

Yukon Foreign Qualification Recognition Analysis

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1. Introduction

A significant proportion of recