatchewan to date. Another 80 are in the queue pending SINP and CIC authorization. The program has continued to operate in the Philippines, after HRSDC funding concluded in March 2013 and on pay per use model. .

1.1 Feasibility Study Implementation Approach

Aware of the verification challenges, in January 2013 CIC contracted SIAST to examine the feasibility of expanding the Skills Passport program that would provide an efficient and effective way to validate in the source country the eligibility applicants to the recently announced FST category

1.1.1 Goal

Responding to employer's trades skills shortages in other provinces and servicing the needs of CIC under the proposed changes to the FSWC and the creation of the FSTC, a feasibility study is proposed for (1) the development of a business case for an expanded Skills Passport Assessment model; and (2) recommendations and development of a pilot project model for application of the SIAST Skills Passport model which would be aligned with the updated CIC approach to recruiting skilled labour.

1.1.2 Objectives

1. To meet Canada's skilled labour needs by reducing barriers to the immigration of skilled tradespersons; the Skills Passport program will support the Government of Canada's / CIC transition to a fast and flexible economic immigration system, meeting Canada's economic and labour market needs.
2. To pilot a model for credential assessment for the new stream of skilled tradespersons – the FST category- as well as PNP category applicants.
3. To expedite and facilitate employer-demand for skilled labour, while underpinning the credibility and legitimacy of applicants, through a competency based testing / assessment system designed to meet employer needs in targeted overseas locations.
4. To identify a cluster of provinces willing to participate in the pilot project with current and future needs in high demand occupations.
5. To determine the potential of establishing a framework for a skilled labour pool based on operational models currently employed in New Zealand and Australia.

1.1.3 Approach

Consultations, one-on-one meetings and conference calls were held with selected provincial government immigration officials, apprenticeship commissions, skills training institutions to identify assess interest in participating in a pilot of the expanded Skills Passport program. The objective was to identify apprenticeship certification authorities in a minimum of three jurisdictions willing participate in the proposed expanded Skills Passport program which would validate applicants in their source countries against the FST category eligibility requirements. Alignment of Skills Passport and provincial apprenticeship authorities' processes was integral to providing FST applicants and their Canadian employers the reasonable expectation that their skills would meet the needs in the Canadian workplace.

Engagement of Stakeholders and Partners: Key stakeholders were engaged from the onset of the study in order to gain buy in for the program, particularly from apprenticeship authorities, to access relevant information, to gain potential partners and validate findings. SIAST personnel engaged stakeholders by:

- Introducing the Skills Passport program model
- Presenting the opportunities and challenges of the new FST category
- Gathering relevant data on employment of foreign skilled workers: priority occupations recruitment locations; skill level requirements; current skill level assessment process; potential for apprenticeship body collaboration
- Discussing with other skills training institutions their willingness to participate in an expanded Skills Passport program
- Data Analysis of aggregate statistical information provided by CIC, Canadian Council of Directors of Apprenticeship (CCDA), provincial governments and other immigration sources
- Review of compulsory and non-compulsory trades for targeting of the pilot in provincial locations and their accreditation practices.
- Identification of targeted trades based on regional labour market analysis and consultation with employers, provinces/territories, polytechnics, and other key stakeholders.
- Collaborating with provincial apprenticeship commissions on the development of a business model for the expansion of the Skills Passport program.

Identification of occupations: All skilled trades were examined for the proposed expansion of the program. The skilled trades selected needed to be currently in high demand with a sustained demand projected for the foreseeable future. The provincial immigration departments were consulted, along with CIC and others. Sustained demand for occupations was assessed by reviewing past immigration trends (2007-12), accessing the labour market projections data available from CIC, HRSDC, regional economic development authorities, SIAST graduate tracer studies, SIAST labour market studies, and empirical evidence collected from employers.

A significant complicating factor in the selection and prioritization of skilled trades to be incorporated by the Skills Passport program was the lack of consistency in Skilled Trades classification among the jurisdictions. However, a pan-Canadian understanding of equivalent trades is available through the 'Interprovincial Standards Red Seal' administered through the CCDA. The Red Seal program classifies

over 300 separate skilled trades programs into 56 equivalent Interprovincial Red Seal trades. As a result, the study uses the 'Red Seal' trades names to represent a common understanding across jurisdictions.

Occupational selection criteria included:

- Sustained demand in Canada for the skilled trade
- Availability of potential immigration applicants with technical skills and language capacity
- A pan-Canadian equivalency in the skilled trade under the 'Red Seal' program

Identification of potential overseas assessment partners:

The feasibility study identified a potential overseas assessment institution in the Philippines - SITE Group International (SITE). SITE is an Australian company, which provides credited and non-credited training and overseas assessments for foreign skilled trade workers both in Australia and overseas and operates a 300,000m² facility in the Clark Freeport Zone outside of Manila. SIAST and SITE have signed and Memorandum of Intent to pursue this partnership further.

In addition, SIAST has developed partnerships in the Philippines with the Meralco Foundation, Monark Foundation, Magister English Language Institute and in Ukraine with the Paton Welding Institute and the Kyiv Vocational School of Construction. Once the expanded Skills Passport program pilot program is underway, a key activity will be focused on selecting additional overseas partners.

2. Skilled Trades Shortage in Canada

Demographic pressures of an ageing population combined with significant economic growth in the natural resources sector has led to a significant skilled trades shortage in many parts of Canada. In addition to increasing the domestic labour market participation rate in skilled trades, international sources of skilled trades people must be a significant part of the solution in addressing gaps between supply and demand. For example, even with increased domestic labour market participation, Human Resources and Skills Development Canada projects that *over 135,000 immigrants with skilled trades are needed to meet the demand between 2014 and 2020*⁶. The increasing demand for immigrant skilled trades will accelerate over time with Statistics Canada projecting that by 2031 more than 80 percent of overall labour market growth will need to come from immigration⁷.

According to the Conference Board of Canada, nearly one million positions will open up nationwide due to retirements by 2020. According to the C-Suite survey of Canadian Executives, “The shortage of skilled labour in Canada has been deemed the most important challenge for Canadian business leaders.” The Canadian Chamber of Commerce, in its *Top Ten Barriers to Competitiveness*, has identified the skills shortage as the *number one* obstacle to the success of its members. In addition, the Canadian Manufacturers & Exporters and the Canadian Labour Congress state that skills shortages are among the greatest risks to the Canadian economy. However, many source countries of immigrants to Canada will be facing similar trends of population aging, stemming from their own demographic transition. And more nations with older populations and falling birth rates will be competing with Canada for young, skilled and mobile workers.

Labour shortages in the skilled trades are expected to have significant consequences on the Canadian economy. According to a study conducted by Certified General Accountants – Canada, “Two phenomena contribute significantly to the increased anticipation of future labour shortages: first, the aging of the population is expected to create a demographic shift as large cohorts of baby boomers anticipate retirement; and second, the shift in modern educational preferences often leaves skilled trades as an overlooked career option.”⁸ Key industry sectors and leading employers in Canada are warning of a skills shortage, and are pressuring the government to enact a range of labour market interventions, including investment in training and skills upgrading, targeted youth programming, scholarships and tax incentives and changes in immigration.

The Construction Sector Council, in its report, “Construction Looking Forward: 2012-2020” states that the national construction labour force is estimated to rise by 100,000 workers between 2012 and 2020. In addition, the report indicates that the industry will need to replace 219,000 workers that are expected to retire over the next decade. To address expansion and replacement demand requirements,

⁶ *Canadian Occupational Projection System (COPS)*. <<http://www23.hrsdc.gc.ca/.4cc.5p.1t.3onalforcastsummarys.2arch@-eng.jsp>> (accessed February 2013).

⁷ Martel, Laurent and Jonathan Chagnon. 2012. *Population Growth in Canada: From 1851 to 2061*. Statistics Canada Catalogue no. 98-310-X2011003. Ottawa. 6 p.

⁸ Rock Lefebvre, Elena Simonava, and Liang Wang. *Issue in Focus: Labour Shortages in Skilled Trades – The Best Guesstimate?*, (Ottawa: Certified General Accountants of Canada, 2012), p.4.

industry will need to recruit an estimated 319,000 new workers to construction. It is assumed that the demand requirements will be partially offset by the estimated 162,000 first-time new entrants to the workforce. The remaining 156,000 workers required to balance market conditions will need to be recruited from outside the industry and will need to include increased efforts targeting youth, women, Aboriginal people, other industries and immigration.⁹

The growth in key sectors of the Canadian economy such as energy, mining and construction is causing a substantial and sustained increase in demand in the labour market – particularly for skilled trades. Programs are in place at the federal and provincial levels to increase the domestic labour market participation rates in skilled trades and employers encourage relocation within Canada to areas of very high skilled labour demand. However, despite the increased domestic supply of skilled trades, current demand continues to far outstrip supply with long term projections predicting even greater shortages in the future. For example, the Petroleum Human Resources Council (2012) anticipates that this sector alone will require an increase of 9,500 skilled trades workers over the next three years alone.

2.1 Trades in Demand

As projected by HRSDC, the demand for virtually all the skilled trades will exceed the projected domestic supply over the 2014-2020 period.¹⁰ Even after factoring in an additional 135,000 skilled trades immigrants over this timeframe, significant shortages are expected in many trades.

Expanded economic activity is increasing labour shortages and increased competition for skilled trades people, resulting in higher wages, better hours of work, and working in preferred geographic locations. There is also competition among industries and between trades, including mobility to higher profile or better paying trades. Other drivers of future shortages include: increased labour demand due to population growth and expanded economic activity; an aging workforce and increased retirements of skilled, experienced workers. The main recruitment challenges identified by employers were a lack of qualified and/or experienced workers, wage competition from other trades or employers, and a lack of awareness or interest in certain trades of the opportunity.¹¹

Resource-intensive activities in the mining, oil and gas sector (particularly potash mining and oil sands) and other major projects contributed to labour shortages in 2011. The continuation and expansion of these activities and future projects are expected to increase demand for the skilled trades, causing increased severity of labour shortages over the next three years.

Further, the number of trades with labour shortages is expected to remain the same, but conditions are expected to worsen with 21 trades having severe shortages by 2014 in Saskatchewan, for example. Mobility of skilled Canadian workers is a continued and growing concern, leading to a concerted effort

⁹ Construction Sector Council. *Construction Looking Forward: National Summary An Assessment of Construction Labour Markets from 2012 to 2020*, (Ottawa: March 2012), p.2.

¹⁰ HRSDC. *Canadian Occupational Projection System (COPS)*.
<<http://www23.hrsdc.gc.ca/.4cc.5p.1t.3onalforcastsummarys.2arch@-eng.jsp>> (accessed February 2013).

¹¹ Mining Industry Human Resources Council. *Canadian Mining Industry Employment and Hiring Forecasts 2011*, (Kanata: August 2011), p.5.

to recruit qualified personnel under the new FSTC, PNP and TWP programs.¹² In Alberta, particularly relating to Oil Sands production, some trades will require significant replacement workers through immigration.

The study gathered specific data on TFW, PNP, FSW, and CEC programs for the targeted occupations for the period 2007-12 to:

- a) Identify overall entrants by skilled trades occupations
- b) Entrants intended provincial destination for employment
- c) The source countries for trades immigrants (by their last permanent residence).

Based on the review of the data provided by CIC for the period 2007-12 for entries under these programs, the study has concluded that international recruitment of skilled trades currently occurs in Canada primarily through two avenues –PNP and the TFW programs. A modest number of these workers have also been approved through the FSW and Canadian Experience Class (CEC). Yet none of these avenues have sufficiently addressed the trades’ needs. Critical drawbacks to these programs are the inability for skilled tradespeople to score the required points in the FSW program and the heavy attrition of TFWs before qualifying to apply through the CEC. Less than three percent of FSW applicants are in the skilled trades.¹³ Likewise almost half of TFWs are not able to achieve journey person status – a condition of their continued employment (and eventual CEC application) in compulsory trades. Alongside other barriers for retention of international skilled trades in Canada, the new FST category is thus a key means of addressing employers’ requirements for skilled tradespersons.

Analysis of the data indicates a flow of workers to the western provinces in the trades targeted which correlates to demand during this period and more importantly is projected to be maintained over the next seven years. The historical data tables for TFW, PNP, FSW, and CEC programs are located in the following appendices.

Appendix 3: Total Entries of Temporary Foreign Workers by Select Skilled Trades Occupations, 2007-Sep 2012

Appendix 4: Total Entries of Temporary Foreign Workers of Select Skilled Trades Occupations by Province/Territory of Intended Destination, 2007-Sep 2012*

Appendix 5: Total Entries of Temporary Foreign Workers of Select Skilled Trades Occupations by Country of Last Permanent Residence, 2007-Sep 2012*

Appendix 6: Provincial/Territorial Nominees by Select Skilled Trades Occupations, 2007-Sep 2012* – Permanent Residents

Appendix 7: Provincial/Territorial Nominees of Select Skilled Trades Occupations by Province/Territory of Intended Destination, 2007-Sep 2012* - Permanent Residents

¹² Saskatchewan Apprenticeship and Trades Certification Commission (SATCC) and the Ministry of the Economy. *2011 Report on Labour Market Conditions for the Apprenticeship Trades in Saskatchewan (2011-2014)*, (Regina: 2011), p 5.

¹³ CIC: *Who will fill the job openings?* (accessed May 2013) <http://www.cic.gc.ca/english/resources/research/2012-migrant/sec04.asp>

Appendix 8: Provincial/Territorial nominees Select Skilled Trades Occupations by Country of Last Permanent Residence, 2007-Sep 2012* - Permanent Residents

Appendix 9: Skilled Workers by Select Skilled Trades Occupations, 2007-Sep 2012* Permanent Residents

Appendix 10: Skilled Workers of Select Skilled Trades Occupations (NOC3) - *by Province/Territory of Intended Destination, 2007-Sep 2012** Permanent Residents

Appendix 11: Skilled Workers of Select Skilled Trades Occupations (NOC3) *by Country of Last Permanent Residence, 2007-Sep 2012** - Permanent Residents

Appendix 12: Canadian Experience Class by Select Skilled Trades Occupations (NOC3), 2009-Sep 2012* - Permanent Residents

Appendix 13: Canadian Experience Class of Select Skilled Trades Occupations (NOC3) *by Province/Territory of Intended Destination, 2009-Sep 2012** - Permanent Residents

Appendix 14: Canadian Experience Class of Select Skilled Trades Occupations (NOC3) *by Country of Last Permanent Residence, 2009-Sep 2012** - Permanent Residents

3. Immigration – A key solution to demand

Immigrants are playing a vital role in building the labour force and filling vacancies across the country. Skilled worker immigration has been and will continue to be a critical contributor to the growth and prosperity of Canada's economy and society. According to Stats Canada¹⁴ commencing 2031, more than 80% of labour market growth is projected to come from immigration, compared to about 67% in 2012. However, many source countries of immigrants to Canada will be facing similar trends of population aging, stemming from their own demographic transition. And more nations with older populations and falling birth rates will be competing with Canada for young, skilled and mobile workers.

The following provides a the Government of Canada's Canadian Occupational Projection System's (COPS) estimates of cumulative job openings and job seekers for the period of 2010-2020 (for trades targeted by the expansion of the Skills Passport program).

Table 1: Projection of Cumulative Job Openings and Job Seekers - 2011-2020

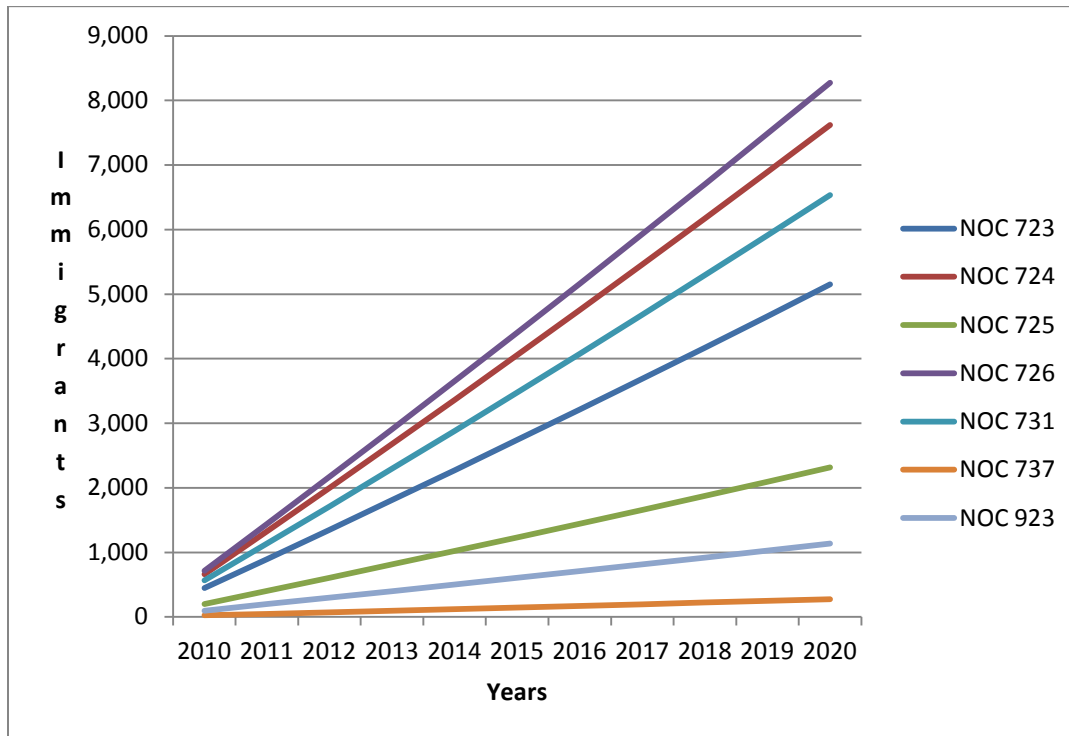
	Machinists and Related Occupations (723)		Electrical Trades & Telecommunications Occupations (724)		Plumbers, Pipefitters & Gas Fitters (725)		Metal Forming, Shaping & Erecting Occupations (726)	
Demand	Level	Share	Level	Share	Level	Share	Level	Share
Expansion Demand:	5,117	29%	35,827	41%	9,428	42%	18,828	41%
Retirements:	9,989	56%	44,177	50%	10,167	44%	21,657	46%
Other Replacement Demand:	1,650	9%	3,859	4%	1,485	7%	3,362	7%
Emigration:	1,161	6%	4,060	5%	1,600	7%	2,878	6%
Projected Job Openings:	17,918	100%	87,923	100%	22,680	100%	46,725	100%
Supply	Level	Share	Level	Share	Level	Share	Level	Share
School Leavers:	13,120	78%	65,639	92%	29,715	94%	42,130	80%
Immigration:	4,705	28%	6,957	10%	2,115	7%	7,558	14%
Other:	-942	-6%	-1,147	-2%	-144	-1%	3,063	6%
Projected Job Seekers:	16,883	100%	71,450	100%	31,686	100%	52,751	100%

¹⁴ Martel, Laurent and Jonathan Chagnon. 2012. *Population growth in Canada: From 1851 to 2061*. Statistics Canada Catalogue no. 98-310-X2011003. Ottawa. 6 p.

Projection of Cumulative Job Openings and Job Seekers - 2011-2020 (cont.)						
	Machinery & Transportation Equipment Mechanics (731)		Crane Operators, Drillers and Blasters (737)		Central Control And Process Operators in Manufacturing And Processing (923)	
Demand	Level	Share	Level	Share	Level	Share
Expansion Demand:	24,072	31%	2534	33%	3958	33%
Retirements:	44,734	58%	4344	55%	7104	59%
Other Replacement Demand:	4,756	6%	532	7%	530	4%
Emigration:	4,026	5%	379	5%	509	4%
Projected Job Openings:	77,588	100%	7789	100%	12100	100%
Supply	Level	Share	Level	Share	Level	Share
School Leavers:	47,677	63%	3567	53%	4646	50%
Immigration:	5,968	8%	250	4%	1039	11%
Other:	22,042	29%	2883	43%	3692	39%
Projected Job Seekers:	75,688	100%	6700	100%	9377	100%

The Feasibility Study concentrated on the FSTC Group B Red Seal trades. The cumulative immigration projections for selected occupations indicate a significant reliance on immigrants to fill the future labour shortages, taking into the assumption of all other possible avenues to fill vacancies which arise.

Figure 1: COPS Cumulative Immigration Projections for Selected Occupations 2010-2020 (2006 NOC)



The NOC was jointly developed by HRSDC and Statistics Canada and has been maintained in partnership since the first edition published in 1991/92. However, until this revision, NOC and NOC-S differed in their major group structures and, consequently, in their coding systems. The publication of NOC 2011 after 20 years in existence reflects the unification of the two versions. With the adoption of NOC 2011 all differences between the classifications used by HRSDC and by Statistics Canada have been eliminated. The four digit NOC code (2011) offers greater specifications and allows for better management and the collection and reporting of occupational statistics and to provide understandable labour market information.¹⁵ According to HRSDC, labour market information on 4 digit NOC will begin in 2012; some provinces such as Alberta and BC, as well as Sector Councils have been collecting 4-digit NOC data for some time. These sources have been used to identify and project demand on the 2011 NOC for targeted red seal trades are detailed in the table below.

While the table identifies the national requirements, it can be reasonably concluded based on the aforementioned regional demands and mobility issues that demand will be much higher in the western provinces (estimated at 80 percent of the national demand).

¹⁵ *About the NOC*. n.d., <<http://www5.hrsdc.gc.ca/noc/english/noc/2011/AboutNOC.aspx>> (accessed May 2013)

3.1 Growth of the Temporary Foreign Worker Program

By the Numbers

of TFWs admitted to Canada in 2011:

190,769 (a 73% increase since 2002)

Total # of TFWs in Canada in 2011:

300,111

Employment profile (skill level):

Management, professionals, skilled & technical, intermediate & clerical, elemental & labours

Main provinces of destination:

Ontario, British Columbia, Quebec, Alberta

Principal countries of origin:

US, Mexico, France, Australia, Philippines

Onward trajectory:

29,908 TFWs

TFWs are allowed entry to Canada for the purpose of meeting labour market needs where qualified workers cannot be found domestically. Employers are required to obtain a Labour Market Opinion (LMO) issued by HRSDC. The LMO confirms that there are challenges in finding workers locally and that the job being offered meets prevailing labour market conditions.

Canada's federally regulated TFW program has grown significantly over the past decade, this increase has been most apparent in Alberta. The number of TFWs in Alberta has increased seven fold from 8,387 to 58,288 between 1998 and 2011.¹⁶ In addition, overall in Canada the number of TFWs between 2000 and 2011 has increased from 89,746 to 300,111.¹⁷

The emphasis on TFWs is proving to be problematic in a number of ways. Firstly, many of the jobs the TFWs occupy are ongoing, not temporary. As a result, once their work permit expires, TFWs are required to return to their country of origin only to be immediately replaced by newly recruited TFWs.

Secondly, in 'mandatory' or 'compulsory' trades, a TFW must become a fully qualified 'journeyperson' but without access to the publicly funded apprenticeship training system. TFWs employed in mandatory trades must pass a challenge exam within six to twelve months of arrival. Failure to meet certification requirements usually results in termination of employment requiring the worker to depart Canada.

Source: CIC Economic and Social Programs. Presentation to Leaders Roundtable on Immigration. Manila, Philippines Jan. 21-25, 2013.

The Work and Learning Network for Research and Policy, states that 50% of TFWs in Alberta are sent home after six months because they are unable to pass the Red Seal exam. The reasons cited for lack of success include:

differences in trades education and training in Canada and home country, language barriers and in adequate trades training preparation. A comprehensive assessment and verification process could mitigate some of the challenges that are faced by TFWs and better prepare them to challenge the Red Seal exam successfully after a few months of working in Canada.

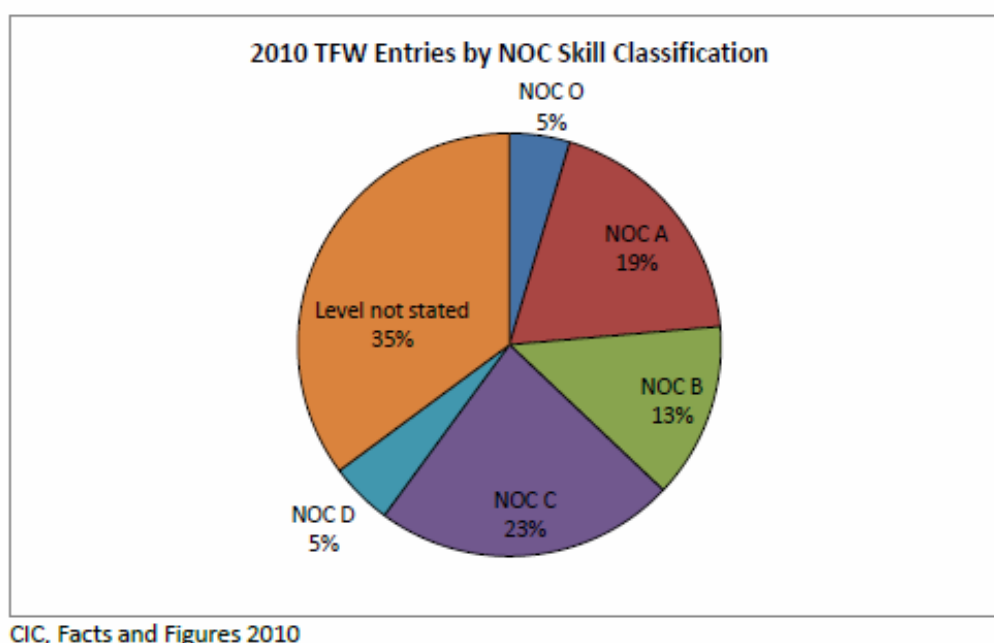
Recent changes in Canada's immigration landscape increasingly reflect the adoption of measures to meet short term labour needs, rather than the long term imperative of nation building. Between 2002 and 2010, the number of TFWs entering Canada increased by 64%, while the number of permanent

¹⁶ Alison Taylor, Jason Foster, and Carolina Cambre, *Temporary Foreign Workers in Trades in Alberta*, (Alberta: The Work and Learning Network for Research and Policy, September 2012), p.3.

¹⁷ Ibid. p.3.

residents increased by only 22%. In 2010, more than 182,000 TFWs entered Canada (CIC, 2010); with 50,673 (28%) TFWs destined to work in lower skilled NOC C and D level jobs whereas 67,549 (37%) worked in high-skill occupations (NOC O, A and B). This does not include those in the “not stated” category, which according to the Alberta Federation of Labour (2009) “of which a large proportion are working in low-skill occupations.” Many TFWs particularly those in higher skilled occupations may be potential permanent residents, however the expectation for TFWs in low-skill jobs is that they will come to Canada to fill a labour shortage for a specific period of time and [must] then return to their country of origin.¹⁸

Figure 2: 2010 TFW Entries by NOC Skills Classification



While the TFW program is demand-driven and intended to serve employers’ needs, many businesses need permanent employees. According to the study, “Canada’s Skills Crisis: What we Heard”, conducted by the Canadian Chamber of Commerce, employers want permanent residents rather than temporary workers. However, prior to the recently announced FST category, recruiting skilled trades immigrants was only available through the PNPs in Saskatchewan and Manitoba. Employers outside these jurisdictions had no avenue to recruit and hire immigrants in the skilled trades. One business executive stated the following: “We have saturated the Canadian market. We have reconciled that temporary foreign workers are necessary. But it is only a band-aid.”¹⁹ Another executive whose company has 1,000 immigrants from 45 countries and is looking to hire thousands more stated, “For a company that has a 15% turnover rate, it relies on immigration to solve that problem, believe us when we tell government

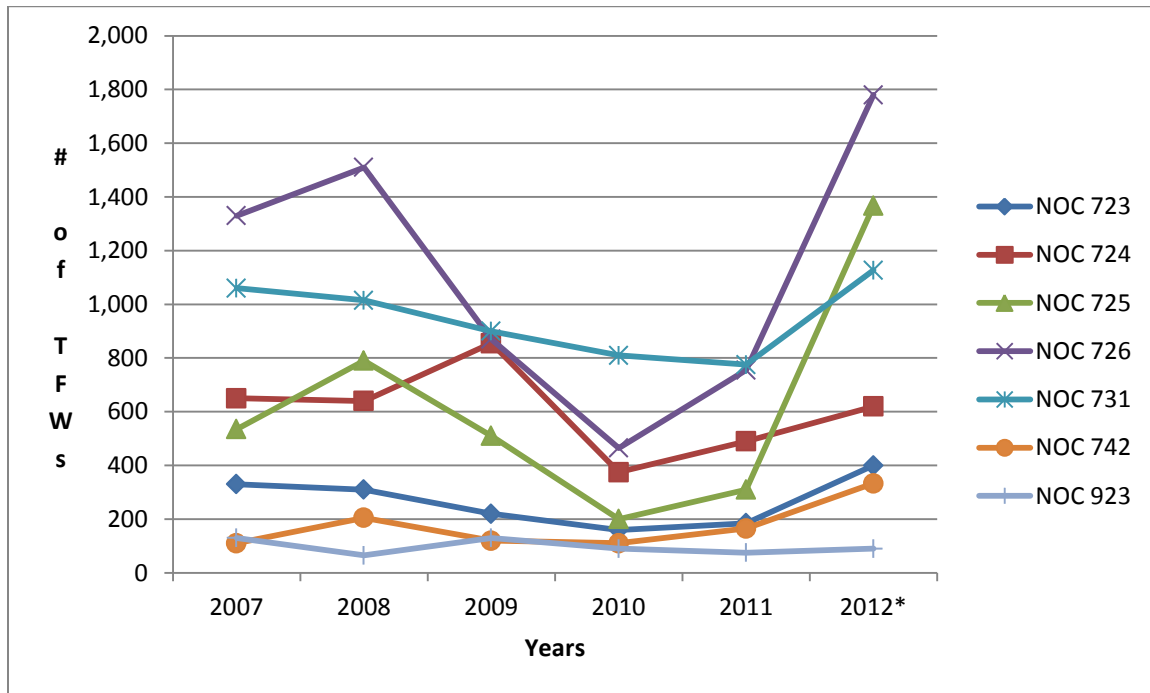
¹⁸ Sophia J. Lowe, *Transitioning Temporary Foreign Workers to Permanent Residents: A Case for Better Foreign Credential Recognition*, CERIS Working Paper No. 91 (July 2012), p.3.

¹⁹ Canada Chamber of Commerce. *Canada Skills Crisis: What we Heard, Canada*, (Ottawa: 2012), p. 12. <http://www.chamber.ca/images/uploads/Reports/2012/120923Skills.pdf>

that we need more foreign workers.”²⁰ It can be concluded that, companies need more permanent residents over temporary workers, and to achieve that changes are required to attract more immigrants.

Except for a period during the economic recession, the total number of TFWs within selected occupations has been increasing.

Figure 3: Canada – Total Entries of Temporary Foreign Workers by Select Occupations, 2007-2012*

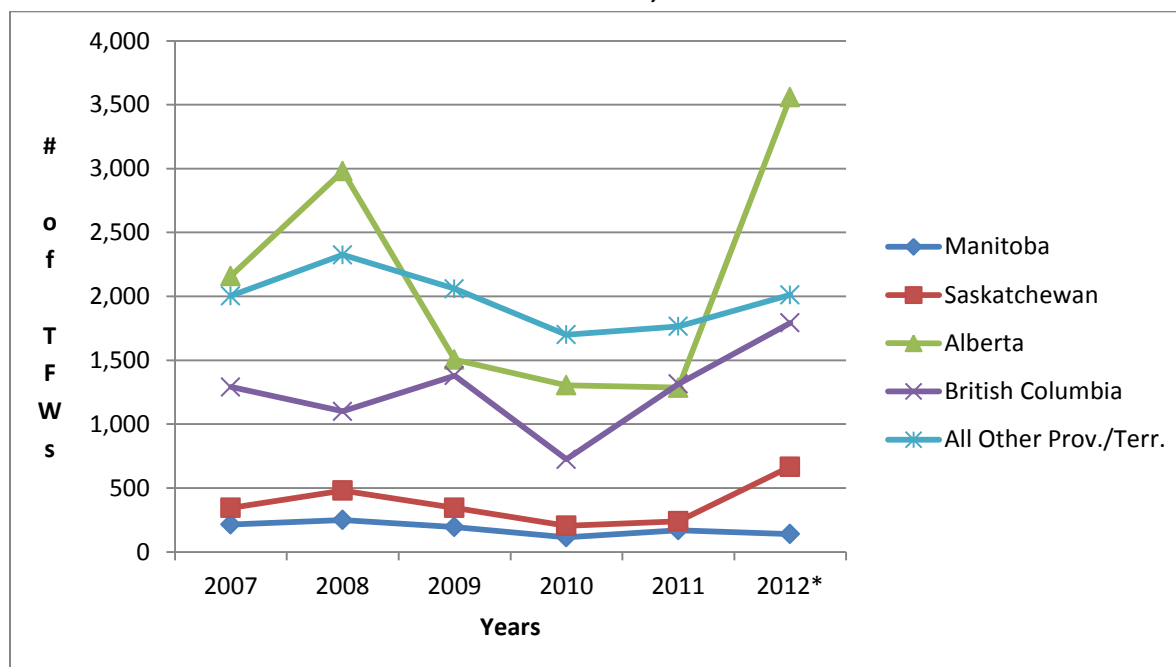


(*Projected from CIC data from 3 quarters of 2012)

Looking specifically at the Provinces of Alberta, British Columbia, Manitoba and Saskatchewan and in the selected occupations the growth of the TFWs is even more apparent, especially in Alberta.

²⁰ Ibid. p.12.

Figure 4: Total Entries of Temporary Foreign Workers of Selected Occupations by Province/Territory of Intended Destination, 2007-2012*



(*Projected from CIC data from 3 quarters of 2012)

3.2 Provincial Nomination Program (PNP)

By the Numbers

Planned range for 2013:

9600-10,000

Principal countries of origin:

China, India, USA

Outcomes 2011:

Temporary Foreign Worker stream admissions:

3,722; post-graduation

In 1967, Canada introduced the “point system” to assess potential immigrants arriving to Canada. The original system allowed journey tradespersons to obtain enough points to qualify for immigration fairly easily and resulted in large numbers of tradespersons immigrating to Canada during this period. Over the years, the points system was modified and more emphasis was placed on higher education versus apprenticeship and on-job training. By the late 1990s, it had become difficult for apprenticed trades to qualify for immigration as a FSW under the points system.

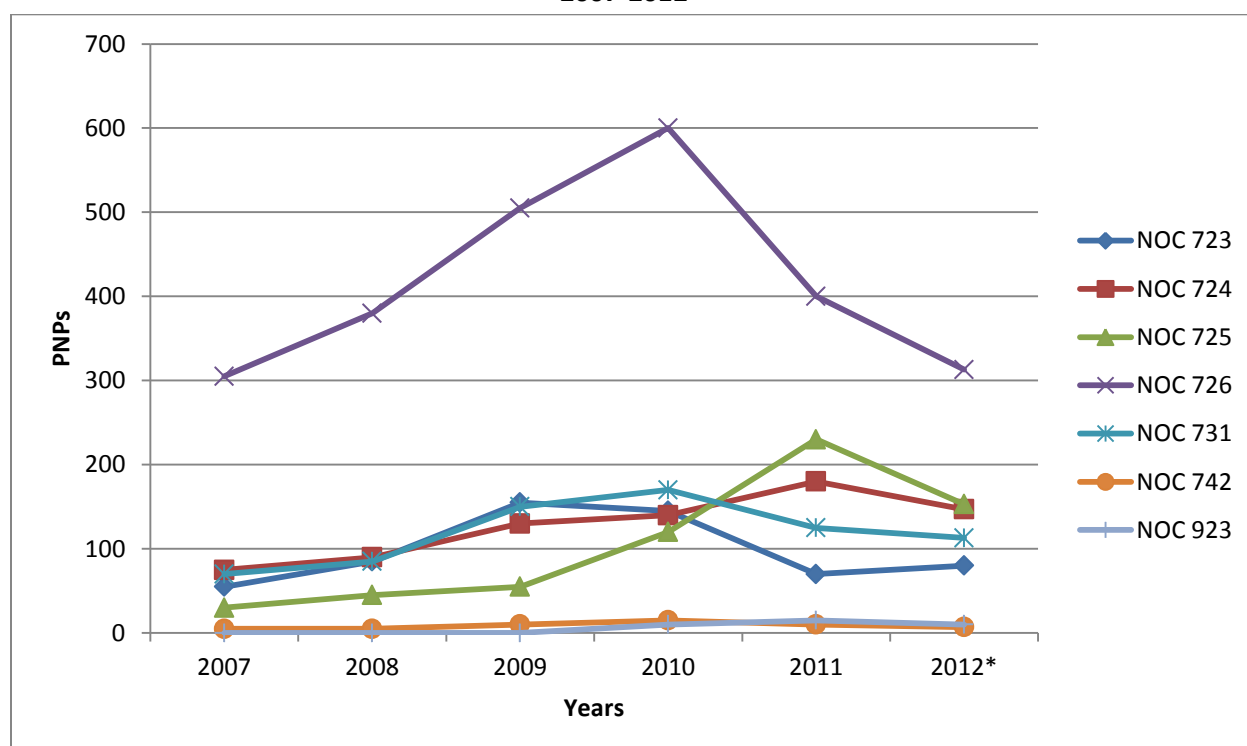
The limitations of the existing programs in addressing specific regional labour market needs, led to the development of the PNPs, introduced in 1998. Provinces, particularly in western Canada argued that the existing federal categories were hindering their ability to recruit qualified workers to meet the needs of their growing economies, where skilled trades were in high demand and short supply. The effectiveness of the program was evidenced early on, and currently the PNP now accounts for over 15

percent of Canada's immigration. A consequent effect was evidenced between 1998 and 2011, as the proportion of skilled workers selected under the federal skilled worker program declined from over 50% of immigrants to approximately 35%.²¹

In order to address their labour market needs, particularly in the skilled trades, provinces have adopted diverse approaches with an emphasis on either the PNP or TFWs. In western Canada, Saskatchewan and Manitoba have utilized their respective PNPs to attract and retain skilled trades immigrants whereas British Columbia and Alberta have more restrictive PNPs and instead are more reliant upon TFWs. This is a contributing factor to a situation where Saskatchewan (5,900) and Manitoba (5,000) have relatively low numbers of TFWs while Alberta (58,000) and British Columbia (68,000) are disproportionately higher (2010 data).

The requirements for Skilled Workers applying under the PNP are detailed in Appendix 15.

Figure 5: Canada –Permanent Residents as Provincial/Territorial Nominees by Select Occupations 2007-2012*



(*Projected from CIC data from 3 quarters of 2012)

3.3 Canadian Experience Class (CEC)

The CEC was introduced in September 17, 2008 as a prescribed class of persons who may become permanent residents on the basis of their Canadian experience. CEC entries must intend to reside in a

²¹ "Long-Needed Immigration Program for Skilled Trades is Only Part of the Solution," n.d., <<http://cwf.ca/commentaries/long-needed-immigration-program-for-skilled-trades-is-only-part-of-the-solution>> (accessed January 2013)

province or territory other than Quebec and must have maintained temporary resident status during their qualifying period of work or study in Canada.

Between 2009 and September 2012, Canada accepted approximately 500 skilled trades workers under the Canadian Experience Class. These individuals would have been working as TFWs for a minimum of 12 months within the three years prior to filing their application and would have met all language requirements as required under the program. Spouses and dependent children are also included as part of the CEC application.

Given that the workers came from the pool of TFWs, it is important to recognize that as TFWs; they were required to accept employment with their sponsoring employer at the location specified on their visa. Their employer was in an excellent position to assess the worker's skill level, work ethic and interpersonal skills before deciding whether or not to extend an offer of permanent employment as required under the CEC. Once the worker obtains permanent resident status, they would no longer be restricted to working for one particular employer. They would have the right to work in any location in Canada.

Given that successful skilled trade workers accepted under the CEC originally entered Canada as TFWs, there is a benefit in having these workers undertake an independent skills assessment prior to leaving their country of residence. Such an assessment ensures that employers are hiring workers with the necessary skill sets and this will in turn contribute to the success of the CEC as many of these workers can be expected to seek to remain in Canada permanently.

3.4 Federal Skill Trades (FST) Category

On 2 January, 2013, CIC introduced the FST category in response to current and anticipated longer term demand for skilled trades workers. The government established an annual cap of 3,000 applications to be received under the program as well as sub-caps of 100 applications for 26 of the 43 priority skilled trades. Applications will be afforded priority processing and cases are expected to be concluded within 12 months of receipt.

The FSTC will create a means for skilled tradespersons to be assessed based on criteria more relevant to employment requirements, putting more emphasis on work experience augmented by practical training rather than exclusively school-based education.²² According to Michael Atkinson, president of the Canadian Construction Association, "The introduction of a dedicated and streamlined program for skilled trades addresses many of the shortcomings in the current federal Skilled Worker Program. The new program ensures greater consideration is given to the needs of the industry when processing eligible immigrant applications." The expectation is that the new stream will address the growing labour shortages in industries and sectors experiencing severe labour shortages, and allow these groups to attract skilled tradespeople that suit their unique needs.

²² "Regulations Amending the Immigration and Refugee Protection Regulations," *Canada Gazette*, Part One Vol. 146 No. 33 (August 18, 2012), p. 2471.

The FST category will allow for an increased measure of integrity in the immigration program in that trades workers will enter Canada as immigrants destined to jobs that are clearly permanent and not temporary in nature. Unlike TFWs, they will be allowed to access the necessary training systems to ensure their success in meeting apprenticeship requirements as quickly as possible. The commitment to process FSTC applicants within 12 months will further negate the inclination for some employers to rely on the TFW program to meet labour market needs that only skilled trades persons can address.

3.4.1 Qualifying under the FSTC

Under the FST, applicants are not evaluated using the traditional ‘points-based’ system at CIC but rather qualify under the following minimum requirements:

1. have a certificate meeting the required levels in English, CLB 5 for speaking/listening, CLB 4 for reading/writing or equivalent);
2. have at least two years of full-time work experience (or an equal amount of part-time work experience) in a skilled trade within the last five years;
3. meet all job requirements for that skilled trade as set out in the NOC, and
4. Have an offer of full-time employment for a total period of at least one year or a certificate of qualification in that skilled trade issued by a provincial or territorial apprenticeship authority.

3.4.2 Verification Challenges:

The eligibility criteria of the FST category highlight a critical due diligence challenge to the application verifications process. The due diligence among the Canadian employers will vary significantly. A job offer to an international applicant (on its own) is insufficient verification of either the depth or scope of practice expected given the FST requirements in terms of working hours or scope. Working hours and applicant competency should be independently verified and clearly demonstrate an appropriate scope of work. Only a very small number of FST applicants could be expected to have the certificate of qualification from a Canadian apprenticeship authority. *The FST category needs accurate and cost-effective ways to verify the application requirements – particularly competency and work experience.*

1. School Based Systems and Credential Assessment

Apprenticeship is a form of skills training where apprentices/students learn skills in both an academic setting and also in a practical, work-based environment. The apprenticeship system has been the main provider of training in Canada for the skilled trades. Unfortunately, trades training systems in many other countries the emphasis is on school-based training versus practical work-based training. As a result, apprenticeship commissions across Canada are unable draw credential equivalencies due to the ‘apples and oranges’ comparison.

In addition, the integrity of the credentialing systems in some countries where Canadian employers recruit new employees is lacking. Having a credential from a skills certification body in many countries that Canadian employers recruit from is in no way a guarantee that the applicant has a Canadian equivalent skill in the trade. As the Skills Passport program witnessed, candidates have failed to pass basic competencies in their trade despite having the required credentials and completed assessment by recruiting agencies.

2. Language Proficiency

FST applicants must demonstrate basic language proficiency in either English or French from a designated language testing organization, demonstrating that the applicant meets the minimum threshold set by at CLB 5 for speaking and listening, 4 for reading and writing. The English language requirement can be verified through easily available certified providers in source countries. While the CLB standard is not readily available internationally, equivalent standards with international integrity such as the IELTS and Testing of English as a Foreign Language (TOEFL) are available at a cost of around C\$200.

Language proficiency has been proven to significantly contribute to successful immigrant settlement and integration outcomes. There is also a benefit in ensuring that workers can communicate effectively in the workplace in order to optimize their on-the-job safety and productivity.

3. Due Diligence of Employers/Recruiters

When recruiting and hiring new employees in Canada, employers can rely upon nationally recognized vocational credentials (provincial apprenticeship and the “Red Seal” program) to ensure new workers have the skills required to succeed in their workplace.

However, internationally, employers cannot rely as well upon foreign credentials that are often based on unfamiliar standards, are sometimes unrelated to the Canadian workplace, and may not always reflect the actual skills of the worker. As a result, internationally there is a much greater potential for a mismatch between employer and employee due to neither party fully understanding the expectations of the other. To compound matters, the consequences of an international recruitment mismatch are much more substantial than in Canada due to the much higher international relocation costs for both employer and employee. Complex certification and qualification systems overseas and in Canada can make the prospect of international human resource recruitment daunting. Likewise, potential immigrants often risk livelihoods on the promise of a better life in Canada.

4. Verification of Work Experience and Competencies

Canadians are generally able to work in their chosen occupation anywhere in Canada; however, some workers in compulsory occupations may encounter barriers to having their qualifications recognized when they move from one province or territory to another. Because provinces and territories are

responsible for the regulation of occupations, situations arise where certified workers from one province or territory have been reassessed prior to being certified in another province or territory due to differences in certification requirements between jurisdictions.

Canada's decentralized accreditation system can be seen to have many hurdles, with numerous trade and professional bodies being involved, and provinces having their own standards for evaluating degrees and setting certification norms for trades and professions. The model for verification of work experience and competencies proposed in this feasibility study will set a standard that will make the processes of verification standardized (as much as possible) for potential immigrants using the 'Red Seal' measure.

Without the benefit of a credible independent skills assessment, considerable effort would be required by Mission staff to ensure that these applicants have the skill level they claim. Verification of school documents and reference letters can be time consuming and is not always possible due to productivity demands. And unfortunately, in many countries, it is not uncommon for candidates to submit fraudulent documentation to support their application. This lends an added measure of challenge to worker recruitment and case processing.

Having these workers undertake an objective skills assessment conducted by a trusted third party will significantly contribute to the efficacy of the FSTC by adding a significant measure of due diligence.

5. Valid Offer of Employment

It can be anticipated that the majority of FST candidates will qualify based on having obtained a valid offer of employment. Not only will candidates have the benefit of a guaranteed job upon landing in Canada, they will also not be required to meet settlement fund requirements. The inability to amass sufficient settlement funds is a significant impediment for many potential applicants in being eligible to apply for permanent resident status. Additionally, obtaining provincial/territorial trade certification will be difficult if not impossible for workers residing abroad as there is currently no procedure in place to allow a trades worker to obtain certification outside of Canada.

For an offer of employment to be considered valid, the responsible employer(s) will be required to obtain a positive labour market opinion from HRSDC on the same basis as an opinion provided for the issuance of a work permit. A significant degree of due diligence will be required by HRSDC, Canadian Border Services Agency (CBSA) and CIC to ensure that offers of employment are genuine and not arranged for the primary purpose of gaining admission to Canada. Proper vetting of the employer, the job offer and the worker, including their skill level will be required to ensure the integrity of the program.

6. Provincial/Territorial Trade Certification

In Canada, provinces and territories are responsible for designating trades in their jurisdiction. Designation and certification requirements vary from province to province. In reviewing potential FST immigrants CIC officers must be convinced that the candidate will be capable of doing the work offered.

If the job is regulated in Canada, officers must also be convinced that the applicant will likely qualify to be licensed or certified once in Canada. For the occupational categories analyzed by this study, the terminology / titles may change province by province...

7. Applicant, Recruiter Fraud

Unfortunately, in many international jurisdictions where Canadian employers are recruiting fraud is endemic and skills certification systems are unreliable, as noted above. Therefore, a system which does not assess credentials but rather requires applicants to demonstrate skills can assist in addressing fraud in these jurisdictions and would provide a means of due diligence for all parties.

3.4.3 List of Jobs Eligible under the FSTC

Group A – Jobs with sub-caps of 100 applications each (and their corresponding 2011 NOC code).

Group A includes 17 jobs with a moderate labour market need. The caps apply whether or not people have a qualifying offer of employment or a certificate of qualification from a provincial or territorial apprenticeship authority.

- 7202 Contractors and supervisors, electrical trades and telecommunications occupations
- 7204 Contractors and supervisors, carpentry trades
- 7205 Contractors and supervisors, other construction trades, installers, repairers & servicers
- 7271 Carpenters
- 7301 Contractors and supervisors, mechanic trades
- 7302 Contractors and supervisors, heavy equipment operator crews
- 8211 Supervisors, logging and forestry
- 8221 Supervisors, mining and quarrying
- 8222 Contractors and supervisors, oil and gas drilling services
- 8241 Logging machinery operators
- 8252 Agricultural service contractors, farm supervisors and specialized livestock workers
- 9211 Supervisors, mineral and metal processing
- 9212 Supervisors, petroleum, gas and chemical processing and utilities
- 9214 Supervisors, plastic and rubber products manufacturing
- 9231 Central control and process operators, mineral and metal processing
- 9241 Power engineers and power systems operators
- 9243 Water and waste treatment plant operators

Group B – no sub-caps (2011 NOC code) Group B includes 26 in-demand jobs. In total, 43 jobs will be eligible to apply under the Federal Skilled Trades program in the first year of the program. There is no sub-cap for jobs under Group B.

- 7231 Machinists and machining and tooling inspectors
- 7233 Sheet metal workers
- 7235 Structural metal and plate work fabricators and fitters

- 7236 Ironworkers
- 7237 Welders and related machine operators
- 7241 Electricians (except industrial and power system)
- 7242 Industrial electricians
- 7243 Power system electricians
- 7244 Electrical power line and cable workers
- 7245 Telecommunications line and cable workers
- 7246 Telecommunications installation and repair workers
- 7251 Plumbers
- 7252 Steamfitters, pipefitters and sprinkler system installers
- 7253 Gas fitters
- 7311 Construction millwrights and industrial mechanics
- 7312 Heavy-duty equipment mechanics
- 7313 Refrigeration and air conditioning mechanics
- 7314 Railway carmen/women
- 7315 Aircraft mechanics and aircraft inspectors
- 7318 Elevator constructors and mechanics
- 7371 Crane operators
- 7372 Drillers and blasters - surface, mining, quarrying and construction
- 7373 Water well drillers
- 8231 Underground production and development miners
- 8232 Oil and gas well drillers, servicers, testers and related workers
- 9232 Petroleum, gas and chemical process operators

4.0 Credential Assessment Process – By Province²³

Jurisdictional policies and procedures related to the assessment of foreign credentials and trade experience have evolved over time, and continue to be refined to better meet the needs of foreign trained workers and Canadian industry.

4.1 Requirements, Language Assessment and Certification Process

All foreign trained workers applying for provincial/territorial certification and the interprovincial Red Seal endorsement must meet Canadian and provincial/territorial immigration laws and regulations. Language assessments are not conducted by apprenticeship jurisdictions. All provinces and territories use similar application, assessment and approval processes for candidates challenging examinations for provincial/territorial certification and the interprovincial Red Seal endorsement. Québec has an additional requirement that workers must attain provincial journeyman status prior to challenging the interprovincial Red Seal examination.

4.2 Jurisdictional Credential Assessment

Jurisdictional assessments of foreign trained candidates for access to provincial/territorial certification and interprovincial Red Seal examinations include more than the assessment of credentials alone. Three jurisdictions, Nova Scotia, Northwest Territories and Saskatchewan, placed significant weighting on the credential in the application approval process.

4.3 Trade Experience Assessment

Apprenticeship jurisdictions view foreign trained workers' trade experience as the critical element for the approval of an application for provincial/territorial certification and the interprovincial Red Seal endorsement. It is estimated that the majority of staff time and energy (54% provincial/territorial average) is spent assessing and verifying trade experience. A variety of documentation is used to assess and verify candidates' trade time, scope of work and level of trade experience. The majority of jurisdictions use internal staff to assess and verify trade experience.

²³ Saskatchewan Apprenticeship and Trade Certification Commission. *Understanding the Assessment and Recognition of Foreign Trained Workers in the Red Seal Trades: A Cross-Canada Review of Methodology and Processes in Apprenticeship Systems to Assess and Recognize Credentials and Trade Experience*. (Regina: February 2011), p. 1-2.

4.4 System Pressures

Jurisdictional apprenticeship staff who process foreign trained worker applications, assessments and approvals for provincial/territorial certification and the interprovincial Red Seal endorsement have identified the following system pressures:

1. Time to process applications and assessments because of difficulty in contacting international employers.
2. Time to process applications and assessments because of internal policies and processes.
3. Communication barriers caused by language differences.
4. Administrative staff performing credential and trade experience assessments with limited or no trade expertise.
5. Challenge of comparing international credentials to Canadian apprenticeship training programs and curricula.
6. Applicants' level of frustration and anxiety with the application, assessment and approval processes.

Refer to Appendix 16: Credential Assessment Process for Each Province.

5. Gap Training Opportunities for Immigrant Success

Given the opportunities and challenges associated with attracting and retaining immigrant skilled trades, it is important that CIC adopt a business model that will not only ensure quality immigrant selection but will also contribute to workplace safety and successful overall worker integration.

As part of the selection process, Skills Passport program proposes to provide technical skills assessment services of potential FST applicants. Given that these assessments will be provided abroad, the Skills Passport program is well placed to also provide company specific technical training, Occupational Health and Safety (OHS), cultural sensitivity training as well as other types of training once the applicant receives a job offer but prior to their arrival in Canada.

The 'gap' training would contribute to:

- Understanding of company specific processes and procedures
- Educating workers on Canadian occupational values and culture
- Improving workplace safety
- Accelerating worker cultural adaptation into the workplace
- Awareness of worker rights and obligations
- Reduced workplace related injuries
- Increased productivity

5.1 Worker Health and Safety Research Findings

In December 2010, an Expert Advisory Panel on OHS submitted a report on immigrant worker safety to the Ontario Ministry of Labour.²⁴ Based on its findings, the Panel determined that immigrant workers are vulnerable for a number of reasons including:

- not knowing their legal rights
- working in jobs without experience or hazard-specific training and
- Being unlikely to raise health and safety issues for fear of losing their jobs.

Based on its findings, the report recommended that Ontario's health and safety system "develop information products in multiple languages and formats for distribution through various media and organizations" to raise awareness of OHS among immigrants and other vulnerable workers. They also recommended that this information be included in material received by workers preparing to come to Canada.

²⁴ "Immigrant Worker Safety: Institute for Work and Health Develops OHS Information Tool for Newcomers," *At Work*, Issue 64 (Spring 2011), p.16.

A report prepared by the Institute for Work and Health titled ‘Delicate Dances: Immigrant Workers’ Experiences of Injury Reporting and Claim Filing’²⁵ details the workplace injuries and related challenges faced by immigrant skilled workers. The purpose of this study was to gain an understanding of new immigrants’ experiences after a work-related injury. The report determined that the immigrant workers’ relatively weak position in the labour market, limited English-language skills and settlement pressures made the reporting of injuries difficult. For those that did report their injuries, in many instances, the responsible employer attempted to ‘manage’ the injury without filing a workers’ compensation claim; mislead workers about their rights or undermined the claim. Once in the workers’ compensation system, workers had difficulty navigating the system and understanding what was required of them. The report put forward policy and practice suggestions intended to help newcomers who have had a work-related injury.

The report pointed out that many workers in the study were required to work with unfamiliar tools or machines, received inadequate training and felt unprepared for the work to be performed. They also feared being fired after having a work-related injury. Workers consistently reported that they did not receive any information about employment standards, their occupational health and safety rights or information on workers’ compensation. As a result, they did not feel protected in the workplace. In some cases, the provision of such information was not uniformly available and was often dependent on the ability and initiative of the individual worker.

Among its recommendations, the report suggested that information about employment standards, occupational health and safety rights and workers’ compensation be provided to workers prior to coming to Canada.

Research evidence has been emerging that the risk of occupational injury is elevated among workers who are new to their jobs and in firms that are newly established. Recent research at the Institute for Work & Health (IWH) reinforces concerns about “newness” and workplace injury²⁶. Several aspects of newness were examined including young workers; short tenure workers; recent immigrants and new firms.

In the case of recently arrived immigrants, the report indicated that these workers are ‘doubly new’ in that they are new to the country (and may face barriers to integration in the labour market arising from language issues, as well as from a lack of recognition of foreign credentials and work experience) and they are new to their jobs.

The report concluded that recent immigrants (up to 10 years in Canada) were:

- More likely than Canadian-born workers to be in physically demanding occupations and in small workplaces (less than 20 employees)
- More likely to be in temporary jobs

²⁵ Institute for Work and Health. *Delicate Dances: Immigrant Workers’ Experiences of Injury Reporting and Claim Filing*. (Toronto: April 2011), p.14.

²⁶ Institute for Work & Health. *“Newness” and the Risk of Occupational Injury*. (Toronto: May 2009), pg.3.

- Twice as likely to sustain work-related injuries requiring medical attention compared to Canadian-born workers
- Willing to take on more risky tasks at work, increasing health and safety risks

The findings of these studies reinforce concerns about elevated risk of occupational injury and a general lack of awareness of worker rights and obligations associated with recently arrived immigrant workers. They also highlight the benefits of providing OHS information and training to these workers prior to arriving in Canada. This is particularly true of skilled trades workers given the nature of their duties.

5.2 Proposed Areas of Technical Training Offerings

Given technical skills training mandate combined with experience in successfully implementing the Skills Passport program and their relationship with apprenticeship authorities, industry sector councils and employers, Canadian skills training organizations are well placed to provide 'gap' technical training to Canadian standards.

5.3 Gap Training as a Result of Unsuccessful Assessment Results

Under the new expanded Skills Passport model, applicants who are unsuccessful in their Skills Passport assessment will be encouraged to undertake additional training or gain additional experience to meet the required standards. Outside the scope of the proposed Skills Passport program, there is an opportunity for Canadian training institutions to provide gap training and practical skills experience for candidates wishing to upgrade their skills and undergo a reassessment.

6.0 Skills Passport Program Prior Learning Assessment of Competency Approach

6.1 Background

SIAST established the policy and program direction related to demonstration-based skills assessment as well as assessment standards, training, certification, guidelines, marketing, program integrity and monitoring to support implementation and ongoing functioning of the Skills Passport program.

The program assesses a candidate's skills utilizing a modified Prior Learning Assessment and Recognition (PLAR) process. PLAR is defined as an evaluation through a valid and reliable process, by qualified specialists, of the knowledge and skills that have been learned through non-formal education, training or experience to determine the Canadian skill equivalency.

The program also assessed English language proficiency against the CLB standard. These benchmarks are used to assign to a candidate a series of competency levels related to their speaking, listening, reading and writing skills. These levels provide employers with an accepted method of assessing the language skill level appropriate to their workplace and ensuring that selected workers meet this standard.

By providing Canadian employers with credible independent skills assessment results, the program meets the recruitment needs of employers as well as providing those government officials charged with adjudicating visa and PNP applications with an added measure of confidence in case processing. Currently, the program is operating in the Philippines and the Ukraine and conducts assessments of welders, heavy duty equipment mechanics and construction trades.

The concept of building quality into the selection, hiring and migration process prior to arrival in Canada is fundamental to the vision of the program.

6.2 Skills Passport Program Evaluation

In order to assess the value of the Skills Passport program to participating employers, foreign skilled workers, SINP and CIC missions abroad, SIAST undertook an evaluation of the program in 2012. The evaluation administered surveys to participating employers and workers in order to obtain an evidence-based assessment of their level of satisfaction with the Skills Passport Program and to seek their recommendations on how the program could be improved. Officials from the SINP and CIC missions abroad were also contacted to seek their advice on the benefits of the program in the selection of candidates under the PNP and the TFW program. Consideration was also given to discussions that occurred with key partners including officials from participating assessment centres, recruiters, employers as well as related information and documentation gathered that provided a perspective on the relevance, implementation, results and design of the program.

6.2.1 Key findings

Employer Satisfaction

- Employers were unanimous in agreeing on the importance of having a credible independent assessment of a candidate's skill level prior to making a hiring decision.
- The SIAST registration process and promotional materials were supportive and very well received by employers.
- Employers were satisfied with the effectiveness and the accuracy of the PLAR (technical skills) and CLB (English language) results conducted by SIAST's overseas assessment partners.
- Employers were more likely to pay a fee for technical skills assessments than for language assessments given that there are alternative means to determine language ability including interviews and the use of established language testing centres such as Testing of English as IELTS. At the same time, it was recognized that the Canadian CLB assessments conducted as part of the Skills Passport Program, was more relevant to determining a worker's ability to communicate effectively in the workplace than IELTS which was viewed as more academically focused.

Worker Satisfaction

- Overall, workers were very supportive of the assessment process and concept.
- Registration and identity confirmation process were effectively managed by the overseas assessment centres.
- The quality of the testing facilities and the materials/equipment provided were generally rated in the good to very good range.
- The assessment process and the time allotted to complete the assessments were considered by the majority of candidates to be sufficient or more than sufficient.
- Workers were satisfied that the assessment results provided an accurate reflection of their skill level.
- Most agreed that the Skills Passport assessment is an effective tool in support of the hiring process.

CIC Missions Abroad

- Visa officers viewed the Skills Passport Assessment results positively.
- The assessment results establish whether the applicant is capable of performing the job being offered.
- Assessment results can help to mitigate against fraud which is not uncommon at many overseas Missions.
- The assessment results can support an applicant's qualifications in a case where skill level is based primarily on work experience but where little if any formal training has occurred.

- Results can help to reduce the need for document verifications and candidate interviews thereby avoiding unnecessary processing delays.
- Assessment results provide context for the province's decision to approve a PNP case thereby increasing visa officer confidence in the immigration selection process.
- Given CIC's policy direction to include more skilled tradespersons in the FSW Program, Mission staff felt that having an independent assessment of a worker's skill level would be an increasingly valuable tool in the immigrant selection process.

Saskatchewan Immigrant Nominee Program (SINP)

- Provincial officials responsible for the SINP found that the Skills Passport assessment results made a positive contribution to PNP selection.
- Assessment results contributed to an increased level of confidence in the worker's claimed skill level.
- The current skill level is confirmed in cases where documentation is not available or where training and experience are somewhat dated.
- Based on a limited survey, SINP was able to confirm that overall decision/processing times are improved when Skills Passport Program assessment results form part of the file.
- Assessment results are a benefit when documents supporting claimed skill levels are lacking.
- The fact that the Federal Government now requires language test results as part of the application process for Provincial Nominee candidates for semi and low skilled applicants reduces the value of the CLB language assessment.
- The fact that different employers require different skills outcomes for their candidates makes comparative assessments of individual candidates difficult at the PNP selection stage.

6.2.2 Evaluation Conclusions

The benefits of the Skill Passport program are significant for those involved from both a private and public sector perspective. On the private sector side, employers have confidence that they are hiring the right person and processing delays can be avoided given this added measure of due diligence in worker selection. At the same time, governments responsible for approving worker visa applications are afforded documented evidence confirming a newcomer's skill level which will support case processing and introduces a significant safeguard against potential fraud and/or employer indifference. Candidates have an indication of any skills gap and appropriate training can be undertaken abroad to ensure a worker will be able to attain the necessary skill level to be able to successfully contribute to the Canadian labour market upon arrival. Credible skills assessment results can also provide credential recognition authorities and technical schools with a context for granting formal skills recognition and appropriate placement in an apprenticeship/training program. Confirmation of a worker's skill level also provides assurances that settlement and integration outcomes are likely to be positive.

Overall, the evaluation concluded that the design of the program is effective, and has been sufficiently well-implemented to ensure its ongoing sustainability. While the program had been slow to start due to the late 2008 to 2009 global recession, anticipated future economic growth combined with the

demographic profile of Canada's labour force were viewed as contributing to the relevance of the Skills Passport program in the assessment and selection of foreign trained trade workers.

6.3 Applicability of Skills Passport assessment results to the FST category

Many of the principles underpinning the implementation and evolution of the Skills Passport program are now applicable to the FST, namely:

- Assessment results can help to mitigate against fraud which is not uncommon at many overseas missions.
- Assessment results provide added backing to documentation provided by an applicant supporting their qualifications.
- Assessment results establish a candidate's competency in cases where skill level is based primarily on work experience but where little if any formal training has occurred.
- Results can help to reduce the need for document verifications and candidate interviews thereby avoiding unnecessary processing delays.
- The current skill level is confirmed in cases where documentation and/or training and experience are somewhat dated.

The Skills Passport program assessment results can also support employer/provincial decision makers in selecting candidates from the proposed the Expression of Interest (EOI) pool outlined in CIC's Economic Action Plan 2012.

7. Operational Model Case Study: Australia Immigration Model for the Skilled Trades

7.1. Overview

Over the past decade the Government of Australia has made considerable reforms to its immigration system. Assessing the skills of those wishing to immigrate to Australia has become a key element to the migration system. “Skills recognition processes play a crucial role in facilitating the engagement of migrants and overseas trained Australians in employment commensurate with their ability, thereby maximizing their productive potential and contribution to the Australian economy”²⁷. With respect to the trades, Australia has implemented a mandatory offshore skills assessment process in which trades people in selected occupations and countries who want to migrate to Australia must have their skills assessed through by an approved Registered Trade Organization (RTO). The introduction of off shore assessments is the first program of its type in the world and is an initiative of the Council of Australian Governments. The following will provide an overview of this assessment process for the skilled trades.

7.2 Purpose of Skills Assessment - Australian Model

The purpose of skills assessment is to ensure that the overall objectives of the skilled program are met in terms of economic benefit to Australia. Skills assessments ensure that the applicant has the appropriate skills to find employment in Australia and make an economic contribution.

Where the applicant has a job offer already (i.e. Employer Nominated Scheme applications), the skills assessment performs a secondary function to support the integrity of the program – to ensure that the employee sponsored does genuinely have the skills to fill the position and that the position has not been created for the sole purpose of obtaining a permanent visa.

There is also reference to a consumer protection element to the skills assessment process in that immigration should be restricted for applicants in certain occupations to those who have equivalent training and expertise to Australian practitioners. In particular, in cases where incompetence can result in serious harm to the community as would be the case for occupations such as medical practitioners, allied health professionals and pilots.

7.3 Key Definitions²⁸

Australian Quality Framework (AQF)

The Australian Qualifications Framework (AQF) is the national policy for regulated qualifications in Australian education and training. It incorporates the qualifications from each education and training sector into a single comprehensive national qualifications framework. The AQF was first introduced in

²⁷ *Negotiating the Maze: Review of the Arrangements for Overseas Skills Recognition, Upgrading and Licensing*, (Canberra: Joint Standing Committee on Migration, September 2006), p.2.

²⁸ Government of Australia. *Offshore Skills Assessment Guidelines*. (Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education, April 2013) , Pgs 1- 22.

1995 to underpin the national system of qualifications in Australia encompassing higher education, vocational education and training and schools.

The users of the AQF span each education and training sector: schools, vocational education and training and higher education and include the accrediting authorities and institutions providing education and training. The many AQF stakeholders include industry and its representative bodies, unions, professional associations and licensing authorities and governments. Ultimately students, graduates and employers, both Australian and international, benefit from the quality qualifications that are built on the requirements of the AQF.

In Australia, education and training is a shared responsibility of all Commonwealth, State and Territory governments. Education, training and employment ministers collectively own and are responsible for the AQF.

The AQF provides the standards for Australian qualifications. It is an integrated policy that comprises:

- The learning outcomes for each AQF level and qualification type
- The specifications for the application of the AQF in the accreditation and development of qualifications
- The policy requirements for issuing AQF qualifications
- The policy requirements for qualification linkages and student pathways
- The policy requirements for the registers of:
 - organizations authorized to accredit AQF qualifications
 - organizations authorized to issue AQF qualifications
 - AQF qualifications and qualification pathways
- The policy requirements for the addition or removal of qualification types in the AQF, and
- The definitions of the terminology used in the policy.
- The accreditation of AQF qualifications, the authorization of organizations to issue them and the ongoing quality assurance of qualifications and issuing organizations is legislated within Australian jurisdictions.

Verification of AQF qualifications and the organizations authorized to issue them is through the AQF Register.

The AQF itself does not register institutions. In Australia, this is undertaken by National or State/Territory accrediting authorities. The purpose of the Australian Qualifications Framework (AQF) is to provide the requirements for qualification outcomes.

The Australian education system is distinguished from many other countries by the AQF. The AQF has 10 levels and links school, vocational and university education qualifications into one national system. The AQF allows one to move easily from one level of study to the next, and from one institution to another as long as one satisfies the student visa requirements. It allows for choice and flexibility in career planning.

Australian Quality Training Framework (AQTF)

Australian Quality Training Framework is the set of nationally agreed quality assurance arrangements for training assessment services delivered by training organizations. It assures the quality and consistency of training outcomes. The Australian Quality Training Framework comprises two set of standards:

- AQTF 2007 Essential Standards for Registration
- AQTF 2007 Standards for State and Territory Registered Bodies

Recognition of Prior Learning and AQF

Recognition of Prior Learning (RPL) is an important part of the AQF. In simple terms, it means that if one has the skills or knowledge required for entry to, or credit towards, a qualification, but no papers as proof, they can undertake a personal assessment. If successful, they will be granted credit toward a qualification. While all individual institutions recognize the AQF, each has its own policy regarding RPL.

The following diagram illustrates the structure of the AQF, and the typical learning pathways.²⁹

Figure 6: Australian Qualifications Framework (AQF) Learning Pathways



²⁹ "Australia Qualifications Framework," n.d., <<http://www.studyinaustralia.gov.au/en/Why-Study-in-Australia/Australian-Qualifications-Framework/Australian-Qualifications-Framework>> (accessed January 2013)

Certification for Trades People

The certificated system for trades people in Australia range from I – IV. Certificate III is the minimum standard needed to secure a positive skill assessment from Trades Recognition Australia (TRA), in addition to relevant experience. If a candidate successfully completes the Skills Assessment, they will receive a Certificate III - Australian Qualification for non-licensed trades; for licensed trades they will receive an Offshore Technical Skills Record (OTSR). This will allow applicants to apply to the relevant state/territory licensing regulator for provisional electrical license. This permit to work allows them to work under supervision of qualified tradespersons.

Australian Skills Recognition:

In Australia there is no single authority which assesses or recognizes all overseas qualifications. Many professional, government and other organizations are involved, depending on the type of qualification or occupation and whether the assessment is for the purpose of migration or employment in a particular.

Trades Recognition Australia (TRA)

TRA is a skills assessment service provider specializing in assessments for people with trade skills gained overseas for the purpose of migration and skills recognition. TRA is a business unit of the Australian Department of Industry, Innovation, Science, Research and Tertiary Education (DIISRTE) and is the designated relevant assessing authority for a range of trade and associate professional occupations under the Migration Regulations 1994.

Regulation 2.26B (2) of the Migration Regulations 1994 provides that TRA may determine the standards required to be demonstrated in a skills assessment for a particular occupation. TRA plays no role in issuing visas or allocating points for migration purposes.

Skills Assessment:

Skills assessment is a requirement for persons intending to migrate to Australia as skilled migrants.

Registered Trade Organizations (RTO)

Registered Trade Organizations (RTOs) are approved by TRA to provide overseas assessments for persons wishing to migrate to Australia from the list of nominated countries and occupations. There are currently three TRA approved RTOs, Future Skills International (<http://www.futureskills.asn.au/>) VETASSESS (<http://www.vetassess.com.au/>) and Victoria University (<http://www.vu.edu.au/campuses-services/corporate-services/visa-skills-assessments/offshore-skills-assessment-program>) who provide offshore assessments for the trades.

List of occupations assessed by Trades Recognition Australia

TRA provides a range of skills assessment options for the following:

- International students seeking temporary or permanent migration
- Permanent skilled migration
- Temporary skilled migration
- Australian Recognized Trade Certificate (not for migration purposes)

For the purpose of this study, the Permanent skilled migration as it pertains to the skilled trades is examined. A list of the occupations that TRA assesses can be found at:

<http://www.visabureau.com/australia/skilled-occupation-list.aspx> .

7.4 Australian Offshore Skills Assessment Program

The Offshore Skills Assessment Program (OSAP) is managed by TRA. The Offshore Skills Assessment Program is for persons seeking Permanent Migration – General Skills Migration (GSM), Employer Nomination Scheme (ENS) and Regional Sponsored Migration Scheme (RSMS).³⁰ The objective of the OSAP is to determine whether a candidate is able to work in Australia at the required skill level for their nominated occupation. This aims to ensure successful applicants can contribute immediately to Australia’s skilled workforce. The OSAP is an assessment pathway for applicants applying for permanent migration who work in a nominated occupation and hold a passport from a nominated country. Please see below for a list of nominated occupations and countries:

Nominated countries³¹

The nominated countries assessed by TRA under the Offshore Skills Assessment Program are:

- | | |
|---|------------------------|
| • China (including Hong Kong and Macau) | • Philippines |
| • Fiji | • South Africa |
| • India | • Sri Lanka |
| • Iran | • United Arab Emirates |
| • Ireland | • United Kingdom |
| • Korea (South) | |

Nominated occupations [ANZSCO Code]³²

The nominated occupations assessed by TRA under the Offshore Skills Assessment Program are:

- | | |
|--|-------------------------------------|
| • Air-conditioning and Refrigeration Mechanic [342111] | • Joiner [331213] |
| • Bricklayer [331111] | • Metal Fabricator [322311] |
| • Carpenter [331212] | • Motor Mechanic (General) [321211] |

³⁰ *Trades Recognition Australia*. n.d., <<http://www.innovation.gov.au/Skills/SkillsAssessment/TradesRecognitionAustralia/Pages/default.aspx>> (accessed January 2013)

³¹ *Offshore Skills Assessment Program*. n.d., <<http://www.innovation.gov.au/Skills/SkillsAssessment/TradesRecognitionAustralia/OffshoreSkillsAssessment/Pages/default.aspx>> (accessed January 2013)

³² Ibid.

- Carpenter and Joiner [331211]
- Diesel Motor Mechanic [321212]
- Electrical Lines worker [342211]
- Electrician (General) [341111]
- Electrician (Special Class) [341112]
- Electronic Equipment Trades Worker [342313]
- Plumber (General) [334111]
- Sheet metal Trades Worker [322211]
- Technical Cable Joiner [342212]
- Vehicle Painter [324311]
- Welder (First Class) [322313]

Program Delivery

Under this program, a candidate must be assessed by a TRA approved RTO. There are currently three TRA approved RTOs, Future Skills International, VETASSESS and Victoria University. A candidate is free to choose which RTO they use for their assessment, noting the list of nominated countries and nominated occupations for each RTO is different.

The candidate must select an RTO that can assess their nominated occupation for the country of their passport (not the country where they are living). If a candidate requires a skills assessment in a country other than their own country of passport, they can contact their selected RTO who will advise them if they can conduct an assessment in their location. The selected RTO will provide them with information on how to apply for a skills assessment and the documentation required. RTOs approved by TRA set their own fees, and they are required to list the fees they charge on their website.

Please Appendix 17 for a list of all the RTOs, Nominated Countries and Occupations.

Roles and Responsibilities of TRA

The roles and responsibilities of TRA in relation to the Offshore Skills Assessment Program include (but are not limited to):

- managing the objectives of the program
- providing up-to-date information about program processes and procedures
- contract management and monitoring of TRA approved RTOs
- responding to enquiries about the program
- policy management
- developing and maintaining an appropriate IT system to support the program
- liaising with Department of Immigration and Citizenship(DIAC) and other stakeholders about the program
- responding to complaints that cannot otherwise be dealt with by the TRA approved RTOs, as required
- monitoring program integrity
- managing evaluations of the program
- undertaking compliance and investigative measures as required.

TRA Approved RTO Roles and Responsibilities

The roles and responsibilities of TRA approved RTOs to deliver the services include (but are not limited to):

- meeting their obligations under the VET Quality Framework
- conducting an assessment of the evidence the applicants provide in accordance with their documented processes and procedures
- notifying the applicants of the assessment outcome, including issuing the appropriate documentation
- liaising directly with the applicant in response to enquiries, acknowledging application/fees paid, managing the review process and compliant handling.

Applicant Roles and Responsibilities

- accurately and honestly complete the required skills assessment application and declaration forms issued by the RTO conducting the skills assessment
- provide valid, authentic, current evidence to the RTO to enable them to conduct an assessment
- ensure the documentary evidence submitted to the RTO is complete and decision ready
- participate in the assessment as advised by the RTO
- pay all program fees to the RTO
- have lodged, or intend to lodge, an application with DIAC for permanent residency.

Pathway 1: Applicants Who Do Not Have a Relevant Australian Qualification

Step 1: Self-evaluate

Candidate must complete a self-evaluation of his/her skills, knowledge and experience in their nominated occupation using the self-evaluation tool TradeSET to determine if they have the required skills for work in Australia.

TradeSET can be accessed via www.tradeset.com.au.

Step 2: Choose a TRA approved RTO

Candidate is required to locate and select an RTO to conduct their skills assessment
For skills assessment to meet DIAC requirements candidate may only use a TRA approved RTO.

Step 3: Submit documentary evidence

Candidate must submit decision ready* documentary evidence of his/her identity, skills and experience to a TRA approved RTO for assessment.

Documentation may include:

- recent photographs—passport-sized, certified and dated
- relevant passport pages—certified copy (must show name, photo and date of birth)
- evidence of skills and experience, including but not limited to training documents, evidence of employment and employment statements
- certified English translation of any documents, if originally issued in a language other than English, compiled by a registered translation service
- assessment fee.
- If the evidence provided indicates that the candidate has the necessary skills and experience relevant to their nominated occupation, they will be invited to participate in a technical assessment with an RTO assessor.
- If documentary evidence does not sufficiently demonstrate skills and experience relevant to the nominated occupation, the RTO will advise of gaps identified.

* Decision ready means:

- a) all documents requested by the RTO are provided when application is submitted
- b) all documents are certified in accordance with section 1.13 above
- c) employment statements conform to the requirements set out in section 1.14 above

Step 4: Technical assessment

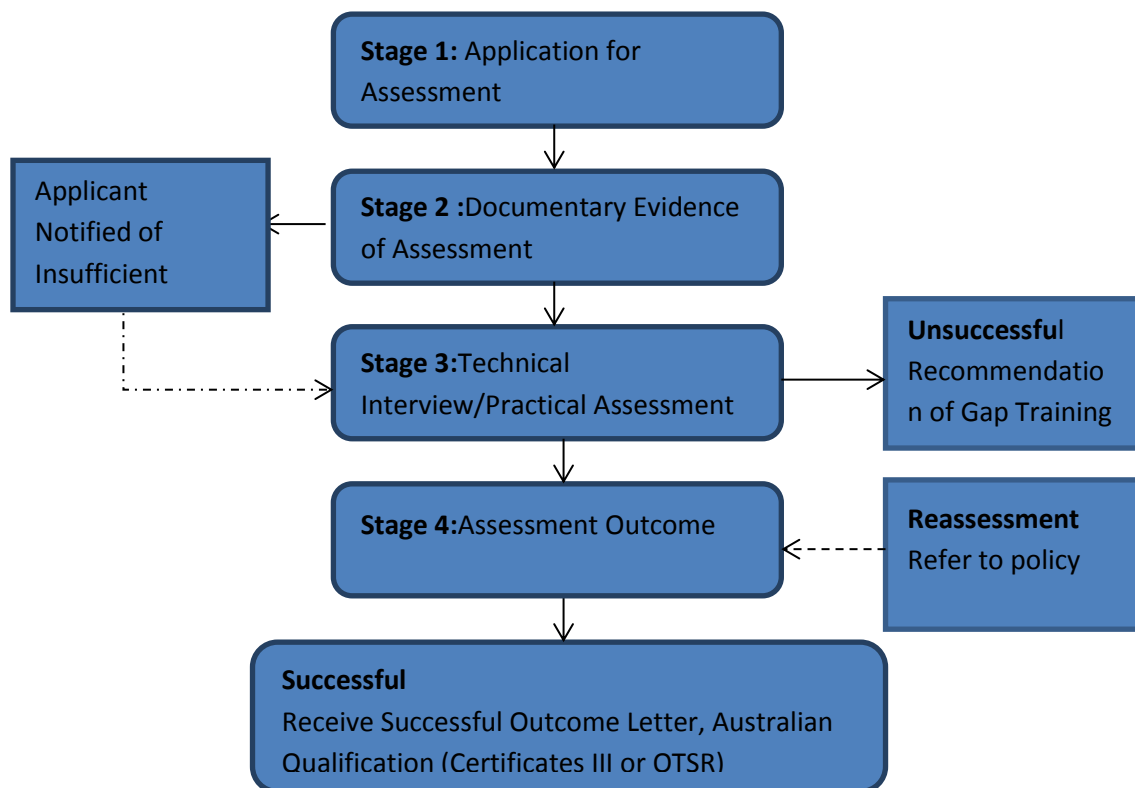
- a) Candidates will be required to participate in an assessment of their skills and knowledge. The assessor conducting the assessment will be a qualified Australian tradesperson from the trade and a qualified assessor.
- b) The assessor will focus on collecting evidence to determine if the candidate meets the requirements of the relevant Australian Training Package qualification. This may involve a technical interview, a practical demonstration of skills and/or gathering evidence from third parties (e.g. employers or other referees).
- c) All technical assessments must be conducted in English. Interpreters are not permitted.

Step 5: Receive TRA approved RTO assessment outcome

- a) The TRA approved RTO will issue documentation notifying the candidate of the outcome of their assessment.
- b) If successful, the candidate will receive a skilled migration outcome letter that can be presented to DIAC with their visa application. The Candidate will also be awarded the relevant Australian trade qualification, except in the licensed trades of Air-conditioning and Refrigeration Mechanic, Electrical Lines worker, Electrician (General), Electrician (Special Class), Plumber (General) and Technical Cable Joiner.

- c) Applicants in the licensed trades will be issued with an Offshore Technical Skills Record (OTSR). The OTSR is sufficient evidence to apply for a provisional license with state and territory licensing authorities.
- d) For applicants who wish to progress to a full license, further Australian context training and a period of supervised employment will be required once they arrive in Australia, so the candidate can obtain Australian-specific knowledge such as occupational health and safety regulations, codes of practice and other Australian standards.
<http://www.innovation.gov.au/Skills/SkillsAssessment/TradesRecognitionAustralia/Pages/Licensing.aspx>
- e) If unsuccessful, the RTO will advise the candidates of gaps identified in their skills and experience.

Figure 7: Offshore Skills Assessment Process³³:



Pathway 2: Applicants who hold a relevant Australian qualification

Step 1: Choose a TRA approved RTO

Candidate is required to locate and select an RTO to conduct the skills assessment. For skills assessment to meet DIAC requirements candidate may only use a TRA approved RTO. The TRA approved RTO chosen must not be the RTO that issued the candidates qualification.

³³ *Offshore Skills Assessment Guidelines* (Australian Government: Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education, April 2013) , Pgs 1- 22.

Step 2: Submit documentary evidence for assessment

Candidate must submit decision ready* documentary evidence of their skills, employment experience and Australian qualification to a TRA approved RTO for assessment. The RTO chosen will tell the candidate what documentation they will require to be sent

Candidate needs to demonstrate at least three years full-time paid employment in a relevant and directly related trade, including 12 months full-time paid employment in the nominated trade in the two years prior to lodging the application. Evidence of employment undertaken on a part time basis can also be considered and counted toward the employment requirement on a pro rata basis.

If the evidence provided indicates that the candidate has the necessary skills and experience relevant to the nominated occupation they will be invited to participate in an assessment with an RTO assessor.

If documentary evidence does not sufficiently demonstrate skills and experience relevant to the nominated occupation, the RTO will advise the candidate of gaps identified.

* Decision ready means:

- a) all documents requested by the RTO are provided when application is submitted
- b) all documents are certified in accordance with the requirements of the application
- c) employment statements conform to the requirements

Step 3: Technical Assessment

- a) The assessment will involve the candidate meeting with a qualified assessor from the RTO. The assessor will be a qualified Australian tradesperson from the trade and a qualified assessor. They will focus on collected evidence, in particular employment history and skills and knowledge, to determine whether the candidate meets the requirements of a skilled tradesperson in Australia.
- b) The assessment may involve a technical interview and gathering evidence from third parties (e.g. employers or other referees nominated).
- c) The RTO selected will discuss the assessment requirements with the candidate.
- d) All technical interviews will be conducted in English. Interpreters are not permitted.

Step 4: Receive TRA approved RTO assessment outcome

- a) The TRA approved RTO will issue documentation to the candidate notifying them of the outcome of their assessment.
- b) If successful, this documentation will satisfy the skills assessment requirement for a permanent residency visa application with DIAC.
- c) If unsuccessful, the RTO will advise candidate of gaps identified in skills and experience.

7.5 Benefits of the Offshore Skills Assessment Program

OSAP skills assessments are designed to determine if applicants have the skills and experience necessary to work in Australia at the trade level for their occupation in order to be integrated immediately to the Australian workforce. Assessments are conducted in the home country of applicant, insuring the applicant is job ready and has the necessary skills to succeed in their respective occupation.

In addition, successful applicants will have more certainty that they will be able to work in their nominated occupation upon arrival to Australia. Applicants in the licensed occupations (mandatory trades in Canada) receive an outcome that will entitle them to a provisional license which will allow them to work under supervision without having to undertake additional skills testing once they arrive in Australia. Applicants in non-licensed occupations will receive an Australian qualification that demonstrates they have the full range of skills of the trade.

For those that are unsuccessful applicants they are provided with a detailed assessment outcome. This provided them with guidance on additional training and/or employment required to meet the standard. Therefore, they are able to improve their skills to match the Australian requirements and have their skills reassessed.

7.6 Applicability to Skills Passport Model and Potential Collaboration

The Hon. Jason Kenney, Minister of Citizenship, Immigration and Multiculturalism, has stated that the Government of Canada is focused on improving the process of foreign credential recognition and helping newcomers to integrate better into the Canadian labour market and Canadian society. He stated, “Canada and Australia share many similarities making our countries ideal candidates for learning from one another’s experiences with foreign qualification recognition.”³⁴ By comparison, “Canada has not progressed as far in Australia in creating agencies and launching initiatives to promote the recognition of foreign credentials. In part, this is because of the difficulties of Canadian federalism, in which the power to regulate access to professions and trades is at the provincial level.”³⁵

Foreign Qualification Review (FQR) reforms have already take place to the FSW program, including the introduction of Educational Credential Assessment – a mandatory requirement that FSW program, where principal applicants have their non-Canadian education assessed against education standards in Canada by designated organizations. Following Australia’s example, the Canadian government has announced its intention to introduce pre-arrival assessments of foreign educational credentials at the application stage. The assessments, which will be carried out by designated third party organizations, are intended to provide prospective newcomers with “a more realistic understanding of how their

³⁴ Citizenship and Immigration Canada. *Canada and Australia Roundtable on Foreign Qualification Recognition wraps up in Vancouver*. March 23, 2013, <<http://www.cic.gc.ca/english/departement/media/releases/2013/2013-03-23.asp>> (accessed April 2013)

³⁵ Quinn Albaugh and F. Leslie Seidle. *Backgrounder: Foreign Credential Recognition in Canada*. (2nd Canada-Australia Roundtable on Foreign Credential Recognition, March 2013), p.5.

credentials compare to educational standards in Canada.”³⁶ These changes will come into effect for principal applicants to the FSW category on 4 May 2013.

With respect to the skilled trades, and the FST category, there is considerable opportunity for collaboration and applicability of the Skills Passport Model, to the Australian system of FQR and offshore skills assessment.

At the recent 2nd Canada-Australia Roundtable on Foreign Qualification Recognition, held in Vancouver, BC, March 20-22, 2013, it was stressed that Canada begin to collaborate and learn from the reforms that have been implemented in Australia with respect to the pre-arrival assessment of foreign trained skilled trade workers, as there are a number of similarities and areas for collaboration. However, it should be noted that compared to Australia, it is considerably more difficult to develop general national standards for professions and this is one of the major implications for fully adopting an Australian based pre-arrival assessment and FQR system for the skilled trades. Despite the challenges, there are a number of similarities between the Australian Model which can be integrated into the expanded and enhanced Skills Passport Program.

SIAST has begun the process of collaboration with Australia through a memorandum of understanding (MOU) signed between SIAST and SITE Group International (SITE). SITE is an Australian company, which provides credited and non-credited training and overseas assessments for foreign skilled trade workers both in Australia and overseas. The SITE facility in Manila allows SITE to deliver Australian standard training in a low cost and controlled environment. The facility has the capacity to conduct large scale training programs, TRA approved trades assessment and job specific training, including technical, English language, cultural sensitivity and health and safety training.

The purpose of the MOU between SIAST and SITE is to build upon the overseas assessment services developed by SITE and SIAST’s Skills Passport Program. As part of the MOU, both parties have worked together to further collaboration in:

1. Information Sharing and Exchange: Share information on overseas assessment programs.
2. Engagement of Stakeholders: Identify stakeholders in Australia and Canada in their respective countries in order to develop a dialogue and information sharing between SIAST and SITE with the goal of improving foreign skills assessments and foreign skills recognition processes.
3. Establishment of a formal partnership: Determine the feasibility of establishing a formal partnership for the delivery of overseas skills assessments that promotes the best interests of both parties.

The business model which has been developed as a part of this feasibility includes a formal partnership with SITE Group International by SIAST and the SPP. By partnering with SITE Group International, the Skills Passport Program can utilize the experience and infrastructure developed by SITE versus

³⁶ Citizenship and Immigration Canada, “New Federal Skilled Worker Program to accept applications beginning May 4, 2013,” news release, December 19, 2012, <http://www.cic.gc.ca/english/departement/media/releases/2012/2012-12-19.asp>.

establishing a new facility and resources. Skills Passport Program will work in collaboration with SITE to develop and deliver overseas assessment, gap training and establish economies of scale.

The MOU can be found in Appendix 18.

8. Business Model: Expanded Skills Passport Model

Skills verification in the trades requires an approach distinct from foreign credential recognition processes used in professions. In many countries, trades certification processes can be inaccurate and unreliable. As a result, employers in these countries have little or no confidence that potential employees with the required local certification actually have the skills needed to fulfill job requirements. Furthermore, most countries use a school-based vocational training system while the provincial models in Canada are primarily work-based apprenticeship models. Given the lack of confidence in some local certification systems and the prevalence of school-based training systems, apprenticeship commissions across Canada often find it impossible to draw equivalencies to many foreign trades training systems.

The Skills Passport program will provide an innovative, low cost and proven skills assessment solution for candidates for the FST class. Collaborating closely with provincial apprenticeship commissions, local certification standards can be set for meeting the provincial equivalent of the FST category minimum requirements. Dependent upon the source country of the applicants' skills training certification, verifying the skills of FST applicants will be conducted one of two ways: i.) the Foreign Qualification Stream (FQA); and ii.) the Experience and Competency Evaluation Stream (ECE).

8.1 Proposed Enhanced Verification Processes

The current minimum requirements for eligibility for the FST category are the following:

1. Meet the required levels in English (Canadian Language Benchmark (CLB) equivalent 5.0 for speaking/listening, CLB 4.0 for reading/writing or equivalent);
2. Have at least two years of full-time work experience (or an equal amount of part-time work experience) in a skilled trade within the five years prior to application;
3. Meet all job requirements for that skilled trade as set out in the National Occupational Classification (NOC); and
4. Have an offer of full-time employment for a total period of at least one year or a certificate of qualification in that skilled trade issued by a provincial or territorial body.

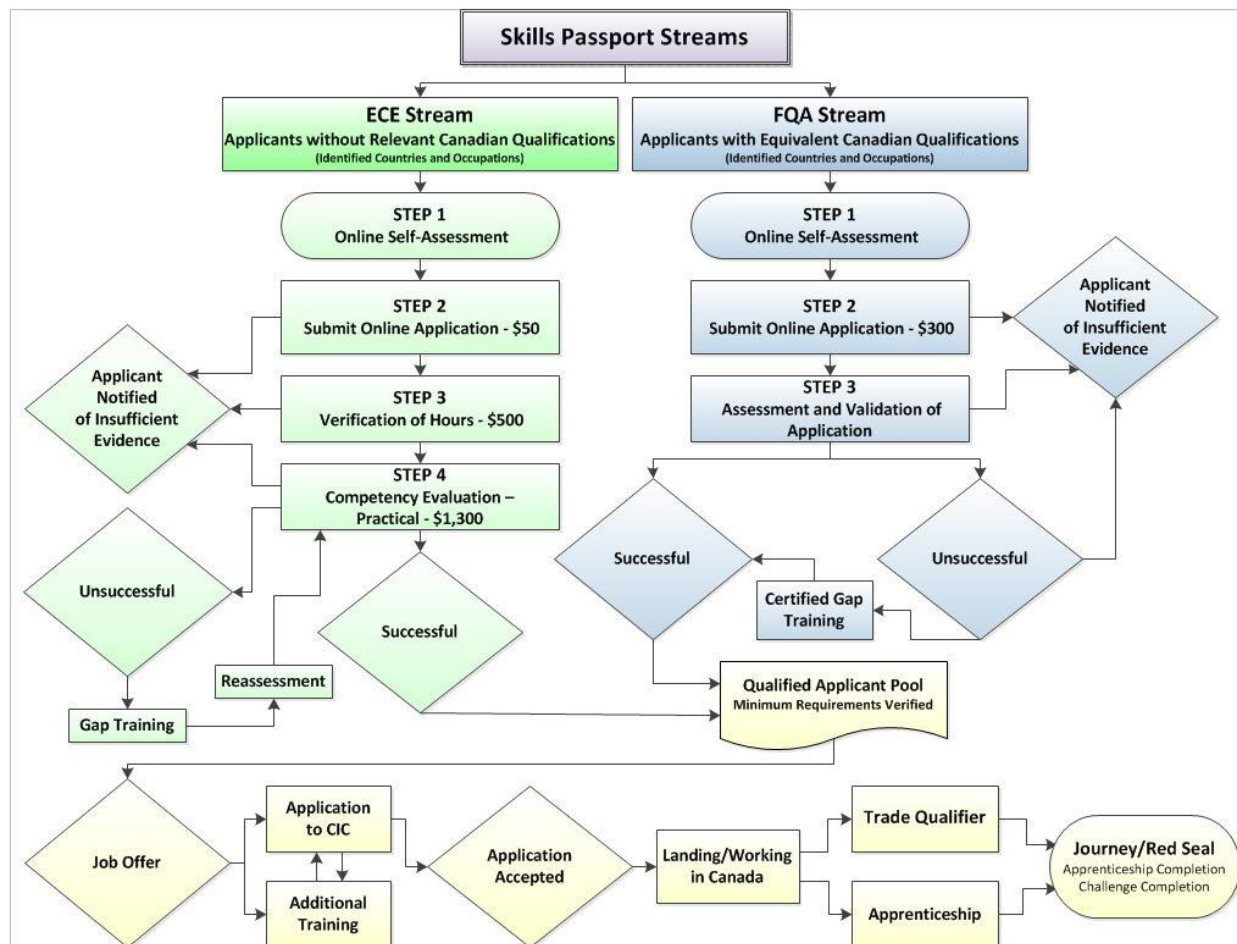
The English language requirement (i.e., #1 above) is easily verifiable through widely accessible independent testing centres that are certified to international standards – such as IELTS and Testing of TOEFL. Likewise, the job offer or provincial/territorial certificate of qualification requirement (i.e., #4 above) is easily verified.

The expanded Skills Passport program will offer a cost effective method to independently verify the work experience requirement (i.e., #2 above) and the job competency requirement (i.e., #3 above) of FST applicants in the source country.

8.2 Streams for Applicant Assessment

Two processes (FQA and ECE) are proposed to independently verify the FST category. The process available to each applicant will depend upon the “comparability” of the source country’s trades training and credentialing process with the trades certification systems in Canada.

Figure 8: Proposed Skills Passport Canada Model for FST Applicants



Foreign Qualification Assessment (FQA) Stream

For academic and professional organizations, the traditional model of qualification assessment is through the development of a recognized framework of equivalent credentials between training systems. The framework allows the applicant to receive (partial to full) credit towards a Canadian credential based upon their qualification in the source country.

Establishing an internationally equivalent credential is possible between the frameworks of Canadian provincial/territorial jurisdictions and countries that have work-based systems similar to Canada and where there is a high degree of confidence in the source country system’s veracity. Such countries

would likely include Australia, Germany, Ireland, New Zealand, South Africa, United Kingdom and the United States.

Experience and Competency Evaluation (ECE) Stream

In countries where the FQA Stream lacks the necessary conditions, evaluation of FSW applicants is still possible using an experience and competency evaluation model proven under the Skills Passport program. Instead of determining the foreign credential equivalency, Canadian apprenticeship authorities determine the scope of “on-the-job” practice and specific competencies equivalent to a Canadian trade standard. Hours and scope of work are verified with overseas employers and applicants’ competencies are evaluated over a few days using demonstration-based prior -learning assessment tools endorsed by the Canadian apprenticeship authorities.

8.3 Establishing FQA and ECE Benchmarks

There will be separate FQA and ECE benchmarks by skilled trade to represent the minimum FST applicant requirements of the FSW category.

FQA Benchmarks

FQA benchmarks will be established by the participating provincial/territorial apprenticeship certification bodies. First, the participating provincial/territorial apprenticeship certification bodies will conduct studies to determine which countries’ training systems are suitable for FQA assessment. Second, each participating provincial/territorial apprenticeship certification body will collaborate with the foreign certifying bodies to determine, where possible, a qualifications framework equivalent trades and equivalent certification levels. The qualifications framework will specify the minimum foreign skilled trades certification necessary by trade (as determined by the participating provincial/territorial apprenticeship authorities) that reflect the minimum FST applicant requirements with respect to work history and competencies. Finally, information sharing agreements will be developed between the participating provincial/territorial and foreign apprenticeship certification bodies to allow for source validation of applicant local certification in the FSW application with the required permissions provided by the applicant.

ECE Benchmarks

The ECE benchmarks will be established by the participating provincial/territorial apprenticeship certification bodies using the same approach as the FQA benchmarks. First, the participating provincial/territorial apprenticeship certification bodies will determine a detailed minimum scope of practice within the two years of work experience (out of the last five years) FST applicant requirement. For example, an applicant cannot have spent two years performing only a very narrow task within a specific trade. An audit process (including on-site employer interviews) will be validated by the participating provincial/territorial apprenticeship certification bodies to ensure FST applicants have a work history that would reasonably lead to success in the workplace and labour market mobility in Canada.

In addition to establishing the benchmark for scope of practice in the FST applicants' work history, the participating provincial/territorial apprenticeship certification bodies will determine the minimum competencies required in each skilled trade that reflects the job requirements in the National Occupational Classification. The participating provincial/territorial apprenticeship certification bodies will validate the demonstration-based prior learning assessment tools that will be used in the FST applicants' source country to evaluate in person the required competencies.

Skilled Trades Selected for Validation

The FST category is currently accepting up to 3,000 applications in occupations represented by 43 NOC (2011) codes. Of the 43 NOC occupations, 17 NOC occupations are limited to a maximum of 100 applications – leaving 26 NOC occupations with unlimited (up to the overall 3,000 limit) applications.

HRSDC (2012) projects that the highest demand for immigrant skilled trades will be in the following NOC classifications:

1. NOC 723 Machining, metal forming, shaping and erecting trades
2. NOC 724 Electrical trades and electrical power line and telecommunications workers
3. NOC 725 Plumbers, pipefitters and gas fitters
4. NOC 726 Metal forming, shaping and erecting trades
5. NOC 731 Machinery and transportation equipment operators
6. NOC 737 Crane operators, drillers, blasters
7. NOC 923 Central control and process operators, minerals and metal processing

The Skills Passport program will initially focus on collaborating with participating provincial and territorial apprenticeship certification bodies to identify the FQA and ECE benchmarks in the 15 Red Seal trades correlated to the FST high-demand skilled trades in the NOC classification (with no FST application limit). There are 55 Red Seal trades recognized across all Canadian jurisdictions which have designated provincial/territorial equivalent trades. A focus on the common 15 Red Seal trade standards in high demand will allow for a relatively common FST benchmark standard across Canadian jurisdictions.

The specific occupations with the highest demand by "Red Seal" skilled trade name and NOC occupational code are listed in *Table 2: Selected "Red Seal" Trades by High Demand NOC Code* below:

Table 2: Selected “Red Seal” Trades by High Demand NOC Code

#	Red Seal Trade Name	Group B (unlimited) FST Eligible (2011 NOC)
1	<ul style="list-style-type: none"> Construction Electrician Industrial Electrician 	<ul style="list-style-type: none"> 7241 Electricians (except industrial and power system) 7242 Industrial Electricians 7243 Power System Electricians
2	<ul style="list-style-type: none"> Gasfitter (Class A/B) 	<ul style="list-style-type: none"> 7253 Gas fitters
3	<ul style="list-style-type: none"> Heavy Duty Equipment Technician 	<ul style="list-style-type: none"> 7312 Heavy-Duty Equipment Mechanics
4	<ul style="list-style-type: none"> Industrial Mechanic (Millwright) 	<ul style="list-style-type: none"> 7311 Construction Millwrights and Industrial Mechanics
5	<ul style="list-style-type: none"> Instrumentation and Control Technician 	<ul style="list-style-type: none"> 9232 Petroleum, Gas and Chemical Process Operators
6	<ul style="list-style-type: none"> Ironworker (Generalist) Ironworker (Reinforcing) Ironworker (Structural/Ornamental) 	<ul style="list-style-type: none"> 7236 Ironworkers
7	<ul style="list-style-type: none"> Machinist 	<ul style="list-style-type: none"> 7231 Machinists and Machining and Tooling Inspectors
8	<ul style="list-style-type: none"> Metal Fabricator (Fitter) 	<ul style="list-style-type: none"> 7235 Structural Metal and Plate Work Fabricators and Fitters
9	<ul style="list-style-type: none"> Plumber 	<ul style="list-style-type: none"> 7251 Plumbers
10	<ul style="list-style-type: none"> Power line Technician 	<ul style="list-style-type: none"> 7244 Electrical Power Line and Cable Workers
11	<ul style="list-style-type: none"> Refrigeration and Air Conditioning Mechanic 	<ul style="list-style-type: none"> 7313 Refrigeration and Air Conditioning Mechanics
12	<ul style="list-style-type: none"> Sheet Metal Worker 	<ul style="list-style-type: none"> 7233 Sheet Metal Workers
13	<ul style="list-style-type: none"> Sprinkler System Installer Steamfitter / Pipefitter 	<ul style="list-style-type: none"> 7252 Steamfitters, Pipefitters and Sprinkler System Installers
14	<ul style="list-style-type: none"> Welder 	<ul style="list-style-type: none"> 7237 Welders and Related Machine Operators
15	<ul style="list-style-type: none"> Mobile Crane Operator Tower Crane Operator 	<ul style="list-style-type: none"> 7371 Crane Operators
	<ul style="list-style-type: none"> No Related Red Seal Trade 	<ul style="list-style-type: none"> 7245 Telecommunications Line and Cable Workers 7246 Telecommunications Installation and Repair Workers 7314 Railway Carmen/Women 7315 Aircraft Mechanics and Aircraft Inspectors 7318 Elevator Constructors and Mechanics 7372 Drillers and Blasters - Surface, Mining, Quarrying and Construction 7373 Water Well Drillers 8231 Underground Production and Development Miners 8232 Oil and Gas Well Drillers, Servicers, Testers and Related Workers

8.4 ECE Stream Process

Please refer to *Figure 8: Skills Passport Applicant Flow Chart* with the following step-by-step description of the ECE Stream.

Step 1: Online Self-Assessment

Each potential applicant will conduct an automated online self-assessment to better understand the minimum requirements of the FST category and to ensure that they are pursuing the most applicable stream (i.e., ECE or FQA streams). The self-assessment tool will assess the applicant's local skilled trades certification (if any) in case the applicant may apply through the FQA stream. Working hours and competencies expected by skilled trade will be outlined. Those potential applicants that pass the self-assessment will be invited to submit an online application.

The online assessment will provide a detailed description (including costs) of each step of the Skills Passport and FSW application/approval process.

Step 2: Online Application for a Skills Passport Assessment

Those potential FST applicants that pass the online self-assessment will be invited to submit online a much more detailed work history which will include a detailed description of jobs/duties, working hours, employers and supervisors.

Online applications to the Skills Passport program will be initially assessed by Skills Passport regional office staff to ensure compliance with eligible trades, required working hours and competency requirements. Staff will also ensure ECE applicants are not eligible for the FQA stream. A fee of \$50 will be required to conduct the initial assessment.

If the information provided in the initial assessment indicates a probability of qualification for the FST, regional staff will contact the Skills Passport applicant and advise them to proceed to Step 3 – Verification of Hours. Applications will include English language results as well as work history in a prescribed format. If the candidate meets the English language requirement and can initially demonstrate a likelihood of meeting the work experience requirement then the application will be processed further. If the information provided does not indicate a probability of qualification for the FST, the Skills Passport applicant will be advised where they currently lack sufficient evidence to warrant an FST application.

Step 3: Verification of Hours

If the online application meets the requirements of the initial assessment, the applicant's working hours will be verified by the Skills Passport regional offices. Using a process validated by the participating provincial/territorial apprenticeship authorities, the Skills Passport staff will assess the scope of practice against the minimum requirements as per the FST regulations. Work experience time and range of tasks completed will be validated through telephone and in-person interviews. An audit process will be

developed to ensure compliance with the requirements and to better identify inaccurate or fraudulent applications.

The applicant will be charged a fee of \$500 for the verification of working hours. Those with the required working hours and scope of practice verified will be referred to Step 4 – Competency Evaluation – Practical. Those with insufficient evidence will be advised of the specific elements missing in the application.

Step 4: Competency Evaluation – Practical

Evaluation tools will be developed and validated by participating provincial/territorial apprenticeship authorities against the required FST standards for each of the 15 initial Red Seal trades as per *Table 2: Selected “Red Seal” Trades by High Demand NOC Code*. Wherever possible the evaluation tools will be demonstration-based (e.g., a welding “bend” test, a heavy equipment maintenance diagnostic test). Whenever possible, competencies will be assessed against a Red Seal standard so the test results may apply to multiple Canadian jurisdictions. A “pass” result will be required for all competencies determined by the participating provincial/territorial apprenticeship authorities that represent the minimum FST application requirements. Completion of all required tests should take no longer than three days.

Competency evaluation will be scheduled with the applicants by the Skills Passport regional offices. Given the English language requirements, it is expected that most qualified applicants will be in Europe, South Asia and Philippines. Offices in the regions will arrange workshop and classroom space for the competency evaluation and schedule regional assessments by groups of 30 applicants. The assessments will be conducted by Canadian assessors from skills training organizations endorsed by the participating provincial/territorial apprenticeship authorities. The time and location of each assessment will depend on the number of applicants and their current location.

Competency testing will be done in existing facilities that are outfitted and rented for the purpose. Evaluators from the Canadian training organizations will be flown to the required locations for evaluation centre set up and to conduct the demonstration based evaluations.

Mobile testing capacity will allow for widest possible geographic availability of testing for applicants. Once the regional offices have booked a minimum of 30 applicants in a specific trade and region, the assessment date and location will be confirmed and communicated to the applicants. Assessment locations will be central with strong regional transportation links and an abundance of suitable assessment facilities. Given the English language requirements, ECE applicants are very likely to coalesce in three regions: Europe, South Asia and Southeast Asia. With the anticipated number of applicants in each of the 15 trades, the Skills Passport could offer between two and ten opportunities for ECE evaluations in each trade in each of the three regions. Other regions, such as Mexico, South America, Africa and the Middle East could be easily added if warranted by applicant demand with little additional cost.

One possible and notable exception to the mobile approach to skills testing would be in the Philippines where a strategic partnership with SITE Skills Training (Clark Freeport) may allow for the Skills Passport program to subcontract the assessment of applicants (using Skills Passport assessment tools). The ongoing availability of the SITE Skills Testing facility at the Clark Freeport would allow for cost effective access to what will be likely significant FST applicant demand. Other long term strategic partnerships with established fixed locations assessment services may be available in other Skills Passport regions if demand for a given trade is substantial and sustained.

Applicants will be charged \$1,300 once the competency assessment is scheduled.

Unsuccessful applicants would be advised of the skills lacking to meet the minimum FST requirements. Applicants would be advised on the type of experience and training necessary to address the gaps to qualify under the FST. “Gap Training” may be provided locally – either by the Skills Passport program or by local providers – in order to achieve the required skills. Applicants may be re-tested after an interval determined by the participating provincial/territorial apprenticeship authorities.

In the Philippines a strategic partnership will be pursued with SITE Skills Training – <http://www.siteskillstraining.com.au/> which has a permanently staffed testing site in Manila. In this case ongoing assessments may be possible (and most economically feasible) by subcontracting and training SITE staff. The remaining locations in Europe and South Asia would be delivered using mobile assessors based on critical mass.

Successful applicants would be admitted to the Qualified Application Pool.

8.5 FQA Stream Process

Please refer to *Figure 8: Skills Passport Applicant Flow Chart* with the following step-by-step description of the FQA Stream.

Step 1: Online Self-Assessment

Potential applicants will conduct an online self-assessment to determine if the FQA stream will apply to the applicants’ local certification, only specific countries will have certification applicable to the FQA stream.

Step 2: Submit Online Application

Once the potential applicant determines that they have an applicable vocational certification, applications may be submitted online. Applicants need only submit proof of identification (to be determined by each country) and the certification identifier. Because all applicants will be validated by the source country training authority, no actual paper documents will need to be reviewed. Images of documents will be sufficient in the application stage.

Applicants will be required to submit a fee of \$500.

Step 3: Assessment and Validation of Application

Skills Passport assessors will evaluate online applications against the matrix of equivalent local certification as agreed with the participating provincial/territorial apprenticeship authorities. Work history will be assessed and validated by regional Skills Passport offices (as per the ECE working hour validation process) to ensure FST working requirements are met. Vocational certification will be validated with the source country vocational training authorities.

Applicants who are missing specific competencies may be eligible for certified “gap training.” Some specialized skills/knowledge, such as the provincial electrical codes, may be provided either through local or online training provided by the Skills Passport program. Training will be validated by the participating provincial/territorial apprenticeship authority. Training will be scheduled, as necessary, through regional offices. Likely requirements for additional training (and costs) will be clearly stated during the self-evaluation process.

Successful applicants would be admitted to the Qualified Application Pool.

Qualified Applicant Pool and Job Offer

Successful applicants through either the ECE or FQA Streams will be referred to a Qualified Applicant Pool. The Pool will be administered by CIC who will share the information with provincial authorities and employers in the jurisdictions of the participating provincial/territorial apprenticeship authorities. Only those applicants approved by the Skills Passport program will be eligible to submit an FST application for immigration to a participating provincial/territorial jurisdiction. The Qualified Applicant Pool will not apply for trades/occupations with relatively low demand and where a Skills Passport ECE or FQA assessment is not available.

To ensure skill currency, the participating provincial/territorial apprenticeship authorities will need to determine, in consultation with CIC, the maximum time permitted in the Qualified Applicant Pool before an applicant re-evaluation is required.

Once the qualified applicant receives a job offer from an employer in a participating province/territory, the applicant may apply the FST category through CIC. While the application with CIC is pending, the Canadian employer may provide additional training to potential new employees either through the Skills Passport program or through local providers.

Landing in Canada and Canadian Certification

Once “landed” in Canada FST immigrants can achieve full certification as a “journey person” in one of two ways.

First, the provincial/territorial apprenticeship authority will place the new immigrant as an apprentice within the apprenticeship training system. Given the experience and capacity demonstrated in the Skills Passport evaluation system, the applicant will likely receive advanced standing towards “journey

person” status. However, credit for apprentices is at the sole discretion of provincial/territorial apprenticeship authorities and their existing processes.

Second, for FST immigrants meeting the required working hours, scope of practice and competency requirements (as determined by provincial/territorial apprenticeship authority), a “trades qualifier” may be available in the form of a provincial certification exam (and other applicable jurisdictional requirements such as a practical assessment) or an interprovincial Red Seal exam.

For the vast majority of FST immigrants, passing the trade qualifier route will take at least six months’ work experience to become accustomed to Canadian working practices, technology and trade-specific terminology. As a result, the administration of the trade quality exam process should take place only in Canada and only when each FST immigrant has a realistic opportunity to succeed as determined by the participating provincial/territorial apprenticeship authority.³⁷

8.6 Stakeholder Roles and Responsibilities

The expanded SPP will be overseen by an Advisory Board comprised of CIC representative, Apprenticeship Commissions of the four participating Provinces and SIAST as the Secretary. Provincial management committees will be established in each province comprised of Apprenticeship Commissions and training providers.

The following roles and responsibilities of key stakeholders are proposed:

CIC

1. Fund pilot program start up and assess results;
2. Review and approve pilot program annual work plans;
3. Review and approve applicant fee schedules; and
4. Manage qualified FSW applicant “pools.”

Provincial Immigration

1. Liaise with CIC and Provincial Apprenticeship Authorities;
2. Assess provincial pilot project results;
3. Recommend provincial skills training institutional partners; and
4. Review and approve applicant fee schedules.

Provincial Apprenticeship Authorities

1. Set provincial-specific requirements in the FQA and ECE streams that reflect the minimum requirements for FSW applicants initially working in their jurisdiction;

³⁷ Management committee will established in each province by apprenticeship commissions and training providers as provinces join the Skills Passport Program.

2. Review and validate all processes used in the FQA and ECE streams (such as scope of practice/working hours verification or competency assessment tools) ensuring authentic measurement against minimum requirements for FSW applicants;
3. Liaise with other participating provincial apprenticeship authorities and the CCDA to establish common standards and processes whenever possible; and
4. Recommend provincial skills training institutional partners.

Provincial Skills Training Institutions

1. Implement and manage the program through a newly established non-profit organization called “Skills Passport Canada” comprised of participating provincial skills training institutions;
2. Develop draft FQA and ECE stream processes to be validated by the respective provincial apprenticeship authorities; and
3. Fund ongoing pilot program operational costs through applicant fees.

8.7 Operational Costs / Revenues

The Skills Passport program will finance startup and operational costs as follow using the following methodology.

8.7.1 Assessment Demand

Table 3: Immigrant Jobs by Occupation (HRSDC) shows the number of jobs anticipated to be filled by immigrants between 2014 and 2020 by three-digit NOC codes. The 15 selected Red Seal trades that the Skills Passport program will assess have been allocated to the relevant three-digit NOC code, and based on the Skills Passport experience to date and current TFW demand, the employment demand for each occupation (four digit NOC code) was estimated. Table 3 shows the number of applications by occupation projected for immigrant jobs in Canada.

Table 3: Number of Applications by Occupation Projected Immigrant Jobs in Canada

Red Seal Trade	NOC Code	NOC Name	2014	2015	2016	2017	2018	2019	2020
	723	Machinist and Related Occupations	463	468	472	477	482	486	491
Machinist	7231	Machinist and Machining and Tooling Inspectors	370	374	378	382	386	389	393
	7232	Tool and Die Makers							
	724	Electrical Trades and Telecommunications Occupations	685	693	698	706	713	719	726
	7241	Electricians (except Industrial and Power Systems)							
	7242	Industrial Electricians							
	7243	Power System Electricians							

Red Seal Trade	NOC Code	NOC Name	2014	2015	2016	2017	2018	2019	2020
Construction/ Industrial Electrician	7241/2/3		480	485	489	494	499	503	508
Power line Technician	7244	Electrical Power line and Cable Workers	69	69	70	71	71	72	73
	7245	Telecommunications and Cable Workers							
	7246	Telecommunications Installation and Repair Workers							
	7247	Cable Television Service and Maintenance Technicians							
	7244/4/6/7								
	725	Plumbers, Pipefitters and Gasfitters	208	211	212	214	217	218	221
Plumber	7251	Plumbers	42	42	42	43	43	44	44
Steamfitter/Pipefitter	7252	Steamfitters, Pipefitters and Sprinkler System Installers	83	84	85	86	87	87	88
Gasfitter (Class A/B)	7253	Gasfitters	83	84	85	86	87	87	88
	726	Metal Forming, Shaping and Erecting Occupations	744	752	758	767	775	781	789
Sheet Metal Worker	7261	Sheet Metal Workers	74	75	76	77	78	78	79
Metal Fabricator (Fitter)	7263	Structural Metal and Platework Fabricators and Fitters	149	150	152	153	155	156	158
Ironworkers (General, Reinforcing, Structural)	7264	Iron Workers	112	113	114	115	116	117	118
Welder	7265	Welders and Related Machine Operators	372	376	379	384	388	391	395
	7262	Boilermakers							
	7266	Blacksmiths and Die Setters							
	731	Machinery and Transportation Equipment Mechanics (Except Motor Vehicles)	587	594	599	605	612	617	623
Industrial Mechanic (Millwright)	7311	Construction Millwrights and Industrial Mechanics (Except Textile)	176	178	180	182	184	185	187
Heavy Duty Equipment Technician	7312	Heavy Duty Equipment Mechanics	294	297	300	303	306	309	312
Refrigeration and Air- conditioning Mechanic	7313	Refrigeration and Air- conditioning Mechanics	59	59	60	61	61	62	62
	7314	Railway Car							
	7315	Aircraft Mechanics/Inspectors							
	7316	Machine Fitters							
	7317	Textile Machinery Mechanics and Repairers							
	7318	Elevator Constructors and Mechanics							
	7314/5/6/7/8								

Red Seal Trade	NOC Code	NOC Name	2014	2015	2016	2017	2018	2019	2020
	737	Crane Operators, Drillers and Blasters	25	25	25	25	26	26	26
Mobile/Tower Crane Operator	7371	Crane Operators	20	20	20	20	21	21	21
	7372	Drillers and Blasters							
	7373	Water well Drillers							
	7372/3								
	923	Central Control and Process Operators in Manufacturing and Processing	102	103	104	105	106	107	108
	9231	Central Control and Process Operators, Mineral and Metal Processing							
	9232	Petroleum, Gas, and Chemical Process Operators							
	9233	Pulping Control Operators							
	9234	Papermaking and Coating Control Operators							
Instrumentation and Control Technician	9231/2/3/4		102	103	104	105	106	107	108
TOTAL			2485	2509	2534	2562	2588	2608	2634

Table 4 shows the estimated percentage of FST Applicants by occupation within each NOC code.

Table 4: Estimated % of FST Applicants by Occupation for Western Canada

Red Seal Trade	Est. %	NOC Code	NOC Name
	100%	723	Machinist and Related Occupations
Machinist	80%	7231	Machinist and Machining and Tooling Inspectors
	20%	7232	Tool and Die Makers
	100%	724	Electrical Trades and Telecommunications Occupations
	40%	7241	Electricians (except Industrial and Power Systems)
	20%	7242	Industrial Electricians
	10%	7243	Power System Electricians
Construction/Industrial Electrician	70%	7241/2/3	
Power line Technician	10%	7244	Electrical Power line and Cable Workers
		7245	Telecommunications and Cable Workers
		7246	Telecommunications Installation and Repair Workers
		7247	Cable Television Service and Maintenance Technicians
	20%	7244/4/6/7	
	100%	725	Plumbers, Pipefitters and Gasfitters
Plumber	20%	7251	Plumbers
Steamfitter/Pipefitter	40%	7252	Steamfitters, Pipefitters and Sprinkler System Installers
Gasfitter (Class A/B)	40%	7253	Gasfitters
	100%	726	Metal Forming, Shaping and Erecting Occupations
Sheet Metal Worker	10%	7261	Sheet Metal Workers

Red Seal Trade	Est. %	NOC Code	NOC Name
Metal Fabricator (Fitter)	20%	7263	Structural Metal and Platework Fabricators and Fitters
Ironworkers (General, Reinforcing, Structural)	15%	7264	Iron Workers
Welder	50%	7265	Welders and Related Machine Operators
	4%	7262	Boilermakers
	1%	7266	Blacksmiths and Die Setters
	100%	731	Machinery and Transportation Equipment Mechanics (Except Motor Vehicles)
Industrial Mechanic (Millwright)	30%	7311	Construction Millwrights and Industrial Mechanics (Except Textile)
Heavy Duty Equipment Technician	50%	7312	Heavy Duty Equipment Mechanics
Refrigeration and Air-conditioning Mechanic	10%	7313	Refrigeration and Air-conditioning Mechanics
		7314	Railway Car
		7315	Aircraft Mechanics/Inspectors
		7316	Machine Fitters
		7317	Textile Machinery Mechanics and Repairers
		7318	Elevator Constructors and Mechanics
	10%	7314/5/6/7/8	
	100%	737	Crane Operators, Drillers and Blasters
Mobile/Tower Crane Operator	80%	7371	Crane Operators
		7372	Drillers and Blasters
		7373	Water well Drillers
	20%	7372/3	
	100%	923	Central Control and Process Operators in Manufacturing and Processing
		9231	Central Control and Process Operators, Mineral and Metal Processing
		9232	Petroleum, Gas, and Chemical Process Operators
		9233	Pulping Control Operators
		9234	Papermaking and Coating Control Operators
Instrum. & Control Tech.	100%	9231/2/3/4	

Table 5 demonstrates the entries estimated by number of FST Applications by Red Seal Trade/ NOC Occupation destined for Canada.

Table 5: Estimated Number of FST Applications by Red Seal Trade/ NOC Occupation

Red Seal Trade	NOC Code	NOC Name	Projected Immigrant Jobs							# FQA Applicants (20% jobs, 2 apps per job)							# ECE Applicants ECE (80%, 4 apps per job))						
			2014	2015	2016	2017	2018	2019	2020	2014	2015	2016	2017	2018	2019	2020	2014	2015	2016	2017	2018	2019	2020
Machinist	7231	Machinist and Machining and Tooling Inspectors	370	374	378	382	386	389	393	148	150	151	153	154	156	157	1184	1197	1210	1222	1235	1245	1258
Construction/ Industrial Electrician	2/3/7241		480	485	489	494	499	503	508	192	194	196	198	200	201	203	1536	1552	1565	1581	1597	1610	1626
Power line Technician	7244	Electrical Power line and Cable Workers	69	69	70	71	71	72	73	28	28	28	28	28	29	29	221	221	224	227	227	230	234
Plumber	7251	Plumbers	42	42	42	43	43	44	44	17	17	17	17	17	18	18	134	134	134	138	138	141	141
Steamfitter/ Pipefitter	7252	Steamfitters, Pipefitters and Sprinkler System Installers	83	84	85	86	87	87	88	33	34	34	34	35	35	35	266	269	272	275	278	278	282
Gasfitter (Class A/B)	7253	Gasfitters	83	84	85	86	87	87	88	33	34	34	34	35	35	35	266	269	272	275	278	278	282
Sheet Metal Worker	7261	Sheet Metal Workers	74	75	76	77	78	78	79	30	30	30	31	31	31	32	237	240	243	246	250	250	253
Metal Fabricator (Fitter)	7263	Structural Metal and Platemwork Fabricators and Fitters	149	150	152	153	155	156	158	60	60	61	61	62	62	63	477	480	486	490	496	499	506
Ironworkers (General, Reinforcing, Structural)	7264	Iron Workers	112	113	114	115	116	117	118	45	45	46	46	46	47	47	358	362	365	368	371	374	378
Welder	7265	Welders and Related Machine Operators	372	376	379	384	388	391	395	149	150	152	154	155	156	158	1190	1203	1213	1229	1242	1251	1264
Industrial Mechanic (Millwright)	7311	Construction Millwrights and Industrial Mechanics (Except Textile)	176	178	180	182	184	185	187	70	71	72	73	74	74	75	563	570	576	582	589	592	598
Heavy Duty Equipment Technician	7312	Heavy Duty Equipment Mechanics	294	297	300	303	306	309	312	118	119	120	121	122	124	125	941	950	960	970	979	989	998

Refrigeration & Air-conditioning Mechanic	7313	Refrigeration and Air-conditioning Mechanics	59	59	60	61	61	62	62	24	24	24	24	24	25	25	189	189	192	195	195	198	198
Mobile/Tower Crane Operator	7371	Crane Operators	20	20	20	20	21	21	21	8	8	8	8	8	8	8	64	64	64	64	67	67	67
Instrumentation and Control Technician	9231/2/3/4		102	103	104	105	106	107	108	41	41	42	42	42	43	43	326	330	333	336	339	342	346
TOTAL			2485	2509	2534	2562	2588	2608	2634	996	1005	1015	1024	1033	1044	1053	7952	8030	8109	8198	8281	8344	8431

8.7.2 Accessibility

FQA Projections

Skills Passport applicant demand is expected to be driven by overall employment demand. Only about 20 percent of all jobs are expected to be filled by FQA applicants. FQA is restricted to a relatively small number of countries and typically skilled trades people are relatively less interested to emigrate than their counterparts from ECE countries. It is estimated that the Skills Passport program would evaluate two applicants for every applicant receiving a job offer from a Canadian employer and subsequently becoming a successful FST immigrant. Table 6 demonstrates estimated number of FQA applicants.

Table 6: Number of FQA Applicants (20%, 2 apps per job)

Red Seal Trade		2014	2015	2016	2017	2018	2019	2020
1	Machinist	148	150	151	153	154	156	157
2	Construction/Industrial Electrician	192	194	196	198	200	201	203
3	Power line Technician	28	28	28	28	28	29	29
4	Plumber	17	17	17	17	17	18	18
5	Steamfitter/Pipefitter	33	34	34	34	35	35	35
6	Gasfitter (Class A/B)	33	34	34	34	35	35	35
7	Sheet Metal Worker	30	30	30	31	31	31	32
8	Metal Fabricator (Fitter)	60	60	61	61	62	62	63
9	Ironworkers (General, Reinforcing, Structural)	45	45	46	46	46	47	47
10	Welder	149	150	152	154	155	156	158
11	Industrial Mechanic (Millwright)	70	71	72	73	74	74	75
12	Heavy Duty Equipment Technician	118	119	120	121	122	124	125
13	Refrigeration and Air-conditioning Mechanic	24	24	24	24	24	25	25
14	Mobile/Tower Crane Operator	8	8	8	8	8	8	8
15	Instrumentation and Control Technician	41	41	42	42	42	43	43
TOTAL		996	1,005	1,015	1,024	1,033	1,044	1,053

It is estimated that the Skills Passport program would evaluate (working hours only or working hours/competency) four applicants for every applicant receiving a job offer from a Canadian employer and subsequently becoming a successful FST immigrant.

Conversely, 80 percent of all jobs are expected to be filled by ECE applicants. ECE applicants are traditionally highly motivated to immigrate and strong recruitment networks have been established through the TFW and PNP programs in total.

ECE Accessibility

For the Skills Passport program to succeed, the ECE evaluations must be accessible to applicants in terms of cost, geography and frequency. Evaluations must be available regionally on a frequent basis. As per Table 7: Number of ECE Evaluation Cohorts, demand is sufficient for evaluations to occur multiple times

per year in Europe and South Asia. Potential concern for infrequent testing opportunities exists in the following trades: Power line Technician (four cohorts/year), Plumber (three cohorts/year), Refrigeration and Air Conditioning Mechanic (four cohorts/year) and Crane Operator (two cohorts/year). Ongoing scheduling in the Philippines, given substantial and sustained anticipated demand and a possible partnership with the SITE Skills Training Clark Freeport facility) will be easier and most cost efficient. Skills Passport ECE stream applicants will be expected to travel regionally (Europe, South Asia and Philippines) to attend scheduled competency testing. Other testing locations may be arranged (e.g. Mexico, Latin America, Africa, etc.) given sufficient demand (i.e. a cohort of 30 applicants in a trade/location).

Table 7: Number of ECE Evaluation Cohorts (80%, 4 apps per job)

Red Seal Trade		2014	2015	2016	2017	2018	2019	2020
1	Machinist	1,184	1,197	1,210	1,222	1,235	1,245	1,258
2	Construction/Industrial Electrician	1,536	1,552	1,565	1,581	1,597	1,610	1,626
3	Power line Technician	221	221	224	227	227	230	234
4	Plumber	134	134	134	138	138	141	141
5	Steamfitter/Pipefitter	266	269	272	275	278	278	282
6	Gasfitter (Class A/B)	266	269	272	275	278	278	282
7	Sheet Metal Worker	237	240	243	246	250	250	253
8	Metal Fabricator (Fitter)	477	480	486	490	496	499	506
9	Ironworkers (General, Reinforcing, Structural)	358	362	365	368	371	374	378
10	Welder	1,190	1,203	1,213	1,229	1,242	1,251	1,264
11	Industrial Mechanic (Millwright)	563	570	576	582	589	592	598
12	Heavy Duty Equipment Technician	941	950	960	970	979	989	998
13	Refrigeration and Air-conditioning Mechanic	189	189	192	195	195	198	198
14	Mobile/Tower Crane Operator	64	64	64	64	67	67	67
15	Instrumentation and Control Technician	326	330	333	336	339	342	346
TOTAL		7,952	8,030	8,109	8,198	8,281	8,344	8,431

Table 8: ECE Hours Only (35%)

Red Seal Trade		2014	2015	2016	2017	2018	2019	2020
1	Machinist	414	419	424	428	432	436	440
2	Construction/Industrial Electrician	538	543	548	553	559	564	569
3	Power line Technician	77	77	78	79	79	81	82
4	Plumber	47	47	47	48	48	49	49
5	Steamfitter/Pipefitter	93	94	95	96	97	97	99
6	Gasfitter (Class A/B)	93	94	95	96	97	97	99
7	Sheet Metal Worker	83	84	85	86	88	88	89
8	Metal Fabricator (Fitter)	167	168	170	172	174	175	177
9	Ironworkers (General, Reinforcing, Structural)	125	127	128	129	130	131	132
10	Welder	417	421	425	430	435	438	442
11	Industrial Mechanic (Millwright)	197	200	202	204	206	207	209
12	Heavy Duty Equipment Technician	329	333	336	340	343	346	349
13	Refrigeration and Air-conditioning Mechanic	66	66	67	68	68	69	69
14	Mobile/Tower Crane Operator	22	22	22	22	23	23	23
15	Instrumentation and Control Technician	114	116	117	118	119	120	121
TOTAL		2,782	2,811	2,839	2,869	2,898	2,921	2,949

Table 9: ECE Hours and Competency Test (65%)

Red Seal Trade		2014	2015	2016	2017	2018	2019	2020
1	Machinist	770	778	787	794	803	809	818
2	Construction/Industrial Electrician	998	1,009	1,017	1,028	1,038	1,047	1,057
3	Power line Technician	144	144	146	148	148	150	152
4	Plumber	87	87	87	90	90	92	92
5	Steamfitter/Pipefitter	173	175	177	179	181	181	183
6	Gasfitter (Class A/B)	173	175	177	179	181	181	183
7	Sheet Metal Worker	154	156	158	160	163	163	164
8	Metal Fabricator (Fitter)	310	312	316	319	322	324	329
9	Ironworkers (General, Reinforcing, Structural)	233	235	237	239	241	243	246
10	Welder	774	782	788	799	807	813	822
11	Industrial Mechanic (Millwright)	366	371	374	378	383	385	389
12	Heavy Duty Equipment Technician	612	618	624	631	636	643	649
13	Refrigeration and Air-conditioning Mechanic	123	123	125	127	127	129	129
14	Mobile/Tower Crane Operator	42	42	42	42	44	44	44
15	Instrumentation and Control Technician	212	215	216	218	220	222	225
TOTAL		5,171	5,222	5,271	5,331	5,384	5,426	5,482

It is important to note that because the successful completion of a Skills Passport assessment (either FQA or ECE) is a prerequisite for a job offer (and hence an FST application) the FST application numbers should still mirror the expected jobs in 2020 (i.e., 2,105).

8.7.3 Operational Costs and Cash flow

Operational costs are based upon the following assumptions:

1. Three regional offices (Europe, South Asia and Philippines);
2. Office costs including HR of \$20,000/month/office;
3. All inclusive cost per cohort evaluation (travel, facilities, materials, HR, etc.) of \$36,000/evaluation;
4. Approximately 30 applicants per ECE evaluation cohort;
5. Administration fee of 20 percent (head office and FQA costs);
6. Contingency of 5 percent; and
7. Startup costs (e.g., FQA framework development, ECE assessment tool development) are funded through the CIC project.

Table 10: Estimated Operational Costs

Cost/Item	Rate
HR/Office	\$20,000/Month/Office
HR/Office	\$240,000/Year/Office
Number of Offices	3
Competency Evaluation	\$36,000/Evaluation
Number of Applicants/Competency Cohort	30 Applicants/Evaluation Cohort
Administration	20%
Contingency	5%

If demand meets the anticipated levels, the program operational costs will match revenues at approximately \$7M annually between 2014 and 2020. Applicant fees may be adjusted through proportionate CIC funding to increase cost accessibility to applicants.

The following details the anticipated cash flow from various streams.

Table 11: Revenue - Number of FQA Applicants x Fees

	Red Seal Trade	2014	2015	2016	2017	2018	2019	2020
1	Machinist	\$59,000	\$60,000	\$60,500	\$61,000	\$62,000	\$62,000	\$63,000
2	Construction/Industrial Electrician	\$77,000	\$77,500	\$78,000	\$79,000	\$80,000	\$80,500	\$81,000
3	Power line Technician	\$11,000	\$11,000	\$11,000	\$11,500	\$11,500	\$11,500	\$11,500
4	Plumber	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000
5	Steamfitter/Pipefitter	\$13,000	\$13,500	\$13,500	\$14,000	\$14,000	\$14,000	\$14,000
6	Gasfitter (Class A/B)	\$13,000	\$13,500	\$13,500	\$14,000	\$14,000	\$14,000	\$14,000
7	Sheet Metal Worker	\$12,000	\$12,000	\$12,000	\$12,500	\$12,500	\$12,500	\$12,500
8	Metal Fabricator (Fitter)	\$24,000	\$24,000	\$24,500	\$24,500	\$25,000	\$25,000	\$25,000
9	Ironworkers (General, Reinforcing, Structural)	\$18,000	\$18,000	\$18,000	\$18,500	\$18,500	\$19,000	\$19,000
10	Welder	\$59,500	\$60,000	\$60,500	\$61,500	\$62,000	\$62,500	\$63,000
11	Industrial Mechanic (Millwright)	\$28,000	\$28,500	\$29,000	\$29,000	\$29,500	\$29,500	\$30,000
12	Heavy Duty Equipment Technician	\$47,000	\$47,500	\$48,000	\$48,500	\$49,000	\$49,500	\$50,000
13	Refrigeration and Air-conditioning Mechanic	\$9,500	\$9,500	\$9,500	\$10,000	\$10,000	\$10,000	\$10,000
14	Mobile/Tower Crane Operator	\$3,000	\$3,000	\$3,000	\$3,000	\$3,500	\$3,500	\$3,500
15	Instrumentation and Control Technician	\$16,500	\$16,500	\$16,500	\$17,000	\$17,000	\$17,000	\$17,000
	TOTAL	\$397,500	\$401,500	\$404,500	\$411,000	\$415,500	\$417,500	\$420,500

Table 12: Revenue - Number of ECE Applicants x Fees (Hours Only)

	Red Seal Trade	2014	2015	2016	2017	2018	2019	2020
1	Machinist	\$165,500	\$167,500	\$169,000	\$171,500	\$173,000	\$174,000	\$176,000
2	Construction/Industrial Electrician	\$215,000	\$217,500	\$219,000	\$221,000	\$223,500	\$225,000	\$227,500
3	Power line Technician	\$31,000	\$31,000	\$31,500	\$32,000	\$32,000	\$32,500	\$32,500
4	Plumber	\$19,000	\$19,000	\$19,000	\$19,000	\$19,000	\$19,500	\$19,500
5	Steamfitter/Pipefitter	\$37,000	\$37,500	\$38,000	\$38,500	\$39,000	\$39,000	\$39,000
6	Gasfitter (Class A/B)	\$37,000	\$37,500	\$38,000	\$38,500	\$39,000	\$39,000	\$39,000
7	Sheet Metal Worker	\$33,000	\$33,500	\$34,000	\$34,500	\$34,500	\$34,500	\$35,500
8	Metal Fabricator (Fitter)	\$66,500	\$67,000	\$68,500	\$68,500	\$69,500	\$70,000	\$70,500
9	Ironworkers (General, Reinforcing, Structural)	\$50,500	\$50,500	\$51,000	\$51,500	\$52,000	\$52,500	\$52,500
10	Welder	\$167,000	\$168,500	\$170,000	\$172,000	\$173,500	\$175,500	\$177,000
11	Industrial Mechanic (Millwright)	\$79,000	\$79,500	\$80,500	\$81,500	\$82,500	\$83,000	\$84,000
12	Heavy Duty Equipment Technician	\$131,500	\$133,500	\$134,500	\$135,500	\$137,000	\$138,500	\$140,000
13	Refrigeration and Air-conditioning Mechanic	\$26,500	\$26,500	\$27,000	\$27,500	\$27,500	\$28,000	\$28,000
14	Mobile/Tower Crane Operator	\$9,000	\$9,000	\$9,000	\$9,000	\$9,500	\$9,500	\$9,500
15	Instrumentation and Control Technician	\$46,000	\$46,000	\$46,500	\$47,000	\$47,500	\$48,000	\$48,000
	TOTAL	\$1,113,500	\$1,124,000	\$1,135,500	\$1,147,500	\$1,159,000	\$1,168,500	\$1,178,500

Table 13: Revenue - Number of ECE Applicants x Fees (Hours and Competency Test)

	Red Seal Trade	2014	2015	2016	2017	2018	2019	2020
1	Machinist	\$800,800	\$808,600	\$816,400	\$826,800	\$835,900	\$841,100	\$848,900
2	Construction/Industrial Electrician	\$1,038,700	\$1,049,100	\$1,056,900	\$1,068,600	\$1,079,000	\$1,086,800	\$1,097,200
3	Power line Technician	\$148,200	\$148,200	\$150,800	\$153,400	\$153,400	\$157,300	\$157,300
4	Plumber	\$92,300	\$92,300	\$92,300	\$92,300	\$92,300	\$94,900	\$94,900
5	Steamfitter/Pipefitter	\$178,100	\$180,700	\$184,600	\$187,200	\$189,800	\$189,800	\$189,800
6	Gasfitter (Class A/B)	\$178,100	\$180,700	\$184,600	\$187,200	\$189,800	\$189,800	\$189,800
7	Sheet Metal Worker	\$159,900	\$162,500	\$165,100	\$167,700	\$167,700	\$167,700	\$170,300
8	Metal Fabricator (Fitter)	\$322,400	\$325,000	\$330,200	\$330,200	\$335,400	\$338,000	\$340,600
9	Ironworkers (General, Reinforcing, Structural)	\$243,100	\$243,100	\$245,700	\$248,300	\$252,200	\$254,800	\$254,800
10	Welder	\$806,000	\$813,800	\$820,300	\$829,400	\$838,500	\$846,300	\$854,100
11	Industrial Mechanic (Millwright)	\$380,900	\$383,500	\$390,000	\$395,200	\$397,800	\$400,400	\$405,600
12	Heavy Duty Equipment Technician	\$635,700	\$643,500	\$648,700	\$653,900	\$663,000	\$668,200	\$676,000
13	Refrigeration and Air-conditioning Mechanic	\$127,400	\$127,400	\$130,000	\$132,600	\$132,600	\$135,200	\$135,200
14	Mobile/Tower Crane Operator	\$42,900	\$42,900	\$42,900	\$42,900	\$45,500	\$45,500	\$45,500
15	Instrumentation and Control Technician	\$221,000	\$221,000	\$224,900	\$227,500	\$230,100	\$232,700	\$232,700
	TOTAL	\$5,375,500	\$5,422,300	\$5,483,400	\$5,543,200	\$5,603,000	\$5,648,500	\$5,692,700

Table 14: Cost for ECE Evaluations

Red Seal Trade		2014	2015	2016	2017	2018	2019	2020
1	Machinist	\$756,000	\$756,000	\$756,000	\$792,000	\$792,000	\$792,000	\$792,000
2	Construction/Industrial Electrician	\$972,000	\$972,000	\$1,008,000	\$1,008,000	\$1,008,000	\$1,008,000	\$1,044,000
3	Power line Technician	\$144,000	\$144,000	\$144,000	\$144,000	\$144,000	\$180,000	\$180,000
4	Plumber	\$108,000	\$108,000	\$108,000	\$108,000	\$108,000	\$108,000	\$108,000
5	Steamfitter/Pipefitter	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000
6	Gasfitter (Class A/B)	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000
7	Sheet Metal Worker	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000	\$180,000
8	Metal Fabricator (Fitter)	\$324,000	\$324,000	\$324,000	\$324,000	\$324,000	\$324,000	\$324,000
9	Ironworkers (General, Reinforcing, Structural)	\$252,000	\$252,000	\$252,000	\$252,000	\$252,000	\$252,000	\$252,000
10	Welder	\$756,000	\$756,000	\$792,000	\$792,000	\$792,000	\$792,000	\$792,000
11	Industrial Mechanic (Millwright)	\$360,000	\$360,000	\$360,000	\$396,000	\$396,000	\$396,000	\$396,000
12	Heavy Duty Equipment Technician	\$612,000	\$612,000	\$612,000	\$612,000	\$612,000	\$648,000	\$648,000
13	Refrigeration and Air-conditioning Mechanic	\$144,000	\$144,000	\$144,000	\$144,000	\$144,000	\$144,000	\$144,000
14	Mobile/Tower Crane Operator	\$72,000	\$72,000	\$72,000	\$72,000	\$72,000	\$72,000	\$72,000
15	Instrumentation and Control Technician	\$216,000	\$216,000	\$216,000	\$216,000	\$216,000	\$216,000	\$216,000
TOTAL:		\$5,256,000	\$5,256,000	\$5,328,000	\$5,400,000	\$5,400,000	\$5,472,000	\$5,508,000

Table 15: Costs for ECE / FQA Operations

	2014	2015	2016	2017	2018	2019	2020	TOTAL
Office/HR	\$240,000	\$240,000	\$240,000	\$240,000	\$240,000	\$240,000	\$240,000	\$1,680,000
Competency Evaluation	\$5,256,000	\$5,256,000	\$5,328,000	\$5,400,000	\$5,400,000	\$5,472,000	\$5,508,000	\$37,620,000
Admin	\$1,099,200	\$1,099,200	\$1,113,600	\$1,128,000	\$1,128,000	\$1,142,400	\$1,149,600	\$7,860,000
Contingency	\$329,760	\$329,760	\$334,080	\$338,400	\$338,400	\$342,720	\$344,880	\$2,358,000
TOTAL	\$6,924,960	\$6,924,960	\$7,015,680	\$7,106,400	\$7,106,400	\$7,197,120	\$7,242,480	\$49,518,000

Table 16: Total Revenue FAQ + ECE 2014-2020

2014	2015	2016	2017	2018	2019	2020	TOTAL
\$6,886,500	\$6,947,800	\$7,023,400	\$7,101,700	\$7,177,500	\$7,234,500	\$7,291,700	\$49,663,100

Table 13 is the sum of Table 11+12+13

Table 17: Grand Total

2014	2015	2016	2017	2018	2019	2020	TOTAL
(\$38,460)	\$22,840	\$7,720	(\$4,700)	\$71,100	\$37,380	\$49,220	\$145,100

Table 16 minus Table 15

9. Proposal

Based on the findings and research in the Skills Passport Federal Skilled Trades Scoping Feasibility Study project, it can be concluded that an expanded and enhanced version of the Skills Passport Program can provide a cost effective pathway to validate the eligibility of immigrant applicants under the FSTC.

9.1 Project Goal:

Develop and deliver a self-sustainable credential verification and assessment model which validate applicants' working history and competency eligibility requirements prior to application to the FST category.

9.2 Project Objectives:

- To meet Canada's skilled labour needs by reducing the barriers to the immigration of skilled tradespersons and ensuring that only those who are qualified and possess the necessary skills and qualifications are able to participate in addressing Canada's labour shortages.
- To develop a verification and assessment system that ensures that Canada is recruiting only qualified candidates under FST category; and a system that can verify the legitimacy of applicants through both foreign qualification assessment and competency based testing.

9.3 Approach

1. Skills Passport Canada

Establish "Skills Passport Canada" via a consortium for the Expansion of the Skills Passport Program

The feasibility study has revealed that for the Skills Passport program to expand beyond its current scope, be utilized and relevant throughout Canada, a consortium of Canadian skills training institutions representing all participating jurisdictions must be established. In addition to the operating consortium of skills training organizations, the Skills Passport program must have as integral stakeholders the representatives of participating jurisdictions, apprenticeship authorities and immigration departments.

Activities:

1. Establish terms of reference
2. Sign Memorandum of Understanding between skills training institutions establishing the Skills Passport operating consortium
3. Sign Memorandum of Understanding between participating apprenticeship authorities

Establish an organizational body to manage and deliver the objectives of the Skills Passport Program.

Once the provincial consortium members have been confirmed, the consortium will determine the operational structure and operating to manage and deliver the objectives of the Skills Passport program.

“Skills Passport Canada” will be established as a consortium operated by the respective partners institutions. Revenues generated through the entity would be filtered back into the organization to expand and maintain the assessment services. The consortium will allow for the program to achieve a wider scope with respect to, resources for the development assessments; greater economies of scale, and international linkages. Canadian institutions will provide management and human resource support to the consortium

Activities:

1. Develop a management and operational structure
2. Outline roles and responsibilities of partner institutions.
3. Determine staff and human resource support.
4. Develop program evaluation methodology
5. Develop a centralized database for storage of program resources, assessment records, and program information.

2. Development of the FQA Framework

The development of the FQA framework will establish a qualification assessment that recognizes equivalencies between similar training systems. An FQA system such as this is only possible in countries with comparable educational and training systems – which focus on experiential learning versus school based learning, and where a robust certification system is present. The Skills Passport Canada consortium will work with the provincial apprenticeship commissions to identify countries where FQA framework equivalencies exist and establish a system to verify these equivalencies. A significant amount of time and energy will be devoted to established protocols and MOUs with source countries, in order to obtain the necessary information regarding training systems, curriculums, hour verification, and certification systems in order to be able to draw accurate equivalencies.

A considerable simplification and cost savings would be achieved if the Red Seal journey person equivalent standard was the minimum requirement for FST applicants. While there is equivalency recognition across Canadian jurisdictions at the Red Seal journey person level, there is not a common recognition of the ‘two years experience’ minimum requirement in the FST. As a result, if the Red Seal journey person standard is not used, it will require each provincial and territorial jurisdiction to independently determine and sign equivalency agreements at the ‘two years experience’ level. The savings would be substantial – the difference between (15 trades x 13 Canadian jurisdictions x 7 source country jurisdictions) 1,365 trades frameworks (15 trades x 1 Red Seal standard x 7 source country jurisdictions) 105 trades frameworks.

Furthermore, the multiple Canadian standards would require applicants to apply for FST qualification by Canadian jurisdictions. The various Canadian standards would also require a separate FST applicant Expression of Interest (EOI) Pool for each Canadian jurisdiction.

The Red Seal journeyperson standard also has the substantial benefit of allowing for FST immigrants to have a reasonable opportunity to pass the Trades Qualifier exam and therefore saving the FST applicant and the apprenticeship system the time and resources necessary to complete the work experience and technical training components to achieve journeyperson status.

Activities:

1. Identify Countries
2. Establish the FQA Framework Equivalencies
3. Establish Protocols/MOUs and Contracts in Source Countries
4. Establish internal FQA system
5. Conduct Pilot Assessments

3. Development of the ECE Framework

The Skills Passport Canada consortium will establish evaluation/assessment tools, processes and procedures to be used to assess potential skilled workers from source countries where FQA is not feasible. All developed evaluation and assessment tools will be validated by apprenticeship authorities against the required minimum standards. The evaluation/assessment tools will be demonstration-based, and developed using the principles of PLAR. In addition, a process will also be developed and validated by the relevant apprenticeship authority to determine what will represent verification of work experience and competency requirements reflecting the minimum requirements for the FST category.

Assessment locations will be chosen based on demand for skilled workers. Based on data collected during the feasibility study potential locations include: Philippines, United Kingdom, South East Asia, India, Middle East and maintaining operations in Ukraine. Assessment centers will both permanent and mobile in design. Permanent assessment centers will be established in countries where there is high sustained demand for skilled workers i.e. Philippines. The assessment centers will be equipped with permanent staff and assessments will be available on an ongoing basis.

Mobile assessment centers will provide assessments on a quarterly basis, or more frequently depending on demand. Skills Passport Canada will partner with overseas institutions to rent their facilities to perform skills assessments. Skills Passport Canada will send assessors from Canada to conduct assessment they will not be permanently located overseas.

As with the FQA, it is strongly recommended that the Red Seal journeyperson standard is used for FST applicant qualification. The alternative is for the Skills Passport to test and qualify applicants against thirteen separate standards.

Activities:

1. Developing and validating Evaluation/Assessment Outcomes
2. Development of Evaluation/Assessment Processes and Tools
3. Confirming Overseas Locations
4. Establishing Overseas Testing Centres
5. Training Assessors
6. Conducting Pilot Assessments

4. Program Management

The following tasks are required by SIAST to successfully meet the objectives and adhere to CIC protocols and regulations.

1. Coordination of day to day operations of the contract
2. Submit quarterly and financial narratives.
3. Liaison between Institutions, Apprenticeship Commissions, and Province
4. Liaison with assessment centers overseas
5. Conducting assessments as per contracts
6. Recording and distribution (employer, PNP, CIC) of assessment results

9.4 Budget

Total Project Budget			
Development of FQA Stream	Rate	#	Total
Cost/Protocols/MOUs/Contracts in Source Countries	\$35,000	7	\$245,000
Establishing the FQA Framework and Equivalencies (15 Trades & 4 Jurisdictions)	\$20,000	105	\$2,100,000
Total Cost of FQA Stream (15 Trades, 7 Source Countries)			\$2,345,000
Development of ECE Stream	Rate	#	Total
Development of Self Assessment Tools/Trade	\$10,000	15	\$150,000
Development of Hour Verification Protocol/ Trade	\$50,000	15	\$750,000
Development of Outcomes, Tools, Procedures/Trade	\$120,000	15	\$1,800,000
Total Cost of ECE Stream (15 Trades)			\$2,700,000
Program Start-up Costs	Rate	#	Total
Establishing Field Offices (3 offices)	\$100,000	3	\$300,000
Promotion & Marketing	\$10,000	36	\$360,000
Database Development and Implementation (Cost/Month @ 36 Mos)	\$15,000	36	\$540,000
Total Program Start-Up Costs			\$1,050,000
Total Project Development Costs			\$6,095,000
Percentage of Costs of Projected Project Cash Flows	Cash Flow	Percentage	Total
Year One	\$1,722,260	20%	\$1,722,260
Year Two	\$869,660	10%	\$869,660
Year Three	\$0	0%	\$0
Year Four	\$0	0%	\$0
Year Five	\$0	0%	\$0
Total Cost as per Cash Flows			\$2,591,920
Total Project Budget			\$8,886,920

9.5 Financing Framework

The program is proposed to be financed in two phases:

First, during the start up phase CIC will finance the establishment of the FQA protocols with seven source countries and the establishment of FQA and EFE standards and evaluation tools for the 15 Red Seal Trades. The standards and evaluation tools will be the property of CIC. The total costs (\$5,045,000) is based upon the 15 trades and seven FQA source countries frameworks and can be adjusted up or down proportionate to the number of trades and FQA source countries. The first phase can begin immediately.

Second, after the start up phase is complete and the FST regulations have been changed to the four year experience (Red Seal) standard and the successful Skills Passport assessment is requirement prior to applying to the FST category, the project can proceed to operations phase. A refundable grant from CIC of \$1,050,000 would help establish regional offices and manage Skills Passport applications in the first three years of operations. In addition, Skills Passport application fees would be supported by CIC in year one (20% of expected fees or \$1,722,260) and year two (10% of expected fees or \$869,660) to help ensure assessment accessibility until a critical mass of applications is established. The CIC funds to establish field office and the application fee support would be repayable by the Skills Passport program (a total of \$3,641,920 over three years) once a sufficient cash flow is established after year three.

10. Conclusions

The data and studies reviewed by SIAST in the implementation of the Feasibility Study indicates that many of the principles underpinning the implementation and evolution of the HRSDC-SIAST Skills Passport Program are now applicable to support the Federal Skilled Trades (FST) Program.

International sources of skilled tradespeople must be a significant part of the solution in addressing gaps between supply and demand. Even with increased domestic labour market participation, Human Resources and Skills Development Canada projects that over 135,000 immigrants with skilled trades are needed to meet the demand between 2014 and 2020. The increasing demand for immigrant skilled trades trend will accelerate over time with Statistics Canada projecting that by 2031 more than 80 percent of overall labour market growth will need to come from immigration³⁸.

Identified employer demand exists for specific tradespeople, in specific geographic areas of Canada, and there is a Canadian supply shortfall in filling these positions. In particular, this fact has been well documented in western Canada, and evidenced through the heavy demand usage of the TFW program by employers.

Paradoxically, despite the strong labour market demand and a relatively small domestic supply, immigrant candidates applying directly from their source country were historically unlikely to qualify under any federal immigration category. Immigration applicants with skilled trades did not meet the criteria because of a comparative lack of academic credentials and official language capacity. Recognizing the variance between immigration criteria and labour market needs, the Government of Canada announced the Federal Skilled Worker Category (FSWC) in 2001 and more recently the FST in 2013 to respond to skills and labour market needs.

However, a lack of robust trade credentialing processes in many countries leaves Canadian provincial apprenticeship authorities unable to reliably recognize many credentials of numerous FSW and now FST applicants. Without an independent and thorough assessment of work experience and competency, the system may produce applicants unable to succeed in Canada without heavy investment from provincial / territorial apprenticeship authorities – particularly in compulsory trades.

The proposed expansion of the program will support accelerating the assessment of competencies for people who want to become Canadian permanent residents based on being qualified in a skilled trade. Given the application verification needs of the new FSTC, an expanded Skills Passport program could efficiently and effectively provide an independent assessment of applicants against minimum eligibility criteria prior to their application to CIC. Making such an aspect a requirement would thereby expedite the evaluation of applicants for CIC and complement existing Canadian referral efforts. The Skills Passport program would thus help eliminate any backlog to FST application as qualifying through the Skills Passport along with the job offer from a Canadian employer would be required to apply to the FST

³⁸ Martel, Laurent and Jonathan Chagnon. 2012. *Population growth in Canada: From 1851 to 2061*. Statistics Canada Catalogue no. 98-310-X2011003. Ottawa. 6 p.

category. CIC would only be required to validate the security and health screenings upon receipt of each application.

Skills Passport Applicability to FST:

1. Program implementation is focused on high demand trades identified by HRSDC's Occupational Projection System and adopted by CIC as a high demand trade.
2. Assessment results provide added backing to documentation provided by an applicant supporting their qualifications and/or demonstrated competency.
3. Assessment results establish a candidate's competency in cases where skill level is based primarily on work experience but where little if any recognized formal training has occurred.
4. The current skill level is confirmed in cases where documentation and/or training and experience are somewhat dated.
5. Results can help to reduce the need for document verifications and candidate interviews thereby avoiding unnecessary processing delays.
6. Countries where overseas operations will be implemented are selected on the basis of the existence of a proven skilled labour pool, such as the Philippines, and partnership possibilities with organizations are available to implement a cost-effective methodology of FCR.
7. Assessment results can help to mitigate against fraud which is not uncommon at many overseas missions.
8. The participation of provincial apprenticeship certification bodies and provincial immigration departments facilitates the appropriate interaction and assessment for candidates. In Canada, only the provinces and territories can issue certificates of qualification in the skilled trades. The provincial or territorial trades authority must assess training, trade experience and skills to decide eligibility to write the 'trade qualifier' exam to be certified. Reporting from the Skills Passport program in the source country will be based upon criteria developed by the apprenticeship commission to help inform the assessment process for certification by provincial/territorial apprenticeship authorities.

The Skills Passport program assessment results can also support employer/provincial decision makers in selecting candidates from the proposed the Expression of Interest (EOI) pool outlined in CIC's Economic Action Plan 2012.

Skills Passport Canada will build on the experience, success and investment of the Government of Canada and SIAST in FCR. The development of a consortium comprised of provincial bodies and institutions, presents a generally common agreement within Western Canada of the need for a collaborative model to address employer needs while working within the boundaries and authorities of Canada's immigration system.

Participating provincial and territorial apprenticeship certification authorities were integral stakeholders – setting the provincial and territorial evaluation standards and validating applicant assessment tools. The initial participating provinces/territories are yet to be confirmed but are expected to be: British Columbia, Alberta, Saskatchewan and Manitoba. The consultations undertaken during the study with

stakeholders demonstrate a specific interest in the FST program, the value perceived in the implementation of the new category and a desire to support its expeditious application.

Dependent upon the source country of the applicants' skills training certification, verifying the skills of FST applicants will be conducted one of two ways: i.) Foreign Qualification Stream (FQA); and ii.) the Experience and Competency Evaluation Stream (ECE). The process available to each applicant will depend upon the "comparability" of the source country's trades training and credentialing process with the trades certification systems in Canada. The FQA stream is proposed for establishing an internationally equivalent credential between the frameworks of Canadian provincial/territorial jurisdictions and countries that have work-based systems similar to Canada and where there is a high degree of confidence in the source country system's veracity. The FQA stream will allow applicants to apply online with proof of identity and local certification information. Such countries would likely include Australia, Germany, Ireland, New Zealand, South Africa, United Kingdom and the United States. In countries where the FQA Stream lacks the necessary conditions, the ECE Stream is proposed. Evaluating FSW applicants using an experience and competency evaluation model proven under the Skills Passport program would be the starting point for the stream. Instead of determining the foreign credential equivalency, Canadian apprenticeship authorities will determine the scope of "on-the-job" practice and specific competencies equivalent to a Canadian trade standard. Hours and scope of work are verified with overseas employers and applicants' competencies are evaluated over a few days using demonstration-based prior-learning assessment tools endorsed by the Canadian apprenticeship authorities.

Applicants verified as meeting the working hours, technical skill and language minimum requirements (either under the FQA or the ECE streams) would be deemed an FST eligible applicant pending a job offer from a jurisdiction with a participating provincial/territorial apprenticeship authority. The applicant would be placed in the Qualified Applicant Pool administered by CIC for promulgation with Canadian employers. Only applicants in the Qualified Applicant Pool with a job offer would be eligible to apply to CIC under the FST category.

The proposed MOU with the SITE organization administering the Australian Qualification Framework, in the Philippines, offers access to proven facilities and capacity of a similar standard to Canada, and a working operational model.

The Skills Passport program will initially focus on collaborating with participating provincial and territorial apprenticeship certification bodies to identify the FQA and ECE benchmarks in the 15 Red Seal trades correlated to the FST high-demand skilled trades in the NOC classification (with no FST application limit). There are 55 Red Seal trades recognized across all Canadian jurisdictions which have designated provincial/territorial equivalent trades. A focus on the common 15 Red Seal trade standards in high demand will allow for a relatively common FST benchmark standard across Canadian jurisdictions; initial start-up costs will be focused on the framework equivalencies, developing, validating evaluation / assessment outcomes, the development of evaluation / assessment processes and tools.

The 15 selected Red Seal trades that the Skills Passport program will assess have been allocated to the relevant three-digit NOC code, and based on the Skills Passport experience to date and current TFW demand, the employment demand for each occupation (four digit NOC code) was estimated. The demand for Skills Passport assessments is expected to be proportionate to Canadian employer demand for immigrant skilled trades.

Skills Passport Canada Proposed Red Seal Trades of Focus

- | | |
|---|---|
| 1. Construction Electrician; Industrial Electrician | 9. Plumber |
| 2. Gasfitter (Class A/B) | 10. Power line Technician |
| 3. Heavy Duty Equipment Technician | 11. Refrigeration and Air Conditioning Mechanic |
| 4. Industrial Mechanic (Millwright) | 12. Sheet Metal Worker |
| 5. Instrumentation and Control Technician | 13. Sprinkler System Installer; Steamfitter / |
| 6. Ironworker (Generalist); Ironworker | Pipefitter |
| (Reinforcing) ; Ironworker | 14. Welder |
| (Structural/Ornamental) | 15. Mobile Crane Operator; Tower Crane Operator |
| 7. Machinist | |
| 8. Metal Fabricator (Fitter) | |

Extrapolating data from HRSDC, the number of skilled immigrants expected in the fifteen selected trades needed by employers in the four participating jurisdictions is expected to be approximately 2,400 per year. The program will have approximately 7,000 to 8,000 applicants for assessments in the 15 trades annually depending on the strength of the labour market

The Skills Passport Canada program will provide an innovative, low cost and proven skills assessment solution for candidates for the FST class. Collaborating closely with provincial apprenticeship commissions, local certification standards can be set for meeting the provincial equivalent of the FST category minimum requirements.

The proposed project goal for Skills Passport Canada will be to develop and deliver a self-sustainable credential verification and assessment model which validate applicants' working history and competency eligibility requirements prior to application to the FST category. Based on the findings and research in the Skills Passport Federal Skilled Trades Scoping Proposal project it can be concluded that an expanded and enhanced version of the Skills Passport Program can provide a cost effective pathway to validate the eligibility of immigrant applicants under the FST program.

The Skills Passport will be a non-profit initiative operated as a consortium, and managed by SIAST as the contracting body. Startup investment will be provided by CIC with ongoing operational costs funded primarily by Skills Passport applicant fees. As the program is implemented some CIC investment may reduce applicant fees in order to ensure program accessibility, while still discouraging frivolous applications to the program. Once fully operational, ongoing revenues / costs are estimated at approximately \$8M annually. The initial investment from CIC for program \$5M in project start-up costs and \$3.641M in operations support over three years before the program is self-sufficient.

Appendix 1: Glossary of Terms and Concepts

Facts and figures 2011 – Immigration overview: Permanent and temporary residents

<http://www.cic.gc.ca/english/resources/statistics/facts2011/glossary.asp>

Age: Five age groups are shown: 0 to 14 years, 15 to 24 years, 25 to 44 years, 45 to 64 years, and 65 years or older. Age refers to age at landing for permanent residents and age at entry or age on December 1st for temporary residents.

Business immigrants: Permanent residents in the economic immigrant category selected on the basis of their ability to establish themselves economically in Canada through entrepreneurial activity, self-employment or direct investment. Business immigrants include entrepreneurs, self-employed people and investors. The spouse or common-law partner and the dependent children of the business immigrant are also included in this category.

Canadian Experience Class (CEC): This immigration category became effective in September 17, 2008. This is a prescribed class of persons who may become permanent residents on the basis of their Canadian experience. They must intend to reside in a province or territory other than Quebec and must have maintained temporary resident status during their qualifying period of work experience as well as during any period of full-time study or training in Canada.

Category: Immigration categories are shown for the three main groups of permanent residents—family class, economic immigrants, and refugees—as well as for “other” immigrants who do not qualify in any of these categories. On an exceptional basis, the *Immigration and Refugee Protection Act* gives Citizenship and Immigration Canada the authority to grant permanent resident status to individuals who would not otherwise qualify in any category—for example, in cases where there are strong humanitarian and compassionate considerations. In reference to labour market characteristics, the economic immigrant category is further divided into two subgroups: principal applicants, and spouse and dependants.

Common-law partner: The family class includes, among others, persons who are the sponsor’s common-law partner. Common law partner means, in relation to a person, an individual who is cohabiting with the person in a conjugal relationship, having so cohabited for a period of at least one year. The term refers to both opposite-sex and same-sex couples. Fiancés are no longer designated as a component of the Family class under the *Immigration and Refugee Protection Act*. In this publication, the term common-law partner is also used as a designation of marital status for all immigrants regardless of their immigration category.

Conjugal partner: The family class includes, among others, persons who are the sponsor’s conjugal partner. A conjugal partner is a person who has maintained a conjugal relationship with the sponsor for at least one year but has been unable to live with the sponsor. The term refers to both opposite-sex and same-sex couples. This category is intended for partners of sponsors who would ordinarily apply as

common-law partners but cannot meet the definition, that is, they were not able to live together continuously for at least one year.

Deferred removal orders: Permanent residents determined to be members of the Deferred Removal Orders Class (DROC) who are included with other immigrants. This class was designed to grant relief to individuals who have not been recognized as refugees in Canada, who have cooperated with the authorities, but who have not been removed from Canada within three years of the time they became removable. This category was introduced in 1994 under the Immigration Regulations, of the *Immigration Act* (1976) but is no longer designated under the *Immigration and Refugee Protection Act*.

Dependent children: Under current legislation, children are dependent if they are unmarried and under the age of 22, or if they have been full-time students since before the age of 22, attend a post-secondary educational institution and have been substantially dependent on the financial support of a parent since before the age of 22 or, if married or a common-law partner, since becoming a spouse or a common-law partner, or if 22 or older, they have been substantially dependent on the financial support of a parent since before the age of 22 because of a physical or mental condition. A dependent child is either a biological child or an adopted child.

Economic immigrants: Permanent residents selected for their skills and ability to contribute to Canada's economy. The economic immigrant category includes skilled workers, business immigrants, provincial or territorial nominees, live-in caregivers and Canadian Experience Class.

Entrepreneurs: Economic immigrants in the business immigrant category who are selected on the condition that they have managed and controlled a percentage of equity of a qualifying business for at least two years in the period beginning five years before they apply, and that they have a legally obtained net worth of at least CAN\$300,000. They must own and manage a qualifying business in Canada for at least one year in the three years following arrival in Canada.

Family class: Permanent residents sponsored by a Canadian citizen or a permanent resident living in Canada who is 18 years of age or over. Family class immigrants include spouses and partners (i.e., spouse, common-law partner or conjugal partner); parents and grandparents; and others (i.e., dependent children, children under the age of 18 whom the sponsor intends to adopt in Canada, brothers, sisters, nephews, nieces, and grandchildren who are orphans under 18 years of age, or any other relative if the sponsor has no relative as described above, either abroad or in Canada). Fiancés are no longer designated as a component of the family class under the *Immigration and Refugee Protection Act*.

Foreign Students: Temporary residents who are in Canada principally to study in the observed calendar year. Foreign students have been issued a study permit (with or without other types of permits). Under the *Immigration and Refugee Protection Act*, a study permit is not needed for any program of study that is six months or less. Foreign students exclude temporary residents who have been issued a study permit but who entered Canada principally for reasons other than study.

Foreign Workers: Temporary residents who are in Canada principally to work in the observed calendar year. Foreign workers have been issued a document that allows them to work in Canada. Foreign workers exclude temporary residents who have been issued a work permit but who entered Canada mainly for reasons other than work.

FTA: A free trade agreement (FTA) is a trade treaty between two or more countries. These agreements are meant to reduce or completely remove tariffs to trade. One example of such an agreement is the Canada–Chile Free Trade Agreement (CCFTA).

GATS: The General Agreement on Trade in Services (GATS) is a treaty of the World Trade Organization (WTO) that came into force January 1995. The treaty was created to extend the multilateral trading system to the service sector. GATS professionals possess the necessary academic credentials and professional qualifications which have been duly recognized by the professional association of Canada.

Government-assisted refugees: Permanent residents in the refugee category who are selected abroad for resettlement to Canada as Convention refugees under the *Immigration and Refugee Protection Act* or as members of the Convention Refugees Abroad Class, and who receive resettlement assistance from the federal government.

Humanitarian and Compassionate Cases: Permanent residents included with other immigrants who are sponsored humanitarian and compassionate cases outside the family class, humanitarian and compassionate cases without sponsorship, and cases that take into account public policy. On an exceptional basis, the *Immigration and Refugee Protection Act* gives Citizenship and Immigration Canada the authority to grant permanent resident status to individuals and families who would not otherwise qualify in any category, in cases where there are strong humanitarian and compassionate (H&C) considerations, or for public policy reasons. The purpose of these discretionary provisions is to provide the flexibility to approve deserving cases not anticipated in the legislation.

Humanitarian population: Temporary residents who are primarily refugee claimants but also includes other foreign nationals allowed to remain in Canada on humanitarian or compassionate grounds under “special considerations.”

Immigration Act (1976): Federal legislation respecting immigration to Canada. The *Immigration Act* of 1976 became law in 1978 and remained in effect until 2002.

Immigration and Refugee Protection Act (IRPA): Federal legislation respecting immigration to Canada and the granting of refugee protection to people who are displaced, persecuted or in danger. IRPA received royal assent on November 1, 2001 and came into effect on June 28, 2002.

Independent immigrants: The independent immigrant category is a pre-IRPA immigration category that includes skilled workers selected for their labour market skills and business immigrants selected on the basis of their business experience and other related skills.

Industrial codes: Economic immigrants in the business immigrant category who have declared their industry of activity, in lieu of their intended occupation.

Investors: Economic immigrants in the business immigrant category who are required to make a substantial investment in Canada that is allocated to participating provinces and territories for economic development and job creation.

Language ability: Four categories of language ability in one of Canada's official languages are shown for permanent residents: English only, French only, both French and English, and neither language. These are self-declared indicators of knowledge of an official language.

Level of education: Eight levels of education are shown for permanent residents who are 15 years of age or older, based on the number of years of schooling or the certificate, diploma or degree obtained.

- 0 to 9 years of schooling
- 10 to 12 years of schooling
- 13 or more years of schooling, with no additional certificate, diploma or degree
- Trade certificate: completion of vocational training at non-university educational institutions
- Non-university diploma: completion of a diploma program not at the university or trade level
- Bachelor's degree: completion of a bachelor's program at the university level
- Master's degree: completion of a master's program at the university level
- Doctoral degree: completion of a doctoral program at the university level

Level of study: Five levels of study are shown for foreign students.

- Secondary or less: primary or secondary educational institutions in Canada
- Trade: vocational trade at non-university educational institutions in Canada (such as technical and vocational institutions, CEGEPs and colleges)
- University: undergraduate, postgraduate (master's and doctoral) and other studies at university institutions in Canada
- Other post-secondary: post-secondary level of study, not at the university or trade level, including language institutions, private institutions and university qualifying programs
- Other: foreign students not classified in any of the above levels of study

Live-in caregivers: Persons granted permanent resident status as economic immigrants after their participation in the Live-in Caregiver Program. This program brings temporary foreign workers to Canada as live-in employees to work without supervision in private households to care for children, seniors or people with disabilities. Participants in this program may apply for permanent resident status within three years of arrival in Canada, once they have completed two years of employment as live-in caregivers. The Live-in Caregiver Program replaced the Foreign Domestic Movement Program on April 27, 1992.

LMO: A Labour Market Opinion (LMO) is an assessment provided from HRSDC/Service Canada to an employer who wants to hire a foreign worker. The assessment is based on the impact a worker would have on Canada's labour market or, in other words, how the offer of employment would affect Canadian jobs. In some cases, special exemption applies. For example, some defined occupations do not require a LMO but need a CIC exemption approval.

Marital status: The marital status of an individual upon entering Canada (single, married, common-law, separated, divorced, or widowed).

Mother tongue: The native (first) language of an individual upon entering Canada. In this publication, the top 25 languages reported as mother tongue appear in decreasing order based on the most recent year

NAFTA: The North American Free Trade Agreement (NAFTA) is an agreement signed by the governments of Canada, Mexico, and the United States, creating a trilateral trade bloc in North America. The agreement came into force on January 1, 1994. It superseded the Canada-United States Free Trade Agreement signed in 1988.

National occupational classification (NOC): The National Occupational Classification (NOC) is the nationally accepted categorization of occupations in Canada. It organizes over 40,000 job titles into 500 occupational group descriptions. The NOC provides a standardized framework for organizing the world of work in a coherent system. It is used to manage the collection and reporting of occupational statistics and to provide understandable labour market information.

www5.hrsdc.gc.ca/noc/english/noc/2006/AboutNOC.aspx

New workers: Permanent residents who are intending to work in Canada but who are without a declared occupation. Occupational skill level cannot be assessed.

Occupational skill level: Five skill levels, based on the National Occupational Classification, are shown for permanent residents 15 years of age or older as well as for TFWs.

- Level O (managerial): management occupations.
- Level A (professional): professional occupations in business and finance; natural and applied sciences; health; social science, education, government service, and religion; and art and culture. Educational or training requirements: university degree.
- Level B (skilled and technical): skilled or technical occupations in administration and business; natural and applied sciences; health; law, social service, education, and religion; art, culture, recreation and sport; sales and service; as well as trades and skilled transport and equipment operators; skilled occupations in primary industries; and processing, manufacturing and utilities supervisors and skilled operators. Educational or training requirements: two to three years of post-secondary education, or two to five years of apprenticeship training, or three to four years of secondary school and more than two years of on-the-job training, occupation-specific training courses or specific work experience.
- Level C (intermediate and clerical): clerical occupations; assisting occupations in health services; intermediate occupations in sales and services; transport, equipment operations, installation and maintenance; primary industries; as well as processing and manufacturing machine operators and assemblers. Educational or training requirements: one to four years of secondary school education, or up to two years of on-the-job training, training courses or specific work experience.

- **Level D (elemental and labourers):** elemental sales and service occupations and labourers in construction; primary industries; and processing, manufacturing and utilities. Educational or training requirements: no formal educational requirements; short work demonstration or on-the-job training.

Other humanitarian cases: Temporary residents in the humanitarian population composed of foreign nationals other than refugee claimants, who are allowed to remain in Canada on humanitarian or compassionate grounds under “special circumstances”. These other humanitarian cases include a small number of individuals who have never filed a refugee claim but who are processed under special programs established to handle refugee-like cases.

Other temporary residents: Persons with a temporary resident permit or a visitor record issued for the purpose of entering Canada. These temporary residents do not hold a work permit, a study permit, a permit processed under special programs established to handle refugee-like cases nor have they ever filed a refugee claim.

Other immigrants: Permanent residents in the other immigrant category include post-determination refugee claimants in Canada, deferred removal orders, retirees (no longer designated under the *Immigration and Refugee Protection Act*), temporary resident permit holders, humanitarian and compassionate cases, sponsored humanitarian and compassionate cases outside the family class, and people granted permanent resident status based on public policy considerations.

Permanent residents: People who have been granted permanent resident status in Canada. Permanent residents must live in Canada for at least 730 days (two years) within a five-year period or risk losing their status. Permanent residents have all the rights guaranteed under the Canadian Charter of Rights and Freedoms such as equality rights, legal rights, and mobility rights, freedom of religion, freedom of expression and freedom of association. They do not, however, have the right to vote in elections.

Post-determination refugee claimants in Canada: Permanent residents determined to be members of the Post-Determination Refugee Claimants in Canada class (PDRCC) who are included with other immigrants. The PDRCC is a prescribed class (no longer designated under the *Immigration and Refugee Protection Act*) where permanent residence is granted to protect a failed refugee claimant from a threat in the country of nationality or origin where there is a risk to life, or a risk of excessive sanctions or inhumane treatment.

Principal applicants: Permanent residents identified as the principal applicant on their application for a permanent resident visa for themselves and, if applicable, for accompanying spouse and/or dependants when they apply to immigrate to Canada. For individuals or families applying to immigrate to Canada in the skilled worker category, only the principal applicant is assessed on the basis of selection criteria in place at the time of the application.

Privately sponsored refugees: Permanent residents in the refugee category who are selected for resettlement in the Convention refugees abroad class, the source country class or the country of asylum class and who are privately sponsored by organizations, individuals or groups of individuals.

Province or territory: The province or territory of intended destination in Canada.

http://geodepot.statcan.ca/Diss/Reference/COGG/Index_e.cfm

Provincial or territorial nominees: Economic immigrants selected by a province or territory for specific skills that will contribute to the local economy to meet specific labour market needs. The Regulations establish a provincial or territorial nominee class, allowing provinces and territories that have agreements with Citizenship and Immigration Canada to nominate persons to go to that province. A nominee must meet federal admissibility requirements, such as those related to health and security.

Refugee claimants: Temporary residents in the humanitarian population who request refugee protection upon or after arrival in Canada. A refugee claimant receives Canada's protection when he or she is found to be a Convention refugee as defined by the United Nations 1951 Geneva Convention Relating to the Status of Refugees and its 1967 protocol, or when found to be a person needing protection based on risk to life, risk of cruel and unusual treatment or punishment, or danger of torture as defined in the Convention Against Torture. A refugee claimant whose claim is accepted may make an application in Canada for permanent residence. The application may include family members in Canada and abroad.

Refugee dependants: Refugee dependants are permanent residents in the refugee category who are family members of a refugee landed in Canada, and who were living abroad or in Canada at the time of application. Their applications for permanent residence are considered concurrently with that of the principal applicant in Canada.

Refugees: Permanent residents in the refugee category include government-assisted refugees, privately sponsored refugees, refugees landed in Canada and refugee dependants (i.e., dependants of refugees landed in Canada, including spouses and partners living abroad or in Canada).

Refugees landed in Canada: Permanent residents in the refugee category who have had their refugee claims accepted and who subsequently applied for and were granted permanent resident status in Canada. With the introduction of IRPA, this group is referred to as "Protected persons in Canada".

Retirees: Permanent residents included with other immigrants who are over the age of 55, who come to Canada with no intention of working and who have sufficient funds to support themselves. This immigration category was phased out in 1991 and is no longer designated under the *Immigration and Refugee Protection Act*.

Self-employed: Economic immigrants in the business immigrant category selected on the condition that they can, and intend to, create their own employment in Canada and contribute significantly either to the Canadian economy or to the cultural or athletic life of Canada (for example, as farmers, artists, actors, writers or professional athletes).

Skilled workers: Economic immigrants selected for their ability to participate in the labour market and to establish themselves economically in Canada. Skilled workers are assessed on the basis of selection criteria that stress, for example, education, language ability and skilled work experience.

Source area: Five major world regions are shown: Africa and the Middle East, Asia and Pacific, South America and Central America, the United States, and Europe and the United Kingdom

1. Africa and Middle East

Africa

Algeria	Angola	Benin, Peoples Republic of
Botswana, Republic of	Burkina-Faso	Burundi
Cameroon, Federal Republic of	Cape Verde Islands	Central Africa Republic
Chad, Republic of	Comoros	Congo, People's Republic of the
Congo, Democratic Republic of	Djibouti, Republic of	Egypt
Eritrea	Ethiopia	Gabon Republic
Gambia	Ghana	Guinea, Equatorial
Guinea, Republic of	Ivory Coast, Republic	Kenya
Lesotho	Liberia	Libya
Madagascar	Malawi	Mali, Republic of
Mauritania	Mauritius	Morocco
Mozambique	Namibia	New Caledonia
Niger, Republic of the	Nigeria	Reunion
Rwanda	Senegal	Seychelles
Sierra Leone	Somalia, Democratic Republic of	South Africa, Republic of
Tanzania, United Republic of	Togo, Republic of	Tunisia
Uganda	Zambia	Zimbabwe

Middle East

Bahrain	Cyprus	Iran
Iraq	Israel	Jordan
Kuwait	Lebanon	Palestinian Authority
Qatar	Saudi Arabia	(Gaza/West Bank)
United Arab Emirates	Yemen, People's Democratic Republic of	Syria
		Yemen, Republic of

2. Asia and Pacific

Asia

Afghanistan	Bangladesh	Bhutan
Brunei	Cambodia	China, People's Republic of
Hong Kong	India	Indonesia, Republic of
Japan	Korea, People's Democratic Republic of	Korea, Republic of
Laos	Macao	Myanmar (Burma)
Malaysia	Mongolia, People's Republic of	Pakistan
Nepal	Oman	Sri Lanka
Philippines	Singapore	Tibet
Taiwan	Thailand	
Vietnam, Socialist Republic of		

Pacific

Australia	Fiji	French Polynesia
Maldives, Republic of	Nauru	New Zealand
Pacific Islands, US Trust Territory	Papua New Guinea	Samoa, Western

of the
Tonga

Vanuatu

3. South America and Central America

South America and Central America

Antigua And Barbuda	Argentina	Aruba
Bahamas The	Barbados	Belize
Bermuda	Bolivia	Brazil
Cayman Islands	Chile	Colombia
Costa Rica	Cuba	Dominica
Dominican Republic	Ecuador	El Salvador
Falkland Islands	French Guiana	Grenada
Guadeloupe	Guatemala	Guyana
Haiti	Honduras	Jamaica
Martinique	Mexico	Montserrat
Netherlands Antilles, The	Nevis	Nicaragua
Panama, Republic of	Paraguay	Peru
Puerto Rico	St. Kitts-Nevis	St. Lucia
St. Vincent and the Grenadines	Surinam	Trinidad and Tobago
Uruguay	Venezuela	Virgin Islands, British
Other America (Greenland, St. Pierre and Miquelon)		

4. United States

5. Europe and the United Kingdom

Europe and the United Kingdom

Albania	Andorra	Armenia
Austria	Azerbaijan	Azores
Belarus	Belgium	Bosnia-Herzegovina
Bulgaria	Croatia	Canary Islands
Czech Republic	Czechoslovakia, Former	Denmark
Estonia	Finland	France
Georgia	Germany	Gibraltar
Greece	Hungary	Iceland
Ireland, Republic of	Italy	Kazakhstan
Kyrgyzstan	Latvia	Liechtenstein
Lithuania	Luxembourg	Macedonia
Madeira	Malta	Moldova
Monaco	Netherlands, The	Norway
Poland	Portugal	Romania
Russia	San Marino	Slovak Republic
Slovenia	Spain	Sweden
Switzerland	Tajikistan	Turkey
Turkmenistan	Ukraine	Union of Soviet Socialist Republics, Former
United Kingdom	Uzbekistan	

Source country: Refers to the principal country of last permanent residence for all permanent residents and temporary residents, unless otherwise indicated. For refugee claimants, source country refers to the principal country of alleged persecution. In this publication, the top ten source countries appear in decreasing order of entry (or presence) from these countries in the most recent year.

Spouse and dependants: Permanent residents who are the spouse, common-law or conjugal partner, or dependent children of the principal applicant and listed as such on the application.

Still Present: Temporary residents subject to a refugee claim or who are in possession of a valid document (i.e., a work permit, study permit, temporary resident permit, or a visitor record) issued for the purpose of entering Canada in compliance with the *Immigration and Refugee Protection Act* (or with the *Immigration Act* of 1976 prior to 2002) for which the validity continues from the previous year to any point in time during the year of observation (calendar year). For a given year of observation, the sum of initial entries, re-entries and persons still present reflects the number of temporary residents deemed “ever present” in Canada at any point in time during that calendar year. This total number of persons differs from temporary residents present on December 1st shown in other tables of this report.

Study permit: A permit authorizing foreign nationals to enter and study in Canada on a temporary basis. The study permit identifies the level of study and the length of time the individual may study in Canada. Students do not need a study permit for courses shorter than six months.

Temporary residents: Foreign nationals who are lawfully in Canada on a temporary basis under the authority of a valid document (i.e., a work permit, study permit, temporary resident permit, or a visitor record) issued for the purpose of entering Canada and individuals who seek asylum upon or after their arrival in Canada and remain in the country pending the outcome of processes relative to their claim. Temporary residents include foreign workers, foreign students, the humanitarian population and other temporary residents. The other category of temporary residents is not profiled in this publication.

Temporary resident initial entries: Temporary residents who enter Canada for the first time in the observed calendar year with a valid document (i.e., a work permit, study permit, refugee claim, temporary resident permit, or a visitor record). The sum of initial entries and re-entries reflects the total entries of temporary residents to Canada in any given year of observation.

Temporary resident permit holders: Persons included with other immigrants who have been granted permanent residence after having lived continuously in Canada for three to five years under the authority of a temporary resident permit

Temporary resident present on December 1st: This statistic measures the number of temporary residents with a valid document (i.e., a refugee claim, a work permit, study permit, temporary resident permit, or a visitor record) on December 1st of the observation year. This measure excludes temporary residents granted permanent resident status on or before the observation date and those whose

document validity has expired or is not yet in effect. The Temporary residents present December 1st is the measure normally used to report the size of the temporary resident population in Canada.

Temporary resident re-entries: Temporary residents returning to Canada in the observed calendar year with a new document (i.e., a work permit, study permit, temporary resident permit, or a visitor record) issued abroad or at a port of entry. The sum of initial entries and re-entries reflects the total entries of temporary residents to Canada in any given year of observation.

Temporary resident total entries: The sum of initial entries and re-entries of temporary residents.

Transitions: Changes from one temporary resident status to another (e.g., from foreign student to temporary foreign worker) or from a temporary resident status to permanent residence. Transitions from one temporary resident status to another refer to the number of temporary residents whose yearly status has changed from the previous year or from an earlier year if the individual is returning to Canada. Transitions from a temporary resident status to a permanent residence refer to the number of temporary residents who have acquired permanent residency during the year or from a previous year if the individual is returning to Canada. A transition is reported in the calendar year in which the event happened.

Urban area: Refers to selected urban areas in Canada that are the intended destination for permanent and temporary residents. A census metropolitan area (CMA) or a census agglomeration (CA) is formed by one or more adjacent neighbouring municipalities centred on a large urban area (known as the urban core). A CMA must have a total population of at least 100,000 of which 50,000 or more must live in the urban core. A CA must have an urban core population of at least 10,000. To be included in the CMA or CA, other adjacent municipalities must have a high degree of integration with the central urban area, as measured by commuting flows derived from census place of work data.

http://geodepot.statcan.ca/Diss/Reference/COGG/Index_e.cfm

Newfoundland and Labrador

- St. John's

Nova Scotia

- Halifax

New Brunswick

- Saint John

Alberta

- Calgary
- Edmonton

British Columbia

- Abbotsford
- Vancouver
- Victoria

Quebec

- Montréal
- Chicoutimi-Jonquière
- Ottawa-Gatineau (Quebec part)
- Québec
- Sherbrooke
- Trois-Rivières

Ontario

- Hamilton
- Kingston
- Kitchener
- London
- Greater Sudbury
- Oshawa
- Ottawa-Gatineau

Manitoba

- Winnipeg

Saskatchewan

- Regina
- Saskatoon

(Ontario part)

- St. Catharines-Niagara
- Thunder Bay
- Toronto
- Windsor

Work permit: Authorization that allows a non-Canadian citizen or a non-permanent resident to work in Canada. Some temporary jobs in Canada may not require a work permit—for example: news reporters, public speakers, performing artists, foreign government officers.

Yearly status: For statistical purposes, temporary residents are grouped as foreign workers, foreign students, the humanitarian population, or other temporary residents according to the main reason they have been authorized to enter and stay temporarily in Canada for each year of observation. These four categories are mutually exclusive—any person included in one category is excluded from the others.

Yearly sub-status: The temporary resident are classified into three sub-status levels; with each level being connected to the main yearly status grouping. Each sub-status describes with precision the main reason for the temporary resident to enter and stay in Canada for each year of observation. All sub-status categories are mutually exclusive—any person included in one category is excluded from the others.

Years of schooling: Number of years of schooling for permanent residents.

Appendix 2: COPS Occupational Projection Summaries 2011-2020

Machinists and Related Occupations (723)

Skill Level: Occupations Usually Requiring College or Apprenticeship Training

Occupations in this Group:

- Machinists and Machining and Tooling Inspectors (7231)
- Tool and Die Makers (7232)

Employment (non-student) in 2010: 52,117

Median Age of workers in 2010: 40.9 years old

Average Retirement Age in 2010: 64 years old

Over the 2008-2010 period, this occupation experienced a significant decline in employment and a significant rise in the unemployment rate. This is due to the difficulties faced by the manufacturing sector in recent years, especially following the recent recession. However, wages increased more than the average for all occupations. According to key labour market indicators, the number of job seekers was more than sufficient to fill the job openings in this occupation.

For **Machinists And Related Occupations**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **17,918** and **16,883** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that there were indications of excess supply in this occupation, excess supply is expected to continue over the 2011-2020 period. Expansion demand, which was negative over the 2001-2010 period, will be positive and will represent 30% of job openings over the projection period. This return to growth will come from economic recovery in several manufacturing industries over the next few years. Most job openings in this occupation will be due to replacement needs. The retirement rate will fall within the average for all occupations. As for labour supply, school leavers will be the main source of job seekers over the projection period. The outflow of workers toward other occupations is expected to continue over the projection period, albeit on a smaller scale than in the previous decade. This outflow of workers was the result of problems in the manufacturing sector in recent years and exacerbated by the recent recession.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

Demand	Level	Share
Expansion Demand:	5,117	29%
Retirements:	9,989	56%
Other Replacement Demand:	1,650	9%
Emigration:	1,161	6%

Projected Job Openings:	17,918	100%
Supply	Level	Share
School Leavers:	13,120	78%
Immigration:	4,705	28%
Other	-942	-6%
Projected Job Seekers:	16,883	100%

Electrical Trades and Telecommunications Occupations (724)

Skill Level: Occupations Usually Requiring College or Apprenticeship Training

Occupations in this Group:

- Electricians (except Industrial and Power System) (7241)
- Industrial Electricians (7242)
- Power System Electricians (7243)
- Electrical Power Line and Cable Workers (7244)
- Telecommunications Line and Cable Workers (7245)
- Telecommunications Installation and Repair Workers (7246)
- Cable Television Service and Maintenance Technicians (7247)

Employment (non-student) in 2010: 172,673

Median Age of workers in 2010: 38.6 years old

Average Retirement Age in 2010: 59 years old

Over the 2008-2010 period, this occupation saw employment growth, although the unemployment rate also increased to 8.2% in 2010. The average hourly wage increased more quickly than for other occupations and remains one of the highest among the trades. According to key labour market indicators, the number of job seekers was sufficient to fill job openings in this occupation.

For **Electrical Trades And Telecommunications Occupations**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **87,923** and **71,450** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that labour supply and demand in this occupation were balanced, it is expected that the number of job seekers will remain sufficient to fill job openings over the 2011-2020 period. Job openings will arise mainly from retirements. The retirement rate will be slightly above the average. Over the projection period, economic growth will result in fewer new jobs than over the previous ten years.

However, employment growth will be higher than average because the anticipated large increase in capital spending on infrastructure and engineering projects, mainly in the energy and mining sectors,

should help to sustain growth in construction activities. In terms of supply, the vast majority of job seekers will come from the school system. Some of these new workers will replace those who leave for another occupation, mainly in management. However, some workers will leave this occupation because of the slowdown in residential construction. This situation is quite different from the one experienced over the 2001-2010 period, when many workers came from other occupations to take advantage of the high demand in this sector.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

Demand	Level	Share
Expansion Demand:	35,827	41%
Retirements:	44,177	50%
Other Replacement Demand:	3,859	4%
Emigration:	4,060	5%
Projected Job Openings:	87,923	100%
Supply	Level	Share
School Leavers:	65,639	92%
Immigration:	6,957	10%
Other	-1,147	-2%
Projected Job Seekers:	71,450	100%

Plumbers, Pipefitters And Gas Fitters (725)

Skill Level: Occupations Usually Requiring College or Apprenticeship Training

Occupations in this Group:

- Plumbers (7251)
- Steamfitters, Pipefitters and Sprinkler System Installers (7252)
- Gas Fitters (7253)

Employment (non-student) in 2010: 71,531

Median Age of workers in 2010: 38 years old

Average Retirement Age in 2010: 64 years old

Over the 2008-2010 period, this occupation experienced an increase in employment on par with the average, but it also experienced a significant increase in the unemployment rate, which was 12.5% in 2010. The average hourly wage increased on par with all occupations, and remains high in relation to other trade occupations. According to key labour market indicators, the number of job seekers was sufficient to fill job openings in this occupation.

For **Plumbers, Pipefitters And Gas Fitters**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **22,680** and **31,686** job seekers

(arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that labour supply and demand in this occupation were balanced, it is expected that the number of job seekers will remain sufficient to fill job openings over the 2011-2020 period. Approximately half of the job openings will arise from retirements over the projection period, despite a low retirement rate, which is due to the fact that workers in this occupation are generally younger than the overall average and retire later than those in other occupations. Consequently, the gap between the average age of workers and the retirement age is greater than average. The other half of job openings will arise from economic growth, but will be far fewer than during the 2001-2010 period, during which the construction industry was stimulated by the building of new housing units, a substantial increase in renovation spending and, more recently, the increase in non-residential construction spending. However, the recent economic recession and a slowdown in population growth will result in a decrease in demand for housing and, therefore, a drop in the number of new job openings for plumbers, pipefitters and gas fitters. In terms of supply, nearly all job seekers will come from the school system. However, over the 2011-2020 period, many workers will leave this occupation to work in others because of the slowdown in the construction industry.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

Demand	Level	Share
Expansion Demand:	9,428	42%
Retirements:	10,167	44%
Other Replacement Demand:	1,485	7%
Emigration:	1,600	7%
Projected Job Openings:	22,680	100%
Supply	Level	Share
School Leavers:	29,715	94%
Immigration:	2,115	7%
Other	-144	-0%
Projected Job Seekers:	31,686	100%

Metal Forming, Shaping And Erecting Occupations (726)

Skill Level: Occupations Usually Requiring College or Apprenticeship Training

Occupations in this Group:

- Sheet Metal Workers (7261)
- Boilermakers (7262)
- Structural Metal and Platework Fabricators and Fitters (7263)
- Ironworkers (7264)
- Welders and Related Machine Operators (7265)

- Blacksmiths and Die Setters (7266)

Employment (non-student) in 2010: 123,305

Median Age of workers in 2010: 39.4 years old

Average Retirement Age in 2010: 64 years old

Over the 2008-2010 period, employment in this occupation dropped significantly while the unemployment rate increased sharply to 17.7% in 2010, which is much higher than the average. The average hourly wage for this occupation increased at a rate similar to the rate for all other occupations. According to key labour market indicators, the number of job seekers was more than sufficient to fill the job openings in this occupation.

For Metal Forming, Shaping And Erecting Occupations, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total 46,725 and 52,751 job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that there was surplus labour supply in this occupation, it is expected that the surplus labour supply will continue. In other words, the number of job seekers will be more than sufficient to fill the job openings over the 2011-2020 period. Job openings will arise from both new positions due to economic growth and replacement needs due to retirement. Although the retirement rate is lower than the rate for all occupations, more than 45% of job openings over the projection period will arise from retirements. The low retirement rate in this occupation is due to the fact that workers are generally somewhat younger than the average and retire later than those in other occupations. Consequently, the gap between the average age of workers and the retirement age is greater than the average for all occupations.

The number of job openings arising from economic growth will be much higher than over the 2001-2010 period, during which, after the construction industry was stimulated by the building of new housing units, a substantial increase in renovation spending and, more recently, the increase in non-residential construction spending, the construction industry and especially the manufacturing sector were hit hard by the recession. Over the projection period, activities in the construction industry will slow down, primarily as a result of the aging population, and the manufacturing sector will continue to experience difficulties, particularly in the metal and machinery fabricating industry. This will have a negative impact on the number of job openings in metal forming, shaping and erecting trades. With regard to labour supply, the majority of job seekers will come from the school system.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

Demand	Level	Share
Expansion Demand:	18,828	41%

Retirements:	21,657	46%
Other Replacement Demand:	3,362	7%
Emigration:	2,878	6%
Projected Job Openings:	46,725	100%
Supply	Level	Share
School Leavers:	42,130	80%
Immigration:	7,558	14%
Other	3,063	6%
Projected Job Seekers:	52,751	100%

Machinery And Transportation Equipment Mechanics (Except Motor Vehicle) (731)

Skill Level: Occupations Usually Requiring College or Apprenticeship Training

Occupations in this Group:

- Construction Millwrights and Industrial Mechanics (except Textile) (7311)
- Heavy-Duty Equipment Mechanics (7312)
- Refrigeration and Air Conditioning Mechanics (7313)
- Railway Carmen/women (7314)
- Aircraft Mechanics and Aircraft Inspectors (7315)
- Machine Fitters (7316)
- Textile Machinery Mechanics and Repairers (7317)
- Elevator Constructors and Mechanics (7318)

Employment (non-student) in 2010: 177,513

Median Age of workers in 2010: 41.5 years old

Average Retirement Age in 2010: 60 years old

Over the 2008-2010 period, this occupation experienced a decrease in employment and an increase in the unemployment rate, which is slightly higher than the average for all occupations. The average hourly wage increased slightly. It remained very high compared to other trades. According to key labour market indicators, the number of job seekers was sufficient to fill job openings in this occupation.

For **Machinery And Transportation Equipment Mechanics (Except Motor Vehicle)**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **77,588** and **75,688** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that labour supply and demand in this occupation were balanced, it is expected that the number of job seekers will remain sufficient to fill job openings over the 2011-2020 period. The majority of these job openings will arise from retirements. The retirement rate for this

occupation will nevertheless be on par with the average, as the average age of workers and the age at which they retire will be comparable to the average ages for all the occupations. The number of job openings resulting from economic growth will be greater than for the 2001-2010 period. In terms of supply, the majority of job seekers over the projection period will come from the school system. It should also be noted that workers from other occupations will continue to represent a major source of labour supply in this occupation. The competitive wages in this occupation will attract skilled and experienced workers from other occupations.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

Demand	Level	Share
Expansion Demand:	24,072	31%
Retirements:	44,734	58%
Other Replacement Demand:	4,756	6%
Emigration:	4,026	5%
Projected Job Openings:	77,588	100%
Supply	Level	Share
School Leavers:	47,677	63%
Immigration:	5,968	8%
Other	22,042	29%
Projected Job Seekers:	75,688	100%

Crane Operators, Drillers And Blasters (737)

Skill Level: Occupations Usually Requiring College or Apprenticeship Training

Occupations in this Group:

- Crane Operators (7371)
- Drillers and Blasters - Surface Mining, Quarrying and Construction (7372)
- Water Well Drillers (7373)

Employment (non-student) in 2010 16,357

Median Age of workers in 2010 41.8 years old

Average Retirement Age in 2010 63 years old

Over the 2008-2010 period, this occupation experienced a drop in employment while the unemployment rate increased sharply. It was 11.7% in 2010, well above the rate for all occupations (7.6%). However, the average hourly wage in this occupation increased more quickly than the average for all occupations. According to key labour market indicators, the number of job seekers was sufficient to fill job openings in this occupation.

Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For Crane Operators, Drillers And Blasters, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total 7,789 and 6,700 job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that labour supply and demand in this occupation were balanced, it is expected that the number of job seekers will remain sufficient to fill job openings over the 2011-2020 period. The majority of job openings will arise from retirements, despite a retirement rate similar to the average for all occupations. Very few job openings will arise from expansion demand over the projection period, but will be greater than those observed over the 2001-2010 period. The economic recovery, particularly in non-residential construction, will stop the decline in employment in this occupation. In terms of supply, slightly more than half of job seekers will come directly from the school system. The rest of the job seekers will come from other occupations.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

Demand	Level	Share
Expansion Demand:	2,534	33%
Retirements:	4344	55%
Other Replacement Demand:	532	7%
Emigration:	379	5%
Projected Job Openings:	7789	100%
Supply	Level	Share
School Leavers:	3567	53%
Immigration:	250	4%
Other	2883	43%
Projected Job Seekers:	6700	100%

Heavy Equipment Operators (742)

Skill Level: Occupations Usually Requiring High School

Occupations in this Group:

- Heavy Equipment Operators (except Crane) (7421)
- Public Works Maintenance Equipment Operators (7422)

Employment (non-student) in 2010: 91,427

Median Age of workers in 2010: 42.5 years old

Average Retirement Age in 2010: 59 years old

Over the 2008-2010 period, this occupation experienced a decline in employment and a sharp increase in the unemployment rate. The unemployment rate was higher than the average for all occupations (14.1% compared to 7.6% in 2010). The average hourly wage increased at the same rate as the average for all occupations. According to key labour market indicators, the number of job seekers was more than sufficient to fill job openings in this occupation.

For **Heavy Equipment Operators**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **44,405** and **44,003** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that labour supply was exceeding demand in this occupation, it is expected that the number of job seekers will continue to be more than sufficient to fill job openings over the 2011-2020 period. Retirements will be the primary source of employment and the retirement rate will be just above the average. The number of job openings resulting from economic growth will be higher over the projection period than over the 2001-2010 period. The economic recovery will be responsible for employment growth in construction, particularly in the energy and infrastructure sectors, over the projection period. In terms of supply, job seekers will come primarily from the school system and from other occupations. The strong mobility toward this occupation is due to the sustained employment growth in the construction industry since 2001, as well as the favourable employment conditions, specifically the wages, that are offered.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

Demand	Level	Share
Expansion Demand:	14,357	32%
Retirements:	25,002	56%
Other Replacement Demand:	2,938	7%
Emigration:	2,108	5%
Projected Job Openings:	44,405	100%
Supply	Level	Share
School Leavers:	20,158	46%
Immigration:	1,114	3%
Other	22,732	51%
Projected Job Seekers:	44,003	100%

Underground Miners, Oil And Gas Drillers And Related Workers (823)

Skill Level: Occupations Usually Requiring College or Apprenticeship Training

Occupations in this Group:

- Underground Production and Development Miners (8231)

- Oil and Gas Well Drillers, Servicers, Testers and Related Workers (8232)

Employment (non-student) in 2010 42,234

Median Age of workers in 2010 39.9 years old

Average Retirement Age in 2010 60 years old

Over the 2008-2010 period, employment in this occupation remained stable, but the unemployment rate increased slightly. However, the average hourly wage grew more quickly than the average for all occupations. According to key labour market indicators, the number of job seekers was sufficient to fill job openings in this occupation.

Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For **Underground Miners, Oil And Gas Drillers And Related Workers**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **22,969** and **22,571** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that labour supply and demand in this occupation were balanced, it is expected that the number of job seekers will remain sufficient to fill job openings over the 2011-2020 period. Expansion demand will be the main source of job openings over the projection period, although it will be less than that observed over the 2001-2010 period. In fact, during this period, employment grew substantially in the oil and gas industry, which has been in full expansion for several years as a result of global demand and the price of energy products. Significant investments in modernizing current facilities and launching new projects, particularly in the oil sands, contributed to the strong labour demand during this period. However, over the projection period, new job creation will slow down as a result of technological advances in oil sands treatment, which will reduce labour market needs by increasing productivity, and also because of the less rapid growth in international demand for oil. The growing demand for base metals will also stimulate employment growth in this occupation. Several job openings will also result from retirements although the retirement rate is less than the average for all occupations because of the young age of workers in this occupation. In terms of supply, the majority of job seekers will come from the school system. Mobility will also be a very substantial source of job seekers. In fact, a number of workers from other occupations will come to work in this one. This mobility, to the benefit of this occupation, is due to the favourable job prospects and wages in occupations in the oil and gas industry.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

Demand	Level	Share
Expansion Demand:	13,258	58%
Retirements:	7,387	32%
Other Replacement Demand:	1,255	5%
Emigration:	1,068	5%
Projected Job Openings:	22,969	100%
Supply	Level	Share
School Leavers:	11,528	51%

Immigration:	338	1%
Other	10,706	48%
Projected Job Seekers:	22,571	100%

Central Control And Process Operators In Manufacturing And Processing (923)

Skill Level: Occupations Usually Requiring College or Apprenticeship Training

Occupations in this Group:

- Central Control and Process Operators, Mineral and Metal Processing (9231)
- Petroleum, Gas and Chemical Process Operators (9232)
- Pulp and Paper Control Operators (9233)
- Papermaking and Coating Control Operators (9234)

Employment (non-student) in 2010 22,076

Median Age of workers in 2010 41.6 years old

Average Retirement Age in 2010 60 years old

Over the 2008-2010 period, this occupation experienced a large drop in employment and an increase in the unemployment rate. The average hourly wage increased at a rate similar to the average for all occupations. According to key labour market indicators, the number of job seekers was more than sufficient to fill job openings in this occupation.

Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For **Central Control And Process Operators In Manufacturing And Processing**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **12,100** and **9,377** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that labour supply exceeded demand in this occupation, there will be more than sufficient job seekers to fill job openings over the 2011-2020 period. Retirements will represent more than half of job openings. The retirement rate in this occupation will be above the average for all occupations, as workers in this occupation generally retire earlier than those in other occupations. With respect to expansion demand, employment growth will remain weak over the coming years. In fact, these operators work mainly in the industries of manufactured mineral products, pulp and paper, and gas and oil processing and treatment (refining), which will not see significant growth in the coming years, with the exception of oil processing. In terms of supply, job seekers will come primarily from the school system. Still, approximately 40% of job seekers will come from immigration or other occupations. The influx of workers from other occupations, mainly the manufacturing sector, is due to the relatively high wages in this occupation and the fact that work experience in the manufacturing sector is often required to become a control operator.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

Demand	Level	Share
Expansion Demand:	3958	33%
Retirements:	7104	59%
Other Replacement Demand:	530	4%
Emigration:	509	4%
Projected Job Openings:	12100	100%
Supply	Level	Share
School Leavers:	4646	50%
Immigration:	1039	11%
Other	3692	39%
Projected Job Seekers:	9377	100%

Appendix 3: Total Entries of Temporary Foreign Workers by Select Skilled Trades Occupations, 2007-Sep 2012*

NOC	2007	2008	2009	2010	2011	Jan-Sep 2012
721 - Contractors and Supervisors, Trades and Related Workers	615	750	740	760	875	555
723 - Machinists and Related Occupations	330	310	220	160	185	300
724 - Electrical Trades and Telecommunication Occupations	650	640	855	375	490	465
725 - Plumbers, Pipefitters and Gas Fitters	535	790	510	200	310	1,025
726 - Metal Forming, Shaping and Erecting Trades	1,330	1,510	870	465	755	1,335
729 - Other Construction Trades	535	945	665	630	565	650
72 - Trades and Skilled Transport and Equipment Operators Total of Occupations above	4,010	4,945	3,855	2,585	3,175	4,330
731 - Machinery and Transportation Equipment Mechanics (Except Motor Vehicles)	1,060	1,015	900	810	775	845
737 - Crane Operators, Drillers and Blasters	120	190	130	70	90	130
73 - Trades and Skilled Transport and Equipment Operators Total of Occupations above	1,185	1,205	1,035	875	870	965
742 - Heavy Equipment Operators	110	205	120	110	165	250
74 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance Total of Occupations above	110	205	120	110	165	250
822 - Supervisors, Mining, Oil and Gas	65	80	80	90	110	150
823 - Underground Miners, Oil and Gas Drillers and Related Workers	210	130	130	130	160	140
82 - Skilled Occupations in Primary Industry Total of Occupations above	275	210	210	215	275	290
841 - Mine Service Workers and Operators in Oil and Gas Drilling	15	25	25	25	15	60
84 - Intermediate Occupations in Primary Industry Total of Occupations above	15	25	25	25	15	60
923 - Central control and process operators in processing and manufacturing	115	65	130	90	75	90
924 - Utilities equipment operators and controllers	55	50	40	50	40	35
92 - Processing, manufacturing and utilities supervisors and	170	115	170	140	115	125

central control operators						
941 - Machine Operators and Related Workers in Metal and Mineral Products Processing	70	55	40	60	60	50
948 - Mechanical, Electrical and Electronics Assemblers	120	95	80	55	95	60
949 - Other Assembly and Related Occupations	220	390	130	115	135	130
94 - Processing and Manufacturing Machine Operators and Assemblers Total of Occupations above	410	540	250	230	285	240
Total	6,185	7,250	5,660	4180	4,895	6,260

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012. Data request tracking number: RE-13-0045

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

* Data for 2012 are preliminary estimates and are subject to change. For 2007-2011, these are updated numbers and different from those of Facts and Figures 2011.

Appendix 4: Total Entries of Temporary Foreign Workers of Select Skilled Trades Occupations by Province/Territory of Intended Destination, 2007-Sep 2012*

Province	2007	2008	2009	2010	2011	Jan-Sep 2012
Newfoundland and Labrador	205	195	260	145	185	220
Prince Edward Island	10	10	5	15	5	5
Nova Scotia	135	170	320	210	215	85
New Brunswick	105	195	255	55	45	40
Quebec	245	305	285	275	380	285
Ontario	1,285	1,415	1015	1025	975	950
Manitoba	215	250	195	115	170	105
Saskatchewan	345	485	355	205	240	500
Alberta	2,200	3035	1,525	1,345	1,315	2,700
British Columbia	1,290	1,100	1,385	735	1,325	1,345
Yukon Territory	10	30	5	10	15	5
Northwest Territories	105	45	15	25	10	5
Nunavut	10	***	10	15	0	***
Province not stated	5	5	20	5	5	***
Total	6,165	7,240	5,650	4,180	4,885	6,245

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012. Data request tracking number: RE-13-0045

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

Select Occupations include NOC: 721, 723, 724, 725, 726, 729, 731, 737, 742, 822, 823, 841, 923, 924, 941, 948, 949.

* Data for 2012 are preliminary estimates and are subject to change. For 2007-2011, these are updated numbers and different from those of Facts and Figures 2011.

Appendix 5: Total Entries of Temporary Foreign Workers of Select Skilled Trades Occupations by Country of Last Permanent Residence, 2007-Sep 2012*

Country of Residence	2007	2008	2009	2010	2011	Jan-Sep 2012
Africa NES	***	0	0	0	0	0
Albania	***	***	***	0	0	***
Algeria	0	0	0	***	***	***
Republic of Kosovo	0	0	***	***	***	***
Antigua and Barbuda	0	0	0	0	0	***
Argentina	10	60	***	***	10	0
Armenia	0	0	0	0	5	***
Australia	30	65	15	15	20	5
Austria	20	20	20	10	25	10
Azores	***	0	0	0	0	***
The Bahamas Islands	0	***	0	***	***	0
Bahrain	0	0	0	0	***	0
Bangladesh	***	***	0	0	***	***
Barbados	***	***	***	0	0	***
Belarus	0	0	0	0	0	***
Belgium	***	5	5	***	***	5
Belize	***	0	0	0	0	***
Bolivia	***	***	0	0	0	0
Bosnia-Herzegovina	10	10	***	***	***	***
Republic of Botswana	***	0	0	0	0	0
Brazil	10	85	10	***	5	5
Brunei	0	0	***	0	***	***
Bulgaria	***	***	***	0	10	0
Cambodia	0	0	0	***	0	0
Federal Republic of Cameroon	***	0	0	0	0	***
Cayman Islands	0	***	0	0	0	***
Chile	25	50	15	10	10	5
People's Republic of China	70	60	10	***	10	15
Colombia	5	10	***	0	5	***
Costa Rica	10	30	10	***	20	35
Croatia	130	45	25	***	5	15
Cuba	10	***	0	0	0	0
Cyprus	0	0	0	0	0	***
Czech Republic	15	20	5	5	15	25
Czechoslovakia	0	0	***	0	0	0
Denmark	15	20	15	***	15	15
Dominica	0	0	0	0	0	***
Dominican Republic	0	***	0	***	***	***
Ecuador	15	15	30	10	5	***
Egypt	0	***	0	***	***	0
El Salvador	***	5	***	0	***	0

Estonia	***	0	***	***	20	***
Europe NES	0	***	0	0	0	0
Fiji	***	5	***	5	0	0
Finland	30	***	***	15	25	***
France	50	55	75	60	75	85
Macedonia	5	***	***	0	0	10
Federal Republic of Germany	305	390	190	125	160	105
Ghana	***	20	***	***	***	10
Greece	***	***	***	0	10	10
Guadeloupe	***	0	***	0	0	0
Guatemala	***	5	5	***	***	0
Republic of Guinea	0	0	0	0	0	***
Guyana	***	0	***	0	0	0
Haiti	***	0	0	***	0	***
Honduras	***	***	***	0	***	***
Hong Kong	***	***	***	***	***	***
Hungary	10	15	30	15	10	15
Iceland	***	***	***	***	***	***
India	270	265	245	130	85	150
Republic of Indonesia	***	5	***	5	***	***
Iran	5	***	5	5	***	***
Republic of Ireland	25	100	35	40	70	325
Israel	50	60	20	5	10	10
Italy	65	40	60	30	85	115
Jamaica	***	20	10	10	30	25
Japan	20	50	20	20	15	10
Jordan	0	***	0	0	0	***
Kazakhstan	0	***	***	0	***	0
Kenya	***	***	0	0	0	***
Kiribati	0	***	0	0	0	0
People's Democratic Republic of Korea	0	0	0	0	0	5
Republic of Korea	65	135	15	15	35	110
Kuwait	0	0	***	0	0	***
Latvia	***	***	***	20	25	5
Lebanon	25	20	5	0	***	***
Lithuania	0	***	***	***	10	***
Madeira	0	0	0	0	0	***
Malaysia	***	***	20	5	5	15
Mauritius	0	0	***	0	0	***
Mexico	175	320	120	95	80	125
Moldova	5	***	***	5	5	***
People's Republic of Mongolia	0	***	0	0	0	0
Morocco	***	0	***	0	0	***
Myanmar (Burma)	0	***	***	***	0	0
Nepal	0	***	0	0	0	0
The Netherlands Antilles	***	0	0	0	0	0
The Netherlands	40	30	35	45	30	40
New Zealand	15	25	10	15	10	15

Nicaragua	***	***	***	***	0	0
Nigeria	***	0	***	***	0	0
Norway	30	20	25	20	10	30
Pakistan	5	***	***	0	***	***
Palestinian Authority (Gaza/West Bank)	***	0	0	0	0	0
Republic of Panama	25	25	***	0	0	0
Paraguay	0	***	5	***	***	***
Peru	***	15	***	***	***	***
Philippines	440	865	480	180	160	500
Poland	270	305	340	75	225	305
Portugal	390	180	45	80	105	230
Puerto Rico	0	0	0	***	0	***
Qatar	0	***	0	0	***	***
Romania	40	45	30	25	100	55
Russia	20	35	10	***	***	5
American Samoa	0	0	0	0	***	0
Western Samoa	0	0	***	***	***	0
Saudi Arabia	10	40	5	***	0	10
Senegal	0	0	***	***	0	0
Republic of Serbia	0	10	***	***	***	10
Serbia and Montenegro	35	20	***	0	0	0
Singapore	35	20	15	***	10	15
Slovak Republic	10	15	35	0	15	10
Slovenia	***	5	10	5	10	0
Republic of South Africa	40	60	35	20	20	40
Spain	5	***	65	10	20	75
Sri Lanka	***	5	***	0	0	0
St. Lucia	10	***	***	***	0	0
St. Pierre and Miquelon	0	***	0	0	0	***
St. Vincent and the Grenadines	0	30	0	0	***	***
Democratic Republic of Sudan	***	0	0	0	***	0
Surinam	***	***	***	0	0	0
Sweden	15	5	75	15	15	10
Switzerland	25	35	20	25	15	10
Syria	0	0	***	***	0	0
Taiwan	***	20	5	0	***	***
United Republic of Tanzania	0	0	***	0	***	0
Thailand	25	70	50	15	35	10
Republic of Trinidad & Tobago	15	15	10	***	***	5
Tunisia	0	20	***	0	20	20
Turkey	***	15	10	5	10	15
Turks and Caicos Islands	0	0	0	0	0	***
Uganda	0	***	0	0	0	0
Ukraine	200	150	90	35	40	60
United Arab Emirates	90	35	15	5	5	15
United Kingdom and Colonies	470	560	375	250	285	325
United States of America	1,790	1,855	1,905	2,005	1,790	2,080

Uruguay	0	***	20	15	40	5
Venezuela	***	5	***	***	***	***
Socialist Republic of Vietnam	***	10	***	0	***	***
Virgin Islands, U.S.	0	***	0	0	0	***
Zimbabwe	0	***	0	0	0	0
Unknown	375	520	660	470	790	915
Total	6,015	7,135	5,490	4,040	4,780	6,135

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012. Data request tracking number: RE-13-0045

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

Select Occupations include NOC: 721, 723, 724, 725, 726, 729, 731, 737, 742, 822, 823, 841, 941, 948, and 949.

* Data for 2012 are preliminary estimates and are subject to change. For 2007-2011, these are updated numbers and different from those of Facts and Figures 2011.

Appendix 6: Provincial/Territorial Nominees by Select Skilled Trades Occupations, 2007-Sep 2012* – Permanent Residents

NOC	2007	2008	2009	2010	2011	Jan-Sep 2012
721 - Contractors and Supervisors, Trades and Related Workers	25	45	70	65	65	55
723 - Machinists and Related Occupations	55	85	155	145	70	60
724 - Electrical Trades and Telecommunication Occupations	75	90	130	140	180	110
725 - Plumbers, Pipefitters and Gas Fitters	30	45	55	120	230	115
726 - Metal Forming, Shaping and Erecting Trades	305	380	505	600	400	235
729 - Other Construction Trades	15	50	90	170	95	85
72 - Trades and Skilled Transport and Equipment Operators Total	505	700	1,000	1,235	1,040	665
731 - Machinery and Transportation Equipment Mechanics (Except Motor Vehicles)	70	85	150	170	125	85
737 - Crane Operators, Drillers and Blasters	10	***	***	10	***	10
73 - Trades and Skilled Transport and Equipment Operators Total	80	85	155	175	130	100
742 - Heavy Equipment Operators	5	5	10	15	10	5
74 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance Total	5	5	10	15	10	5
822 - Supervisors, Mining, Oil and Gas	***	***	***	***	***	***
823 - Underground Miners, Oil and Gas Drillers and Related Workers	***	***	***	***	0	5
82 - Skilled Occupations in Primary Industry Total	***	10	***	***	***	10
841 - Mine Service Workers and Operators in Oil and Gas Drilling	0	5	***	0	***	***
84 - Intermediate Occupations in Primary Industry Total	0	5	***	0	***	***
923 - Central control and process operators in processing and manufacturing	***	***	***	10	15	10
924 - Utilities equipment operators and controllers	5	***	5	10	5	10
92 - Processing, manufacturing and utilities supervisors and	10	5	10	20	20	20

central control operators						
941 - Machine Operators and Related Workers in Metal and Mineral Products Processing	15	15	15	20	10	10
948 - Mechanical, Electrical and Electronics Assemblers	35	50	55	65	70	40
949 - Other Assembly and Related Occupations	30	60	40	30	25	40
94 - Processing and Manufacturing Machine Operators and Assemblers Total	80	130	105	110	110	85
Grand Total	690	939	1,290	1,555	1,315	885

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012. Data request tracking number: RE-13-0045

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

* Data for 2012 are preliminary estimates and are subject to change. For 2007-2011, these are updated numbers and different from those of Facts and Figures 2011.

Appendix 7: Provincial/Territorial Nominees of Select Skilled Trades Occupations by Province/Territory of Intended Destination, 2007-Sep 2012* - Permanent Residents

Province	2007	2008	2009	2010	2011	Jan-Sep 2012
Newfoundland and Labrador	0	0	***	***	10	5
Prince Edward Island	10	***	***	***	***	***
Nova Scotia	***	5	10	30	30	15
New Brunswick	***	***	5	5	5	10
Quebec	0	0	***	***	***	0
Ontario	25	35	35	65	55	45
Manitoba	405	420	480	495	425	205
Saskatchewan	145	225	395	440	245	235
Alberta	30	100	190	330	440	245
British Columbia	55	125	145	160	90	100
Yukon Territory	0	0	***	***	0	***
Grand Total	680	925	1,280	1,535	1,295	865

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012. Data request tracking number: RE-13-0045

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

Select Occupations include NOC: 721, 723, 724, 725, 726, 729, 731, 737, 742, 822, 823, 841, 923, 924, 941, 948, and 949

* Data for 2012 are preliminary estimates and are subject to change. For 2007-2011, these are updated numbers and different from those of Facts and Figures 2011.

Appendix 8: Provincial/Territorial nominees Select Skilled Trades Occupations by Country of Last Permanent Residence, 2007-Sep 2012* - Permanent Residents

Country Of Residence	2007	2008	2009	2010	2011	Jan-Sep 2012
Albania	0	***	0	0	0	0
Algeria	***	0	0	***	***	0
Republic of Kosovo	0	0	0	***	0	***
Antigua and Barbuda	0	0	0	***	0	0
Argentina	0	***	***	***	***	0
Australia	***	10	***	10	5	***
Austria	0	0	***	***	***	0
Azores	0	0	0	***	0	0
Bangladesh	0	***	***	***	10	10
Belarus	0	***	***	0	0	0
Belgium	0	0	0	0	0	***
Belize	0	0	***	0	0	0
Bolivia	0	***	***	0	0	0
Bosnia-Herzegovina	5	***	***	***	***	***
Republic of Botswana	0	0	0	***	0	0
Brazil	0	***	***	***	***	***
Bulgaria	0	0	***	0	0	***
Federal Republic of Cameroon	0	0	0	0	***	0
Chile	***	***	5	10	10	***
People's Republic of China	40	40	45	35	45	40
Colombia	0	***	0	0	***	***
Democratic Republic of Congo	0	0	0	0	***	0
Costa Rica	0	0	***	0	0	***
Croatia	0	***	0	***	***	0
Cuba	***	***	0	0	0	0
Czech Republic	0	***	0	***	***	0
Denmark	0	***	***	0	***	0
Ecuador	0	***	***	0	***	0
Egypt	***	0	***	0	0	0
El Salvador	0	***	0	***	0	0
Estonia	***	0	0	0	0	0
Ethiopia	0	0	0	***	0	0
Fiji	0	0	***	0	0	0
Finland	0	0	0	0	0	***
France	***	0	***	***	***	***
Macedonia	***	***	***	***	0	0
Federal Republic of Germany	110	235	250	125	70	30
Ghana	0	***	***	***	***	0
Greece	0	0	***	***	0	***
Guatemala	***	0	0	0	0	10
Guyana	0	***	***	***	***	***
Hong Kong	***	***	0	0	0	0

Hungary	0	***	***	***	***	0
Iceland	0	0	0	0	0	***
India	100	100	125	275	295	150
Republic of Indonesia	0	0	***	0	0	0
Iran	0	***	0	10	10	***
Republic of Ireland	0	5	***	10	5	20
Israel	25	70	80	50	25	25
Italy	0	0	***	***	***	***
Jamaica	0	0	***	10	5	10
Japan	0	***	***	***	0	***
Jordan	0	***	0	0	0	0
Kazakhstan	0	***	***	***	5	5
Kenya	0	0	0	***	***	0
People's Democratic Republic of Korea	0	0	0	***	0	0
Republic of Korea	5	10	20	20	10	5
Kuwait	***	0	0	0	***	***
Latvia	***	0	0	***	0	10
Lebanon	***	0	0	***	***	***
Lithuania	0	0	0	0	***	0
Malaysia	0	0	***	0	0	0
Malta	0	***	0	0	0	0
Mauritius	***	***	***	0	***	0
Mexico	***	***	10	20	10	20
Moldova	***	***	***	***	***	***
Republic of Montenegro	0	0	0	0	0	***
Morocco	***	0	***	***	0	***
Myanmar (Burma)	0	0	0	0	***	***
Namibia	0	0	0	0	0	***
Nepal	0	***	0	0	0	0
The Netherlands	***	***	5	5	***	***
New Zealand	***	***	***	***	5	10
Nigeria	***	***	5	***	5	10
Oman	0	0	0	0	***	0
Pakistan	***	5	10	***	20	35
Palestinian Authority (Gaza/West Bank)	***	0	0	0	0	0
Paraguay	0	0	0	***	5	***
Peru	0	0	0	***	***	0
Philippines	155	145	350	545	455	240
Poland	***	***	15	20	5	10
Portugal	0	***	***	35	30	20
Qatar	***	0	***	0	0	0
Romania	***	15	10	5	15	***
Russia	10	5	5	10	***	10
Rwanda	0	0	0	***	***	0
American Samoa	0	0	0	0	***	0
Saudi Arabia	0	***	***	10	5	***
Republic of Serbia	0	10	15	5	10	***

Serbia and Montenegro	35	15	5	***	0	0
Singapore	0	***	10	10	***	5
Slovak Republic	***	0	0	***	***	***
Slovenia	0	0	***	***	0	***
Republic of South Africa	10	20	10	20	15	10
Spain	0	0	***	***	***	***
Sri Lanka	***	5	***	0	5	***
St. Kitts-Nevis	0	0	0	***	0	0
Sweden	***	0	0	0	0	0
Switzerland	0	***	***	***	***	***
Syria	0	0	0	0	0	***
Taiwan	***	0	0	***	5	***
United Republic of Tanzania	0	0	0	0	0	***
Thailand	0	***	***	***	0	***
Tonga	0	0	0	***	0	0
Republic of Trinidad & Tobago	***	***	***	10	***	10
Tunisia	0	0	***	0	***	0
Turkey	***	10	10	***	0	***
Turkmenistan	***	0	0	0	0	0
Uganda	0	0	0	0	***	0
Ukraine	65	50	90	130	50	30
United Arab Emirates	***	***	5	5	15	10
United Kingdom and Colonies	40	90	100	75	55	45
United States of America	5	5	10	5	10	15
Uruguay	0	0	***	0	0	0
Uzbekistan	0	0	***	***	0	0
Venezuela	***	***	***	***	***	***
Socialist Republic of Vietnam	15	5	20	10	10	10
Zambia	***	0	0	0	0	0
Zimbabwe	0	0	0	***	0	0
Grand Total	680	925	1,280	1,535	1,295	865

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012. Data request tracking number: RE-13-0045

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

Select Occupations include NOC: 721, 723, 724, 725, 726, 729, 731, 737, 742, 822, 823, 841, 941, 948, and 949.

* Data for 2012 are preliminary estimates and are subject to change. For 2007-2011, these are updated numbers and different from those of Facts and Figures 2011.

Appendix 9: Skilled Workers by Select Skilled Trades Occupations, 2007-Sep 2012* Permanent Residents

NOC	2007	2008	2009	2010	2011	Jan-Sep 2012
721 - Contractors and Supervisors, Trades and Related Workers	215	160	165	185	170	380
723 - Machinists and Related Occupations	175	145	85	75	45	40
724 - Electrical Trades and Telecommunication Occupations	330	260	225	295	275	355
725 - Plumbers, Pipefitters and Gas Fitters	25	30	40	70	70	70
726 - Metal Forming, Shaping and Erecting Trades	60	55	65	100	105	105
729 - Other Construction Trades	20	25	30	25	25	20
72 - Trades and Skilled Transport and Equipment Operators Total of Occupations above	830	675	615	760	690	955
731 - Machinery and Transportation Equipment Mechanics (Except Motor Vehicles)	140	160	165	215	155	140
737 - Crane Operators, Drillers and Blasters	5	***	15	10	5	15
73 - Trades and Skilled Transport and Equipment Operators Total of Occupations above	145	165	180	215	165	155
742 - Heavy Equipment Operators	0	***	***	10	5	***
74 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance Total of Occupations above	0	***	***	10	5	***
822 - Supervisors, Mining, Oil and Gas	10	5	20	40	35	65
823 - Underground Miners, Oil and Gas Drillers and Related Workers	5	15	10	15	***	***
82 - Skilled Occupations in Primary Industry Total of Occupations above	15	20	35	45	40	70
841 - Mine Service Workers and Operators in Oil and Gas Drilling	***	***	***	5	***	***
84 - Intermediate Occupations in Primary Industry Total of Occupations above	***	***	***	5	***	***
923 - Central control and process operators in processing and manufacturing	10	15	20	20	5	***
924 - Utilities equipment operators and controllers	5	10	10	10	***	***
92 - Processing, manufacturing and utilities supervisors and central control operators	15	25	30	30	5	5

941 - Machine Operators and Related Workers in Metal and Mineral Products Processing	10	10	10	15	10	10
948 - Mechanical, Electrical and Electronics Assemblers	25	25	35	45	25	35
949 - Other Assembly and Related Occupations	10	15	15	10	10	10
94 - Processing and Manufacturing Machine Operators and Assemblers Total of Occupations above	50	55	55	65	50	55
Grand Total	1,060	945	910	1,140	950	1,245

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012.

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

* Data for 2012 are preliminary estimates and are subject to change. For 2007-2011, these are updated numbers and different from those of Facts and Figures 2011.

Data request tracking number: RE-13-0182.

Appendix 10: Skilled Workers of Select Skilled Trades Occupations (NOC3) - by Province/Territory of Intended Destination, 2007-Sep 2012* Permanent Residents

Province	2007	2008	2009	2010	2011	Jan-Sep 2012
Newfoundland and Labrador	0	***	0	***	0	***
Prince Edward Island	0	***	0	***	0	***
Nova Scotia	5	10	10	10	5	5
New Brunswick	***	***	***	5	***	***
Quebec	265	290	395	455	460	365
Ontario	510	415	280	355	250	480
Manitoba	10	5	15	10	10	10
Saskatchewan	***	***	5	***	5	10
Alberta	120	110	105	155	115	205
British Columbia	130	100	100	140	95	165
Yukon Territory	***	***	0	***	***	0
Northwest Territories	0	0	0	0	0	***
Nunavut	0	0	0	***	0	0
Grand Total	1,045	930	910	1,130	940	1,240

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012.

Select Occupations include NOC: 721, 723, 724, 725, 726, 729, 731, 737, 742, 822, 823, 841, 923, 924, 941, 948, and 949.

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated

* Data for 2012 are preliminary estimates and are subject to change. For 2007-2011, these are updated numbers and different from those of Facts and Figures 2011.

Data request tracking number: RE-13-0182

Appendix 11: Skilled Workers of Select Skilled Trades Occupations (NOC3) by Country of Last Permanent Residence, 2007-Sep 2012* - Permanent Residents

Country Of Residence	2007	2008	2009	2010	2011	Jan-Sep 2012
Albania	0	0	0	***	***	0
Algeria	25	25	50	60	85	20
Angola	0	0	0	***	0	0
Antigua and Barbuda	0	***	0	0	0	0
Argentina	5	5	***	***	***	***
Armenia	0	0	0	0	***	***
Australia	10	10	10	5	***	10
Austria	***	***	0	0	0	0
Azerbaijan	0	0	***	***	***	5
The Bahamas Islands	0	0	0	0	***	0
Bahrain	0	***	***	0	***	***
Bangladesh	***	***	0	10	***	10
Barbados	0	0	0	***	0	0
Belarus	***	***	5	***	10	***
Belgium	***	***	10	***	***	5
Peoples Republic of Benin	0	0	0	***	***	0
Bolivia	0	0	0	0	***	0
Bosnia-Herzegovina	0	***	***	***	0	0
Republic of Botswana	0	0	0	0	0	***
Brazil	5	10	5	10	***	***
Brunei	0	0	0	***	0	0
Bulgaria	***	5	***	10	5	10
Burkina-Faso	0	0	0	***	0	0
Burundi	***	0	0	0	0	0
Federal Republic of Cameroon	15	5	15	15	15	20
Republic of Chad	***	0	0	0	0	0
Chile	***	***	***	0	0	0
People's Republic of China	20	35	40	40	45	105
Colombia	5	***	0	0	10	5
Democratic Republic of Congo	0	0	***	***	0	***
Costa Rica	0	0	0	0	0	***
Croatia	0	0	0	***	0	0
Cuba	***	***	***	***	***	***
Czech Republic	***	0	0	0	***	0
Denmark	***	***	***	***	0	***
Republic of Djibouti	0	0	0	***	0	0
Dominican Republic	0	0	0	0	***	0
Ecuador	0	***	0	0	0	***
Egypt	***	***	***	5	10	10
El Salvador	***	0	***	***	***	0
Ethiopia	0	0	0	0	***	0

Fiji	***	***	***	***	***	***
France	40	60	70	75	50	65
French Guiana	0	0	0	***	0	0
French Polynesia	0	***	0	0	0	***
Macedonia	***	***	0	***	***	***
Georgia	0	0	0	0	0	***
Federal Republic of Germany	5	10	10	15	5	10
Ghana	***	0	***	***	0	0
Greece	0	0	0	***	0	0
Guadeloupe	0	0	0	0	***	0
Guatemala	0	0	0	***	0	***
Republic of Guinea	***	0	0	0	0	0
Guyana	20	10	5	***	***	10
Haiti	***	25	5	10	15	5
Hong Kong	***	***	***	0	***	0
Hungary	***	10	***	***	***	***
Iceland	0	0	0	0	0	***
India	250	120	75	105	95	265
Republic of Indonesia	***	0	***	***	0	0
Iran	10	5	10	10	20	70
Iraq	0	0	0	0	0	***
Republic of Ireland	***	***	10	15	15	20
Israel	20	30	15	15	10	15
Italy	***	10	***	5	5	***
Republic of Ivory Coast	***	***	10	10	***	10
Jamaica	10	10	***	10	5	5
Japan	***	0	0	***	***	***
Jordan	***	0	0	0	0	***
Kazakhstan	***	***	***	***	***	***
Kenya	***	***	***	***	***	***
People's Democratic Republic of Korea	0	***	0	0	***	0
Republic of Korea	***	10	5	10	5	10
Kuwait	***	***	***	***	***	***
Kyrgyzstan	0	0	0	0	***	***
Latvia	***	***	0	0	***	***
Lebanon	10	10	10	10	5	***
Libya	***	***	0	0	***	***
Lithuania	***	***	0	0	0	***
Madagascar	***	0	0	***	0	0
Malaysia	0	***	0	10	***	***
Republic of Mali	***	0	0	***	0	0
Malta	***	0	***	0	0	0
Mauritius	10	***	10	15	20	10
Mexico	***	***	5	5	***	5
Moldova	5	10	15	25	20	20
Monaco	0	0	0	***	0	0
Morocco	65	70	105	135	95	70
Myanmar (Burma)	0	0	0	***	0	0

Nepal	***	0	0	0	***	***
The Netherlands	***	***	5	10	5	***
Nevis	0	***	0	0	0	0
New Zealand	***	***	***	***	0	***
Nicaragua	0	***	0	0	0	0
Republic of the Niger	0	0	0	0	0	***
Nigeria	***	5	5	10	10	20
Oman	***	***	***	0	***	***
Pakistan	45	30	5	5	15	25
Palestinian Authority (Gaza/West Bank)	0	***	0	0	***	***
Paraguay	0	***	0	0	0	0
Peru	5	5	10	10	***	***
Philippines	85	60	35	50	55	60
Poland	5	15	15	5	10	***
Portugal	***	0	5	5	***	***
Qatar	***	***	0	***	***	***
Reunion	0	0	***	0	0	0
Romania	30	15	15	20	15	25
Russia	10	5	10	10	10	15
Rwanda	0	0	0	0	***	***
Saudi Arabia	5	***	5	5	5	***
Senegal	5	***	10	10	10	10
Republic of Serbia	0	0	***	***	***	10
Serbia and Montenegro	5	5	***	0	0	0
Seychelles	0	0	***	0	***	0
Singapore	***	10	***	5	***	0
Slovak Republic	***	***	0	***	0	0
Republic of South Africa	15	15	20	10	10	15
Spain	***	***	0	***	***	5
Sri Lanka	0	10	5	5	***	10
St. Lucia	0	0	***	***	0	0
St. Vincent and the Grenadines	0	0	0	***	0	0
Sweden	0	0	0	***	0	***
Switzerland	10	***	***	5	10	5
Syria	***	0	***	***	0	***
Tajikistan	0	0	0	0	***	0
Taiwan	***	***	0	***	***	***
United Republic of Tanzania	***	***	0	0	***	0
Thailand	0	***	0	0	***	0
Republic of Togo	***	***	0	0	***	***
Republic of Trinidad & Tobago	15	5	15	5	***	5
Tunisia	5	5	10	20	30	20
Turkey	***	0	0	0	***	0
Uganda	0	***	***	0	***	***
Ukraine	5	10	10	15	10	20
United Arab Emirates	10	20	20	30	10	20
United Kingdom and Colonies	140	135	120	160	80	85

United States of America	10	10	5	5	5	5
Uruguay	***	***	***	***	0	0
Uzbekistan	0	0	0	***	0	***
Venezuela	***	***	5	***	***	***
Socialist Republic of Vietnam	0	0	0	***	***	***
Republic of Yemen	***	0	0	0	0	0
Yugoslavia	***	***	0	0	0	0
Zambia	***	0	0	***	0	0
Zimbabwe	0	***	***	0	0	0
Grand Total	1,045	920	880	1,110	945	1,240

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012.

Select Occupations include NOC: 721, 723, 724, 725, 726, 729, 731, 737, 742, 822, 823, 841, 941, 948, and 949.

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

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Data request tracking number: RE-13-0182.

Appendix 12: Canadian Experience Class by Select Skilled Trades Occupations (NOC3), 2009-Sep 2012* - Permanent Residents

NOC	2009	2010	2011	Jan-Sep 2012
721 - Contractors and Supervisors, Trades and Related Workers	***	10	15	10
723 - Machinists and Related Occupations	10	10	10	10
724 - Electrical Trades and Telecommunication Occupations	5	***	15	15
725 - Plumbers, Pipefitters and Gas Fitters	0	***	10	***
726 - Metal Forming, Shaping and Erecting Trades	0	10	10	5
729 - Other Construction Trades	***	***	15	15
72 - Trades and Skilled Transport and Equipment Operators Total of Occupations above	15	30	70	65
731 - Machinery and Transportation Equipment Mechanics (Except Motor Vehicles)	5	20	15	15
737 - Crane Operators, Drillers and Blasters	0	***	***	0
73 - Trades and Skilled Transport and Equipment Operators Total of Occupations above	5	15	10	15
742 - Heavy Equipment Operators	0	***	0	0
74 - Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance Total of Occupations above	0	***	0	0
822 - Supervisors, Mining, Oil and Gas	0	***	***	***
823 - Underground Miners, Oil and Gas Drillers and Related Workers	0	0	0	***
82 - Skilled Occupations in Primary Industry Total of Occupations above	0	***	***	***
923 - Central control and process operators in processing and manufacturing	0	0	0	***
924 - Utilities equipment operators and controllers	0	0	***	0
92 - Processing, manufacturing and utilities supervisors and central control operators	0	0	***	***
941 - Machine Operators and Related Workers in Metal and Mineral Products Processing	0	***	0	***
948 - Mechanical, Electrical and Electronics Assemblers	0	0	0	***
949 - Other Assembly and Related Occupations	0	0	***	0
94 - Processing and Manufacturing Machine Operators and Assemblers Total of Occupations above	0	***	***	10
Grand Total	25	60	80	95

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012.

Landings data under the Canadian Experience Class started in 2009.

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

* Data for 2012 are preliminary estimates and are subject to change. For 2009-2011, these are updated numbers and different from those of Facts and Figures 2011.

Data request tracking number: RE-13-0182.

Appendix 13: Canadian Experience Class of Select Skilled Trades Occupations (NOC3) by Province/Territory of Intended Destination, 2009-Sep 2012* - Permanent Residents

Province	2009	2010	2011	Jan-Sep 2012
Newfoundland and Labrador	0	0	***	0
Nova Scotia	0	***	0	0
Quebec	0	***	***	0
Ontario	20	30	35	35
Manitoba	***	0	0	0
Saskatchewan	0	0	***	***
Alberta	***	15	20	35
British Columbia	***	10	20	25
Northwest Territories	0	***	***	0
Nunavut	0	0	0	***
Grand Total	25	60	80	95

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012.

Landings data under the Canadian Experience Class started in 2009.

Select Occupations include NOC: 721, 723, 724, 725, 726, 729, 731, 737, 742, 822, 823, 841, 941, 948, and 949.

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

* Data for 2012 are preliminary estimates and are subject to change. For 2009-2011, these are updated numbers and different from those of Facts and Figures 2011.

Data request tracking number: RE-13-0182.

Appendix 14: Canadian Experience Class of Select Skilled Trades Occupations (NOC3) by Country of Last Permanent Residence, 2009-Sep2012* - Permanent Residents

Country Of Residence	2009	2010	2011	Jan-Sep 2012
Albania	0	0	0	***
Argentina	0	0	***	0
Australia	0	***	***	5
Belarus	0	0	***	0
Brazil	0	***	0	***
Chile	0	***	0	***
People's Republic of China	***	5	10	10
Colombia	0	0	***	0
Croatia	***	***	0	0
Dominican Republic	***	0	0	0
Ecuador	0	0	***	0
Federal Republic of Germany	***	15	5	5
Ghana	0	0	***	0
Greece	0	0	0	***
Guyana	0	***	***	0
Hong Kong	0	0	0	***
Hungary	0	0	***	***
India	***	10	10	15
Republic of Indonesia	0	***	***	0
Iran	0	0	0	***
Republic of Ireland	0	***	5	***
Israel	0	0	***	***
Italy	0	***	***	0
Jamaica	***	0	0	***
Japan	0	0	***	***
Kazakhstan	0	***	0	0
Kenya	0	***	0	0
Republic of Korea	***	***	***	10
Lebanon	0	0	***	0
Liechtenstein	0	0	0	***
Macao	0	0	0	***
Malaysia	0	0	0	***
Mauritius	0	***	0	0
Mexico	***	0	***	***
Morocco	0	0	***	0
The Netherlands	***	0	***	0
New Zealand	0	***	***	0
Nigeria	0	0	***	0
Pakistan	0	0	0	***

Peru	***	0	0	0
Philippines	0	0	***	10
Poland	0	0	***	***
Portugal	***	0	0	***
Romania	***	0	***	0
Republic of Serbia	0	0	***	0
Singapore	0	0	0	***
Slovak Republic	0	0	***	0
Republic of South Africa	***	***	***	0
Switzerland	0	***	***	0
Taiwan	0	***	0	0
Republic of Trinidad & Tobago	0	***	***	0
Turkey	0	0	0	***
Uganda	0	***	***	0
Ukraine	0	0	0	***
United Kingdom and Colonies	10	10	10	15
United States of America	***	0	0	***
Socialist Republic of Vietnam	0	0	***	***
Grand Total	25	60	80	95

Source: Citizenship & Immigration Canada, RDM as of Dec. 2012.

Landings data under the Canadian Experience Class started in 2009.

Select Occupations include NOC: 721, 723, 724, 725, 726, 729, 731, 737, 742, 822, 823, 841, 941, 948, and 949.

Note: Due to privacy considerations, the figures in this table have been subjected to random rounding. Under this method, all figures in the table are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are shown as ***. As a result of random rounding, data may not sum up to the totals indicated.

* Data for 2012 are preliminary estimates and are subject to change. For 2009-2011, these are updated numbers and different from those of Facts and Figures 2011.

Data request tracking number: RE-13-0182.

Appendix 15: Requirement for Skilled Workers applying under the Provincial Nominee Program

Province	Requirements
Alberta	<p>AINP Streams and Categories</p> <p>Skilled worker or Alberta employer:</p> <ul style="list-style-type: none"> You are a foreign worker and have a permanent, full-time job offer from an Alberta employer in a skilled occupation (NOC O, A, B) or You are an Alberta employer wanting to retain a skilled foreign worker on a permanent, full-time basis. <p>Semi-skilled worker or Alberta employer:</p> <ul style="list-style-type: none"> You are a foreign worker and have a permanent, full-time job offer from an Alberta employer in an eligible semi-skilled occupation (NOC C or D). <p>or</p> <ul style="list-style-type: none"> You are an Alberta employer wanting to retain an eligible semi-skilled foreign worker on a permanent, full-time basis. <p>Please note: only select occupations from the following industries are eligible:</p> <ul style="list-style-type: none"> Food and beverage processing industry Hotel and lodging industry: Food and beverage servers and room attendants Front desk agent/clerk Manufacturing industry Long-Haul Trucking industry Foodservices industry (pilot project) <p>Tradesperson You are a tradesperson who has an Alberta Qualification Certificate in a Compulsory or Optional Trade.</p> <p>Engineer You are an engineer, designer or drafter with Alberta work experience.</p> <p>Farmer You are a farmer who wants to come to Alberta to establish or purchase a farming business.</p>
British Columbia	<p>Strategic Occupations</p> <ul style="list-style-type: none"> •Skilled Workers <ul style="list-style-type: none"> ○ Managers, professionals, technologists and technicians, skilled trades •International Graduates <ul style="list-style-type: none"> ○ Recent graduates of recognized Canadian post-secondary institutions •International Post-Graduates Pilot Project <ul style="list-style-type: none"> ○ Recent BC masters and doctorate graduates in natural, applied and health

	<p>sciences</p> <ul style="list-style-type: none"> • Designated Health Professionals <ul style="list-style-type: none"> ○ Registered nurses, midwives, registered psychiatric nurses, and physicians • Entry Level and Semi-Skilled <ul style="list-style-type: none"> ○ Select occupations in tourism/hospitality, food processing, and long-haul trucking. For positions in the Northeast Development Region, the Northeast Pilot Project expands the ELSS to include most NOC C and D occupations <p>The basic or pre-requirements cover all categories above and must be met prior to applying:</p> <ul style="list-style-type: none"> • the nominee applicant intends to settle in BC • the nominee applicant has the ability to become economically established in BC • if the nominee applicant is currently in Canada, they must maintain legal immigration status throughout the process and must not be subject to a removal order. • the nominee applicant does not have an active refugee claim • if the nominee applicant is currently outside Canada, they must not be prohibited from entering Canada and must have legal status in the country in which they are currently residing <p>The following requirements cover all categories except for the International Post-Graduates Pilot Project and must be met prior to applying:</p> <ul style="list-style-type: none"> • the employer has offered, and the nominee applicant has accepted permanent and full-time employment in an eligible occupation • the nominee applicant is qualified to do the job • the wage offered is competitive with BC wage rates for the occupation • the nominee applicant's occupation offers good long-term prospects • the employer is financially sound, with a history of good workplace and business practices, has been operating in BC for at least one year (two years for an Entry Level and Semi-Skilled employer) and currently has at least five permanent full-time employees, or full-time equivalents (three if located outside of Metro Vancouver) • the nominee applicant may not own 10% or more of the supporting employer company • the employment of a foreign worker will be of significant economic benefit to BC • the employment of a foreign worker will not adversely affect the settlement of a labour dispute, or the employment of anyone involved in any such dispute • the employer has actively recruited locally to fill the position
Saskatchewan	<p>You may qualify to apply under the SINP Skilled Workers Category if:</p> <ul style="list-style-type: none"> • You live outside of Canada or you have proof of legal status in Canada, you are not a refugee claimant and you have the following: <p>An offer of permanent, full-time employment in Saskatchewan either in an occupation or trade in the National Occupational Classification (NOC) Matrix level "A", "B" or "O", or in a designated trade in Saskatchewan (Skilled Workers/Professionals Sub-Category).</p> <p>For job opportunities currently available in Saskatchewan, please go to SaskJobs.ca.</p> <p>You may qualify to apply under the SINP Existing Work Permit Category if:</p> <ul style="list-style-type: none"> • You have proof of legal status in Canada, you are not a refugee claimant and you have the following: <p>Have worked in Saskatchewan for at least six months on a temporary</p>

	work permit either in an occupation or trade that is in the NOC Matrix level "A" or "B", or in a designated trade in Saskatchewan excluding trades included in the Hospitality Sector Pilot Project (Existing Work Permit Sub-Category).
Manitoba	<p>The MPNP nominates people who we assess as having a strong connection to Manitoba and sufficient skills, education, work experience and language ability to make an immediate economic contribution to the local community and labour market. As well as employability in your intended occupation, applications are assessed based on the type of connection you have to the province:</p> <ol style="list-style-type: none"> 1) currently working in Manitoba as a temporary foreign worker or international student graduate 2) invited to apply after being interviewed in a Recruitment Mission or Exploratory Visit 3) have a settlement plan supported by a close relative established in Manitoba and meet Minimum Criteria 4) have a settlement plan supported by a friend or relative established in Manitoba and be assessed at least 55 on our Points Grid 5) have past school or work experience in Manitoba and be assessed at least 55 on our Points Grid <p>* Priority applications (people employed or who meet Minimum Criteria) are assessed before applications subject to the Points Grid.</p> <p>Language proficiency - critical to success is having job-ready English language skills strong enough to communicate effectively at the workplace – whether it's in a hospital, a business office or on a construction site</p> <p>Because language proficiency is a key factor for successful economic establishment, all applicants should take an IELTS test BEFORE applying. You should score at least 4, and you should submit your IELTS results with your MPNP application.</p>
Ontario	<p>To be eligible as a foreign worker, prospective nominees in the General Category must demonstrate that they qualify for the approved position by providing evidence that they have:</p> <ul style="list-style-type: none"> • At least two years (24 months) of work experience (within the previous five years) in the intended occupation, or have appropriate registration in Ontario, if applying for a position in a regulated occupation in Ontario. <ul style="list-style-type: none"> ○ For work experience obtained abroad and in Canada, Opportunities Ontario will only accept full-time work experience that is verifiable, relevant, and paid. Unpaid or volunteer experience will not be accepted. In addition, for work experience obtained in Canada, Opportunities Ontario will only accept Canadian work experience that is obtained with proper work authorization from Citizenship and Immigration Canada (e.g., work permit) within the most recent five years. • A permanent full-time job offer in a skilled occupation (NOC 0, A or B) that Opportunities Ontario: Provincial Nominee Program has approved and that is still valid. <ul style="list-style-type: none"> ○ Foreign workers already working in the position that Opportunities Ontario: Provincial Nominee Program approved need to be paid a wage that is equal to or greater than the wage approved for that

	<p>position. So if the wage for the position was approved at \$25/hour, the temporary worker in that position will need to be paid \$25/hour or more before the program nominates them.</p> <ul style="list-style-type: none"> • Have legal status, if the prospective nominee is in Canada (e.g., a work permit, temporary resident visa). Refugee claimants and asylum seekers are not eligible for the program. • The employer's approval letter, Joint Verification form signed by their prospective employer, and Pre-screen Position form. <p>You will need to submit the following original documents provided by your employer:</p> <ul style="list-style-type: none"> • Employer Pre-Screen Approved Position Form. • Joint Verification Form. • Job offer which will indicate your prospective occupation title and wage for the full-time, permanent position being offered. <p>You will also need to submit the following supporting documents, along with your application, to demonstrate that you meet Opportunities Ontario eligibility criteria and to confirm your identity, family situation and work experience:</p> <ul style="list-style-type: none"> • A copy of your Birth certificate. • A copy of all the pages of your passport. All prospective nominees should ensure that their passports will be valid for at least two years from the time that they submit their nominee application. • Copy of each dependent's passport page which shows his/her photo and personal information. • A copy of your work permit (if applicable), temporary resident visa (if applicable), and/or any other Canadian immigration document or entry stamp you have received. If these documents are inside your copied passport, you do not need to make additional copies. • A copy of your resume. • Proof of membership and/or registration in regulated occupations if you intend to work in an occupation that requires registration or certification in Ontario. • Reference letters showing at least 2 years of experience in the previous 5 years for your intended occupation. For work experience obtained in Canada, Opportunities Ontario will accept full-time work experience that is verifiable, relevant, paid and obtained with proper work authorization from Citizenship and Immigration Canada (e.g., work permit) within the most recent five years. Unpaid, unauthorized or volunteer experience will not be accepted.(Updated on Aug. 4, 2010)
New Brunswick	<p>Skilled Worker Applicant with employer support:</p> <p>You are between 22 and 55 years of age. Your age is assessed as of the day your application for permanent residence is received at the NBPNP Office and you are assigned an NBPNP file number.</p> <p>You have sufficient English and, or French language ability to fulfill your job duties. You demonstrate, at a minimum, basic language ability. To obtain an objective assessment of your language ability you may be asked to submit an International English Language Testing System General Training (IELTS) or a Test d'Evaluation de Français (TEF). You can use language test results for two years from the time you took the test.</p> <p>As of July 1, 2012, Provincial Nominee Program (PNP) applicants in National Occupation</p>

	<p>Classification (NOC) Skill Levels C and D must undergo mandatory language testing and achieve a minimum standard of Canadian Language Benchmark (CLB) 4 across all four categories: listening, speaking, reading and writing, prior to obtaining a Provincial nomination certificate.</p> <p>Exemption: Temporary Foreign Workers who arrived in Canada on or before July 1, 2012 and who are nominated under the NBPNP before July 1, 2013 are exempt from this new language requirement. Applicants must provide valid results from a language test administered by a designated testing agency.</p> <p>The acceptable tests are:</p> <p>the International English Language Testing System (IELTS) General Training;</p> <p>the Canadian English Language Proficiency Index Program (CELPIP-General); and</p> <p>the Test d'Évaluation de Français (to test proficiency in French).</p> <p>You have the education, qualifications and, or licenses needed to fulfill your job duties. You will provide evidence that you have, at a minimum, been awarded a high school diploma for education completed after junior/middle school and before college, university and other formal training.</p> <p>You will live and work in New Brunswick.</p> <p>Your offer of employment is genuine. The New Brunswick company will have been operating for at least one year at the time the application is received at the NBPNP office. You will demonstrate that you have been interviewed and hired by your employer.</p> <p>You are a permanent full-time employee of a New Brunswick Company. You are expected to regularly work the standard number of hours fixed by the employer for employees in the Occupational Group in which you are employed. Your job will not have a pre-determined end date.</p> <p>Your job is represented in one of the following National Occupation Classification (NOC) skill levels:</p> <p>Skill levels O, A, B</p> <p>Skill level C, Skill type 1, 3, 7, 8, 9</p> <p>Skill level D, Skill type 1, 3, 7, 8, 9</p> <p>Applicants in skill level C and D must work for the same New Brunswick employer for at least one year prior to submitting an application to the NBPNP. (06-2012) Page 5 of 9</p> <p>Your job is in an area of skill shortage. Your employer must demonstrate that he/she has been unable to find a Canadian citizen or permanent resident of Canada to perform the job duties.</p> <p>Your job must provide a comparable industry rate of pay. Accommodations provided by the employer will not be considered as part of your compensation package.</p> <p>Your job complies with New Brunswick employment standards. Details are available at www.gnb.ca/labour.</p> <p>You will submit all required forms and supporting documents. If documents provided in support of</p> <p>Selection Factors are missing, incomplete or not able to be verified you will receive a "0" score for that selection factor. Immigration Program Officers have a right to request additional information at any time.</p> <p>You score a minimum of 50 points in the selection factors.</p> <p>Skilled Worker Applicant with family support:</p>
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	<p>You are a close relative of the Family Supporter. You, or your spouse or common-law partner, must be a non-dependent child, brother, sister, niece, nephew or grandchild of the Family Supporter.</p> <p>You are between 22 and 50 years of age. Your age is assessed as of the day your application for permanent residence is received at the NBNP Office and you are assigned an NBNP file number.</p> <p>You have sufficient English and, or French language ability to settle in New Brunswick and fulfill your job duties in your intended occupation. You must submit at least one of the following language test results:</p> <ul style="list-style-type: none"> • An International English Language Testing System General Training (IELTS) with a minimum score of 4.0 • Test d'Evaluation de Français (TEF) test results showing proficiency in compréhension écrite , compréhension orale, expression écrite or expression orale <p>The NBNP will accept language test results for two years from the time you took the test.</p> <p>You have the education, qualifications and, or licenses needed to settle in New Brunswick and fulfill your job duties in your intended occupation. You will provide evidence that you have, at a minimum,</p> <ul style="list-style-type: none"> • You have received an academic degree awarded by a college or university, accredited by the relevant government authority, that required at least three years full-time study, or • You have received a diploma, accredited by the relevant government authority, completed in a specific trade that required at least two years full-time study <p>You will live and work in New Brunswick. You will be employable in New Brunswick based on your training and experience related to your intended occupation, including any license or certification required in your country of residence. You must have a Settlement Plan approved by an Immigration Program Officer.</p> <p>You have at least two years of continuous full-time work experience within the last five years, in your intended occupation in New Brunswick.</p> <p>Your job is represented in one of the following National Occupation Classification (NOC) skill levels:</p> <ul style="list-style-type: none"> • Skill levels O, A, B • Skill level C, Category 1, 3, 7, 8, 9 • Skill level D, Category 1, 3, 7, 8, 9 <p>You will submit all required forms and supporting documents. If documents provided in support of Selection Factors are missing, incomplete or not able to be verified you will receive a "0" score for that selection factor. Immigration Program Officers have a right to request additional information at any time.</p> <p>You have the funds to settle in New Brunswick. The Applicant must have a minimum of \$10,000 CAD and \$2,000 CAD for each accompanying family member.</p>
Newfoundland and Labrador	<p>You are eligible for the Skilled Worker category if you:</p> <ul style="list-style-type: none"> • Have a full-time job offer from a Newfoundland and Labrador employer, or a job or job offer that has compensation in the form of a salary and benefits package that meets provincial employment standards and prevailing wage rates; • Have a Citizenship and Immigration Canada Work Permit or is entitled to apply

	<p>for one;</p> <ul style="list-style-type: none"> • Have the qualifications, training, skills, and/or accreditation required for the job; • Can demonstrate the intention and ability to settle permanently in Newfoundland and Labrador; • Have a job or job offer that does not contravene existing bargaining unit agreements or any employment disputes; • Can demonstrate that you have sufficient settlement funds and financial resources to successfully establish yourself and any dependents in Newfoundland and Labrador; • Your employer (or future employer) can demonstrate a need for your skill set; and • Can demonstrate sufficient English or French language capability to perform the employment duties. Your English language ability must be verified by one of the following: <ul style="list-style-type: none"> ○ An Affidavit of English Language Ability from a Newfoundland and Labrador employer who has offered you a full-time job; or ○ Education and/or training documents ○ Occupations classified in NOC Code C or D will have to meet Minimum Language Requirements <p>You are not eligible for the Skilled Worker category if:</p> <ul style="list-style-type: none"> • You are a failed refugee claimant or a refugee claimant living in Newfoundland and Labrador; • You do not have a full-time job offer from a Newfoundland and Labrador employer (unless your employer can demonstrate a need for your skill set). • You or any dependent family member over the age of 18 (whether or not they are accompanying them) have a criminal record; • You have unresolved custody or child support disputes. You must have these issues resolved before starting the immigration process • You have intentionally misrepresented yourself in the application; or • If the employer has intentionally misrepresented themselves or you in relation to their role in business. • Note: If you lose or quit your job during the nomination process, you may lose your eligibility and your nomination and/or Permanent Residency application may be cancelled. If you are experiencing issues with your employment, contact your PNP Officer immediately. • Note: Any activity potentially constituting fraud will be investigated and may result in criminal proceedings. <p>Effective immediately, semi-skilled and low-skilled workers must include in their Provincial Nominee application test results demonstrating proficiency in English or French. The minimum language requirement for lower-skilled workers affects Newfoundland and Labrador Provincial Nominee Program (NLPNP) applicants whose assessed occupation is in Canada National Occupation Classification (NOC) skill level C or D.</p> <ul style="list-style-type: none"> • NOC C and D occupations include semi-skilled and low-skilled workers in the trades, primary and manufacturing industries, sales and services, as well as certain clerical and assistant categories. <ul style="list-style-type: none"> ○ - Level C jobs usually require only secondary school and/or occupation-
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	<p>specific training.</p> <ul style="list-style-type: none"> o - Level D jobs usually require only on-the-job training.
Nova Scotia	<p>The Skilled Worker stream assists employers in hiring workers whose skills are in limited supply in the province. The stream helps employers recruit and/or retain foreign workers with the required skills for positions that they have been unable to fill with a permanent resident or Canadian citizen.</p> <p>The skilled worker must have a full-time, permanent job offer from a Nova Scotia employer before submitting an application to the Nova Scotia Nominee Program (NSNP). Provincial priorities may change as skill shortages are met by permanent residents or Canadian citizens.</p> <p>Skilled and Semi-Skilled Workers</p> <p>The Office of Immigration differentiates between skilled workers, semi-skilled and low-skilled workers.</p> <p>Skilled workers are defined as individuals with occupation within NOC skill level O, A or B. Priority will be awarded to these higher skilled occupations.</p> <p>Semi-skilled workers have occupations that fall under the NOC skill level C occupations. The Office of Immigration may consider applications based on local labour market requirement and conditions, and 6 months of work with the Nova Scotia employer supporting the application.</p> <p>Low-skilled workers have occupations that fall under the NOC skill level D. The Office of Immigration may consider applications from individuals in these occupations only if all other eligibility criteria are met, the principal applicant has worked for at least 6 months with the Nova Scotia employer supporting the application, there are indicators of success in the application, and there is a strong employer support.</p> <p>The Office of Immigration reserves the right to consider only certain types of jobs and occupations for nomination. This decision will depend on the current economic situation of the Nova Scotia labour market needs.</p> <p>For skilled, semi-skilled and low-skilled workers, priority will be given to workers whose employers:</p> <ul style="list-style-type: none"> • have made a genuine effort to recruit qualified Canadian citizens or permanent residents • can demonstrate that they will provide additional supports to assist newcomers with their settlement needs. <p>Positions in all skill level occupations need to receive prevailing wages for their industry or sector as per the Government of Canada Web site www.workingincanada.gc.ca</p> <p>As of July 1st, 2012, applicants in NOC skill levels C and D occupations must submit official language results with their application to the NSNP. This is a requirement from Citizenship and Immigration Canada.</p>
Quebec	
Prince Edward Island	<p>Skilled Worker Selection Criteria</p> <p>Under the Skilled Worker Stream, the applicant:</p> <ul style="list-style-type: none"> • Must have a full-time job offer from a Prince Edward Island employer at a NOC skill level O, A or B. • Must have a valid work permit if currently employed by a Prince Edward Island

	<p>employer.</p> <ul style="list-style-type: none"> • Must have legal status in country of residence. • Must be able to attend an interview at Office of Immigration, Settlement and Population, if required. • Must have completed post-secondary education with a minimum of 14 years of education. • Should be between 21 and 55 years of age. • Should have at least two years of full-time work experience within the past five years. • Must possess sufficient English and/or French language ability to perform the job offered by a Prince Edward Island employer. Language ability can be verified by one of the following: <ul style="list-style-type: none"> ○ Internationally recognized language test, International English Language Testing System (IELTS), to a minimum equivalent of Canadian Language Benchmark Placement Test (CLBPT) CLBPT 5; or ○ Declaration of language ability from the Island employer offering the full time job; or ○ Educational/training documents from an internationally recognized institution, indicating the principal language studied/communicated was in English and/or French. • Must demonstrate sufficient settlement supports and financial resources, including transferable funds, in order for the applicant and family to pay the immigration costs and travel expenses to establish in Prince Edward Island. • Must demonstrate genuine intention to settle in Prince Edward Island. <p>Critical Worker Selection Criteria</p> <p>Under the Critical Worker Stream, the applicant:</p> <ul style="list-style-type: none"> • Must have a full-time job offer from a Prince Edward Island employer at a NOC skill level C or D in one of the following occupations: truck driver, customer service representative, labourer, food & beverage server and housekeeping attendant. • Must have worked a minimum of 6 months for the Prince Edward Island employer. • Must have a valid work permit. • Must have legal status in country of residence. • Must be able to attend an interview at Office of Immigration, Settlement and Population, if required. • Must have completed a minimum of 12 years of education and received a high school diploma. • Should be between 21 and 55 years of age. • Should have at least two years of full-time work experience within the past five years. • Must possess sufficient English and/or French language ability to perform the job offered by a Prince Edward Island employer. Language ability can be verified by one of the following: <ul style="list-style-type: none"> ○ Internationally recognized language test, International English Language Testing System (IELTS), to a minimum equivalent of Canadian Language Benchmark Placement Test (CLBPT) CLBPT 4; or
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	<ul style="list-style-type: none"> ○ Declaration of language ability from the Island employer offering the full time job; or ○ Educational/training documents from an internationally recognized institution, indicating the principal language studied/communicated was in English and/or French. • Must demonstrate sufficient settlement supports and financial resources, including transferable funds, in order for the applicant and family to pay the immigration costs and travel expenses to establish in Prince Edward Island. • Must demonstrate genuine intention to settle in Prince Edward Island.
Yukon	<p>Skilled Worker Requirements:</p> <ul style="list-style-type: none"> • Education and work experience must satisfy the requirements of the job as per the criteria specified in the National Occupational Classification (NOC) http://www.workingincanada.gc.ca/home-eng.do?lang=eng • Demonstrate at least one year of related work experience for the position being nominated for • Language Proficiency Test: Applicants must provide valid results from a language test administered by a designated testing agency. The accepted tests are IELTS or CELPIP for English and TEF for French • If in Canada at the time of application, the foreign national must have legal status in Canada (as a visitor, foreign worker, etc.) • Any foreign national who is in Canada on a student permit needs to provide proof of one year of study for certificate programs or two years of study for diploma programs or completion of a Bachelor program before being considered for the Yukon Nominee Program. Foreign Students who are enrolled in the ESL program at Yukon College must have completed Advanced Level ESL Program <p>Skilled Worker Documents:</p> <ul style="list-style-type: none"> • Proof of previous work experience with letter(s) or certificate(s) confirming previous employment. Notarized copies only • 28-Feb-13 YNP- Skilled Worker Criteria Page 4 of 4 • For self-employed: certificates proving the establishment and good standing of the business for the period in question; • Provide original language test results - International English Language Testing System (IELTS), the Canadian English Language Proficiency Index Program (CELPIP-General); or the Test d'evaluation du Francais (TEF). Please ensure that the candidate has met the Yukon Nominee Program's minimum language requirements. No other evidence of language proficiency will be accepted. • Passport for Foreign National must be valid, notarized copy • Passport / birth certificate / marriage certificate for dependants, must be valid, notarized copy; for the purpose of processing this application, a notarized birth certificate is sufficient to confirm the dependent's identity; if the Foreign National is married, a notarized copy of the marriage certificate is required to prove this relationship; common law relationships must be confirmed; please fill out the Statutory Declaration of Common-Law Union http://www.cic.gc.ca/english/pdf/kits/forms/IMM5409E.pdf and include it with the application • Work Permit: (if Foreign National already has a Temporary Work Permit): must be

	<p>notarized copy</p> <ul style="list-style-type: none"> Refugee status: The Foreign National cannot be a refugee claimant <p>Critical Worker Requirements:</p> <ul style="list-style-type: none"> Education and work experience must satisfy the requirements of the job as per the criteria specified in the National Occupational Classification (NOC) http://www.workingincanada.gc.ca/home-eng.do?lang=eng Demonstrate at least six months of related work experience for the position being nominated for Language Proficiency Test: Applicants must provide valid results from a language test administered by a designated testing agency. The accepted tests are IELTS or CELPIP for English and TEF for French If in Canada at the time of application, the foreign national must have legal status in Canada (as a visitor, foreign worker, etc.) Any foreign national who is in Canada on a student permit needs to provide proof of one year of study for certificate programs or two years of study for diploma programs or completion of a Bachelor program before being considered for the Yukon Nominee Program. Foreign Students who are enrolled in the ESL program at Yukon College must have completed Level 8 of ESL program. <p>Critical Worker Documents:</p> <ul style="list-style-type: none"> Proof of previous work experience with letter(s) or certificate(s) confirming previous employment. Notarized copies only For self-employed: certificates proving the establishment and good standing of the business for the period in question; Provide original language test results - International English Language Testing System (IELTS), the Canadian English Language Proficiency Index Program (CELPIP-General); or the Test d'evaluation du Francais (TEF). Please ensure that the candidate has met the Yukon Nominee Program's minimum language requirements. No other evidence of language proficiency will be accepted. Passport for Foreign National must be valid, notarized copy Passport / birth certificate / marriage certificate for dependants, must be valid, notarized copy; for the purpose of processing this application, a notarized birth certificate is sufficient to confirm the dependent's identity; if the Foreign National is married, a notarized copy of the marriage certificate is required to prove this relationship; common law relationships must be confirmed; please fill out the Statutory Declaration of Common-Law Union http://www.cic.gc.ca/english/pdf/kits/forms/IMM5409E.pdf and include it with the application Work Permit: (if Foreign National already has a Temporary Work Permit): must be notarized copy Refugee status: The Foreign National cannot be a refugee claimant
Northwest Territories	<p>Skilled Worker Requirements:</p> <p>The Nominee must:</p> <ul style="list-style-type: none"> Have the required certification or accreditation for the specific trade or occupation If applicable, meet territorial certification, licensing or registration requirements of the job (for non-regulated occupations, the employer is responsible for ensuring that the nominee meets occupational standards)

	<ul style="list-style-type: none"> • Have the required work experience for the specific occupation • Provide proof of sufficient financial or settlement supports in the NWT • Be able to communicate in either English or French, depending on the official language of the work place • Not be a refugee claimant <p>When submitting an application form, employers and nominees must include the following documents:</p> <ul style="list-style-type: none"> • Employment contract signed by the Employer and by the Employee, including a collective agreement if applicable • Provide proof of local and national recruitment efforts and submit a summary of results consistent with Appendix B • Copy of the HRSDC Labour Market Opinion and/or completed Section 1.C of the Skilled Worker application form • Copy of nominee's temporary work permit (if applicable) • Original or certified true copy of nominee's accreditation translated into English or French • Original or certified true copy confirming nominee's previous work experience, translated into English or French • Copy of the nominee's passport. Marriage certificates, birth certificates and passports are required for dependents that will accompany the nominee • Completed Representative Authorization form (if applicable) <p>Critical Worker Requirements: The Nominee must:</p> <ul style="list-style-type: none"> • Have a temporary work permit and have worked in the same position for six months; • Provide proof of sufficient financial or settlement supports in the NWT; • Have the required work experience for the specific occupation; • Be able to conduct basic communications in either English or French, depending on the official language of the work place; • Make arrangements for language testing by a CIC-designated agency; and • Not be a refugee claimant. <p>Please ensure that you have included the following documents:</p> <ul style="list-style-type: none"> • Employment contract signed by the employer and by the employee, including a copy of the • Collective agreement if applicable; • Proof of registration with WSCC; • Proof of current business, association, registration in the NWT; • Proof of local and national recruitment efforts and submit a summary of results consistent with Appendix B of Program Guidelines; • Original or certified true copy confirming nominee's previous work experience, translated into English or French; • Provide proof that the nominee has worked in the NWT for at least six months in the position; • Copy of the nominee's temporary work permit; • Copy of the HRSDC Service Canada Labour Market Opinion;
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	<ul style="list-style-type: none"> • Copy of the nominee's passport. Marriage certificates, birth certificates and passports are required for dependents that will accompany the nominee; • Copy of results of the mandatory language test; • Temporary Foreign Workers who arrived in Canada on or before July 1, 2012 and who are nominated before July 1, 2013 are exempt from this language requirement. • Proof of sufficient settlement or financial supports; and Completed Representative Authorization Form (if applicable).
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Appendix 16: Credential Assessment Process for Each Province



Alberta

Apprenticeship and Industry Training (AIT)

Majority of the emphasis of the Qualification Certificate program lies on trade time and work experience, not the credential. AIT will assess credentials for those Temporary Foreign Workers who have taken a formal apprenticeship program similar to Alberta's apprenticeship program.

Most Temporary Foreign Workers apply from abroad. Temporary Foreign Workers complete a Qualification Certificate program application form, provide verification of trade work experience through letters from employers, and work experience forms completed by employers. AIT also receives applications from visitors traveling on holiday visas and people with open work permits. The Temporary Foreign Worker must have all documentation translated and stamped/certified by an authorized translator from Canada or from their country of origin.

AIT assessors conduct the credential and trade experience verification process. Most of the assessors are retired Alberta Apprenticeship and Industry Training staff. AIT also uses translators from professional translation organizations or through the universities. These translators assist assessors when they are trying to verify work experience and credentials in other countries with employers or institution representatives who do not speak English.

AIT primarily reviews the credential to determine if the applicant has completed a formal apprenticeship program. For verification purposes, AIT requires specific documentation including an apprenticeship contract, course outline, transcripts and certificate of completion. Verification is to ensure the applicant successfully completed the program and that the certificate/credential is authentic. Very few countries provide formal apprenticeship programs comparable to Alberta's. Some which do include Australia, Ireland, South Africa and the United Kingdom in specific trades.

When AIT receives an application with a credential indicating completion of an apprenticeship program, assessors contact the foreign institution and the government body or organization that has issued the certificate to validate the credential. Assessors validate the course outline in detail and compare the courses with Alberta's apprenticeship program. If the program is comparable to Alberta's apprenticeship program, their application will be approved and the individual will be eligible to work in the trade.



British Columbia

Industry Training Authority (ITA)

ITA maintains the policy and the procedural prospective. Each trade in BC specifies the requirements for Red Seal challenges. Foreign credentials are not evaluated. The applicant could present ITA with their trade certificate from a particular country and that may or may not be an item that someone looks at as part of the evaluation. ITA does not directly assess a credential and compare it to the requirements. There is no parallel training certification where ITA will provide certification equivalency.

ITA does not include other public or private agencies in Canada and in the originating country for the evaluation of the credential. Credential assessments are not performed, only work experience validation.

ITA will not accept an application that is not completed in English. This also includes the translation of the certificate, even though ITA places minimal emphasis on the credential. The applicant is aware that all of their documents must be translated at their own expense. These documents must be translated by a certified agency/translator.

ITA is not aware of any local, national or international accreditation bodies for the trades. On a smaller scale, in terms of parallel credit for trades, ITA works informally with different provinces on gathering information about training institutions for apprentices.



Apprenticeship Manitoba

Apprenticeship Manitoba assesses work history and credentials, and provides limited learning supports to clients wishing to challenge the certification examinations. Apprenticeship Manitoba staff members perform every component of the application process. There are no external public or private agencies/institutions that support the assessment process for trade credentials or work experience.

Every document has to be translated into either English or French. It is up to the client to do so, but Apprenticeship Manitoba can recommend a provincial government agency such as the Immigrant Centre of Manitoba. If the applicant is a permanent resident, all translation services are at no cost for three years.

Assessing foreign credentials is a part of an overall assessment process and carries some weight but has little impact on the approval process. Apprenticeship Manitoba does not have the capacity or expertise to apply a value to the credential. For example, the credentials typically received do not contain detailed curriculum against which Apprenticeship Manitoba can compare the immigrant's technical training with Manitoba's standard; there is no exhaustive analysis other than Apprenticeship Manitoba's own interpretation.

Apprenticeship Manitoba periodically receives applications from other countries that provide an "Engineering" credential, in several different disciplines. These applicants are referred to the Certified Technicians and Technologists Associations of Manitoba (CTTAM) or the Association of Professional Engineers and Geoscientists (APEGM) to determine whether the "Engineering" credential is at the

professional or trade level. CTTAM and APEGM use their own processes analysis and assessment of credentials.

Apprenticeship Manitoba does not assess validity of credentials; and does not contact training institution staff. There is two qualifications assessment staff that work with more than 50 trades, and there is currently no capacity to develop a database on institutions, universities, colleges, etc. As a rule, Apprenticeship Manitoba does not contact other countries or employers to verify credentials unless there is something suspicious in the application.

Apprenticeship Manitoba does not have access to, nor do they know of, any public or private credentialing bodies for the trades. Apprenticeship Manitoba does not have a standing record of credits or accreditation of trades, certificates or institutions outside of that performed on an *ad hoc* basis for the purposes of the Agreement on Internal Trade. This information may be found on Apprenticeship Manitoba's website.



New Brunswick

Apprenticeship and Occupational Certification

NB Apprenticeship receives requests for information on obtaining a Certificate of Qualification at the central office and the regional offices. Information requests come directly from immigrants or from their representatives and are directed to NB Apprenticeship's Central Office or one of the eight regional offices; however, assessments are performed at NB Apprenticeship's Central Office. NB Apprenticeship receives many applications from lawyers and legal companies. Approximately half of the Certificate of Qualification applications received from non-residents come through legal companies. An application package is forwarded to these individuals for completion. All of the documentation for the application needs to be translated into one of New Brunswick's official languages, English or French. It is the applicant's responsibility to have the documents translated. Once the immigrant has completed and returned the required documentation to NB Apprenticeship, an initial assessment on the qualifications is performed.

For Certificate of Qualification applications, although the immigrant often supplies these documents, NB Apprenticeship doesn't review or assess the immigrant's certificates or credentials. Credential review applies more to apprentices. Certificate of Qualification applicants must have the required time in the trade and covered the tasks associated with the occupation if they want to challenge the Red Seal exam.

New Brunswick's legislation specifically references trade time and practical experience as the main requirements for Certificate of Qualification applicants. Approvals in NB are based on the relevant job experience; however on a few occasions they have taken certificates or credentials into consideration, but only to support the application.

A Certificate of Qualification will be issued upon proof of required practical experience, payment of the prescribed fee, and successful writing of the certification examination. In an interprovincial occupation/trade, an Interprovincial Red Seal will be affixed to the Certificate of Qualification.

NB Apprenticeship does not use public or private credentialing assessment bodies nor do they have a standing record of credits in the province.



Newfoundland and Labrador

Apprenticeship and Certification

NL Apprenticeship performs an initial review of documentation for authenticity and may have a face-to-face interview with the applicant if required. Through this interview NL Apprenticeship is receiving PLAR feedback from the applicant. At this point, the applicant may be advised if there is additional information required for validation purposes.

NL Apprenticeship examines the course outline and the breakdown of the courses listed on the credential. NL Apprenticeship will contact the institution where the certification came from and confirm that the certificate was issued and gather a better understanding of the program. The credential will be assessed, and if there is some commonality, credit will be awarded.

If no credit is granted, NL Apprenticeship relies on the local training institution instructor to perform an assessment over a designated period of time (generally one or two week period). This is a PLAR process that will provide credit to the challenger. Following the PLAR process, an official transcript is received from the training institution. This assessment will determine whether or not the individual has full credit (ability to perform full scope of work) or whether further training is required.

The application process is conducted by NL Apprenticeship staff, no other institutions (public or private) assist with this process. A local training institution would be engaged to perform additional PLAR testing of the applicant if required. There is no standing record of credits or accreditation of trades in NL. There is no such thing for trades, only for universities and colleges.



Northwest Territories

Apprenticeship

NT Apprenticeship asks applicants for credentials (if available). All documentation, including credentials, must be translated and documentation has to be a certified true copy. The applicant is responsible for the translation services.

NT Apprenticeship does not perform a formal review of the credential. If credential clarification were required, NT Apprenticeship would usually refer to Alberta asking if they had experience with a particular credentialing institute. NT Apprenticeship would take the Alberta assessor's feedback and

seek a letter of recommendation from a Canadian journeyperson supporting that the applicant is competent.

NT Apprenticeship does not have experience with credential verification. They rely on other apprenticeship departments, divisions and commissions for credential assessments. No private agencies are involved. To date foreign applicants had enough trade experience in Canada to qualify; therefore the credential was not required.



Nova Scotia

Apprenticeship

The immigrant must complete a formal application and pay a fee before writing the certification examination. NS Apprenticeship cannot charge an assessment fee since the fee schedule was written into legislation, so other than the Trade Qualifier process, they can only charge an examination fee. All documentation, including the original certified credentials, must be translated into English or French. The client is responsible for the translation cost. Certified copies of the original certification or transcript are required along with the translations.

NS Apprenticeship has two processes. One specifically for individuals who hold an international credential that is generally equivalent to a trade in Nova Scotia and the other for Trade Qualifiers from any country:

- 1) The international credential must be equivalent or generally equivalent to the credential in Nova Scotia, in both scopes of practice as well as training. NS Apprenticeship may recognize the applicant's previous training and require that they have completed the same number of hours of hands-on work in the scope of practice as an apprentice before writing the certification examination. When an immigrant has a credential that appears to be similar to the apprenticeship program they are not charged the Trade Qualifier fee of \$630. They are charged the examination fee of \$130. NS Apprenticeship will give some credit for their training program that is generally consistent with NS Apprenticeship's program. Ultimately Trade Qualifiers and immigrant applicants both have to challenge the certification examination and they both have to have completed the required hours. Some Trade Qualifiers must complete one and half times the apprenticeship hours to be eligible.
- 2) An immigrant could also come in as a regular Trade Qualifier. They may not have a credential but could provide reasonable evidence they have worked in the scope of the trade and have employer letters to back up the time. They would have to pay \$630 to write the certification examination. Trade Qualifiers typically do not have any technical training. A Trade Qualifier is a long-term practitioner who has extensive experience and hours working in the trade. They are not required to have any theoretical schooling. Trade Qualifiers must provide, where the legislation and regulations states, typically one and half times the regular term of apprenticeship.

To verify the credential, NS Apprenticeship does research on the web which is helpful to obtain an understanding about credentialing institutions, especially institutions that are recognized by state or country governments. Information typically includes an overview of the vocational training and education system. In some countries, learners complete general education in grade nine or ten and then attend vocational school. This information provides a sense of the education process within a particular country. NS Apprenticeship also tries to get an idea of the scope of practice for the trade. There are blogs and other services, such as World Education Services (WES), where an individual can correspond with other registrars and get information about education systems and/or individual institutions.

In every case, NS Apprenticeship sends an email asking for a verification of the credential. They have a standard letter for this process. The institution response rate to the verification letter is approximately 10%. NS Apprenticeship has had success with German institutions such as the Chamber of Commerce in Germany and with institutions in the United Kingdom. City and Guilds is the United Kingdom's main vocational education source and they will verify a credential for the applicant for a fee.

At times, immigrants will arrive in NS without their credentials. NS Apprenticeship has had refugees come to their office with no documentation. These refugees have worked in the trades in their home country and have the least ability to pay the Trade Qualifier fee and have the most need to be working in their field.

NS Apprenticeship will arrange face-to-face consultation with the applicant to do an informal assessment of language abilities and their trade experience. This meeting helps determine what the best course of action is for the individual. Field consultants have support from the central office; therefore, staff that are not in the Metro area have access to the same information.

NS Apprenticeship staff does all of the credential verification and validation to the best of their abilities. The credential and training must be comparable to NS apprenticeship course outlines. Contact with institutions is made on a case-by-case basis. Some of it by email, sometimes it is a phone call.

NS Apprenticeship does not have a standing record of credits or accreditation of trades, certificates or institutions. Credential verification and assessment is an informal process based on staff experience with various institutions over time.



Ontario

Ministry of Training, Colleges and Universities

Ontario Apprenticeship does not assess an applicant's trade credentials.

There are three required documents to qualify to challenge a Certificate of Qualification examination, they include a signed and completed Application form, a signed and completed Affirmation of Skills for the trade and documentation which provides proof of experience as a skilled worker and proof of the length of time worked in the trade. This documentation is typically in the form of a letter from an employer or from unions to whose membership includes workers in the trade. Documentation related

to credentials, training and education could also be included as supplementary or supporting information in the application package.

Ontario Apprenticeship does not use public and/or private agencies or credentialing assessment bodies. There is no central bank or standing record of credits in Ontario or in Canada.



Prince Edward Island

Apprenticeship, Training and Certification

An application package has to be completed in English and applicants are responsible for the cost.

PE Apprenticeship does not place much weight on the applicant's credential. The credential is accepted as part of the application but it is not a requirement of the application process. PE Apprenticeship staff members do not have the expertise to verify international programs or credentials. The full weight on a Trade Qualifier application lies on trade experience.



Quebec

Commission de la construction du Québec (CCQ)

The following information is for QC's provincial certification process, not for the Red Seal certification process. MESS is responsible for the Red Seal Certification process.

CCQ does not assess or verify credentials for provincial certification. If an applicant has a foreign credential, CCQ refers them to the Ministère de l'immigration et des communautés culturelles (MICC). MICC sets the level of equivalency for diplomas.

MICC will ask for the documents to be translated by a certified translator. MICC will determine whether or not the diploma is equivalent to a level five postsecondary school. They will provide a letter indicating the diploma equivalency towards provincial certification.

Ministère de l'Emploi et de la Solidarité sociale (MESS)

The candidate applies for credential recognition at the Centre Administratif de la Qualification Professionnelle (CAQP). CAQP transfers the request to QC MESS, at which point they analyze the request. If further information is needed, CAQP is asked to gather the missing information from the applicant. It is the applicant's responsibility to find the information and transmit it to the CAQP who will then transmit it back to DQRMESS.

A credential may provide credit towards obligatory courses that are required for the provincial certificate. It may also be used to help determine work experience as found in the trade guide. The credential and all other documentation have to be translated by a member of the Québec Order of Translators. The applicant would pay for this service.

QC MESS requests a syllabus or course descriptions for the submitted credential. QC MESS doesn't contact the credentialing institution directly. They would perform very informal research through the Internet to determine if the course content will provide the applicant credit towards the obligatory courses required for the provincial program. At times, QC MESS staff members perform basic research of the credential and the institution. No outside agency or institutions assist QC MESS with the credential verification process.

There is an agreement that was signed in 2009 with France. This agreement recognizes qualifications between QC and France. Specific diplomas from France have been matched with QC's qualification certificates. A person who has the appropriate diploma will be exempted from apprenticeship and may directly receive the applicable provincial qualification certificate. If the candidate's courses do not completely align with QC's provincial program, the Québec-France agreement stipulates that the French candidate must complete specific courses or gain more hours in the trade. These applicants must also sign up as an apprentice and have sign-off on the apprenticeship guide before they can challenge the provincial exam and the Red Seal exam.

The standing record takes the form in a procedure manual. This manual is used by the CAQP when processing credential recognition requests. If a candidate requests a recognition that is not in the procedure manual, the recognition request is sent to QC MESS.



Saskatchewan

Apprenticeship and Trade Certification Commission (SATCC)

Internationally trained workers seeking recognition of qualifications obtained outside of Canada are required to provide proper documentation such as credentials and records of work experience. An English translation of the credential and other documents is required with the translation being the responsibility of the applicant.

SATCC conducts the credential assessment for all trades. The Hairstylist Trade Examining Board, which is appointed by SATCC, assists with the assessment process for the Hairstylist trade. No outside agency or institution is used to support the credential assessment process, nor does SATCC use public or private credentialing assessment bodies.

Credentials are not required when an internationally trained worker is applying to challenge the Red Seal exam for voluntary trades. In these cases a credential helps support the applicant's work experience and scope of work. For compulsory trades, a credential is mandatory for the application process to proceed; otherwise, the applicant must indenture as an apprentice.

The SATCC examines the credential to determine the type of training that was taken and the length of training. The credential is also used to identify the scope of training and further supports and aligns trade time. Even though SATCC considers the applicant's credential, they still rely heavily on the applicant's work experience and scope of work for the final approval.

When assessing the credential, SATCC examines the curriculum outline (i.e. via the internet) especially when they have questions in regards to the institution status and to determine what type of training took place in a particular program. The SATCC wants to ensure that the certificate has been awarded and that the dates of issue are accurate. The SATCC does not phone international institutions, most of the communication occurs by email.

Approximately fifty percent of the time, SATCC staff has face-to-face interviews with the candidates. Most of the interviews occur in the central office and the balance take place in field offices across the province. Apprenticeship staff members feel that the personal interviews help to get a better understanding of the applicant's trade knowledge and experience as well as their language abilities.

The SATCC does not have a standing record of credits or accreditation of trades certificates or institutions.



Apprenticeship

Yukon Apprenticeship does not recognize the immigrant's credential. The certificate or credential from an international school has no value or weight on the approval process. Yukon Apprenticeship bases the approval of an applicant for the Certificate of Qualification solely on trade work experience and the scope of work. They might look at the credential from the point of view of scoping work experience.

Letters from employers must be translated into French or English. The credential translation does not matter to Yukon Apprenticeship. Typically a certified translator translates the immigrant's complete package and the applicant is responsible for translation fees.

Yukon Apprenticeship does not perform any follow-up work or verification of the credential, unless required. In the Yukon there are no public or private agencies or known accreditation bodies that can assist with the credential verification process.

Appendix 17: Australian Registered Training Organizations (RTOs), Nominated Countries & Occupations

RTO	Nominated Countries	Nominated Occupations
Future Skills International	Ireland United Kingdom	Electrical Lines worker Technical Cable Jointer Electrician (General) Electrician (Special Class)
VETASSESS	China (including Hong Kong and Macau) Fiji India Ireland Korea (Sth) Philippines South Africa Sri Lanka United Arab Emirates United Kingdom	Air-conditioning and Refrigeration Mechanic Bricklayer Carpenter Carpenter and Joiner Diesel Motor Mechanic Electrical Lines worker* Electrician (General) Electrician (Special Class) Electronic Equipment Trades Worker Joiner Metal Fabricator Motor Mechanic (General) Plumber (General) Sheet metal Trades Worker Technical Cable Jointer* Vehicle Painter Welder (First Class) *India, Ireland, Philippines, South Africa and United Kingdom only.
Victoria University	China (including Hong Kong and Macau) Fiji India Iran Ireland Korea (Sth) Philippines South Africa Sri Lanka United Arab Emirates United Kingdom	Bricklayer Carpenter Carpenter and Joiner Diesel Motor Mechanic Electrician (General) Electrician (Special Class) Electronic Equipment Trades Worker Joiner Metal Fabricator Motor Mechanic (General) Plumber (General) Sheet metal Trades Worker Vehicle Painter Welder (First Class)

Appendix 18: Memorandum of Understanding SIAST and SITE Group International

Memorandum of Understanding

MEMORANDUM OF UNDERSTANDING

Between

 SITE Group International
(SGI)

&

 The Saskatchewan Institute
of Applied Science and Technology
(SIAST)

Date of MOU January 22nd 2013

Page 1 of 4

Memorandum of Understanding

Preamble:

Building upon the overseas skills assessment services developed by SITE Group International and SIAST's Skills Passport program, the undersigned agree to identify and pursue mutually beneficial initiatives that promote opportunities for partnership and collaboration in the provision of overseas assessment services of foreign skilled workers.

Saskatchewan Institute of Applied Science and Technology (SIAST) **Province of Saskatchewan, Canada**

The Saskatchewan Institute of Applied Science and Technology (SIAST) is Saskatchewan's primary public institution for post-secondary technical education and skills training, recognized nationally and internationally for its expertise and innovation. SIAST has over 15,000 students are enrolled in SIAST programs that touch every sector of the economy. SIAST operates campuses in Moose Jaw, Prince Albert, Regina and Saskatoon, and offers distance courses and programs

The SIAST Skills Passport provides a rigorous, cost-effective, SIAST-recognized evaluation of potential overseas employees prior to them arriving in Canada. SIAST assess and certify language and/or technical skills overseas of foreign skilled workers in their home country prior to their arrival to Canada. SIAST has extensive experience with evaluation of workers by applying Prior Learning Assessment and Recognition (PLAR) in Canada and internationally. SIAST use the proven assessment criteria of SIAST certificate and diploma programs so that potential employees are thoroughly assessed before they come to Canada,

SIAST has won a Canadian Government contract to conduct a 3 months feasibility study to develop their Passport Program into other Canadian provinces to address the skills shortage in Canada

SITE Group International

Site Group International (ASX: SIT "Site") is an ASX listed company providing Australian accredited and non-accredited training programs that are specifically tailored to employer needs. Vocational training is delivered through high quality facilities in the Philippines (Clark Freeport Zone) and in Australia through Site Skills Training. Site Skills Training has major training facilities in Perth, Gladstone, Darwin and Landsborough. At these locations our experienced team assesses, up-skills and trains industry experienced candidates in the mining & processing, oil & gas, construction, camp services, hospitality and logistic sectors.

The strategic location of our 300,000m² facility at Clark Freeport Zone in the Philippines allows the company to deliver Australian standard training in a low cost and controlled environment. This facility has the capacity to complete large scale residential training programs customised to meet client specific requirements. All vocational training is delivered with tailored job specific English language and cultural sensitivity training. In addition vocational training in areas such as fabrication, heavy diesel maintenance and refrigeration mechanics is also delivered.

Memorandum of Understanding

Site Group International also delivers workforce planning solutions through Site WorkReady. Site WorkReady achieves "ready to work" international employees through an end to end "Source-Train-Deploy" service utilising the training and assessment facility at Clark Freeport Zone. Working closely with their clients the Site WorkReady team identify workers, complete assessment services and develop appropriate training. Employment candidates receive instruction in English, workplace health and safety systems as well as employer orientation training to support their transition to employment.

Site Group International is an emerging Australian company with a strategic business model run by an experienced board and management team.

Both parties agree to seek opportunities for further collaboration specifically in:

Develop a Potential Model of Cooperation in the Provision of Overseas Skills Assessments of Foreign Skilled Workers:

1. Information Sharing and Exchange: Share information on their overseas assessment programs.
2. Engage Key Stakeholders Involved in Immigration for Canada: identify stakeholders in their respective countries to in order to develop a dialogue and information sharing between SIAST and SITE with goal of improving foreign skills assessments and foreign skills recognition processes.
3. Assess the feasibility of a establishing a formal partnership: Determine the feasibility of formalizing the partnership for the delivery of overseas skills assessments that promotes the best interests of both parties.

MOU Renewal:

The Memorandum of Understanding is valid for two years commencing January 18th, 2013 and is subject to renewal by January 18th, 2015.

Signing page

Start date of agreement:

January, 22nd 2013

Mr. Vernon Wills

Managing Director & CEO
SITE Group International

Vernon Wills

Print name

Signature

Ms. Angela Wojcichowsky

Director International Projects
Saskatchewan Institute of
applied Science and Technology
(SIAST)

Angela Wojcichowsky

Print name

Angela Wojcichowsky

Signature

Memorandum of Understanding

Witness

Mr. Chris Giffens

General Manager - International
Training
SITE Skills Training

Chris Giffens

Print name

[Signature]

Signature

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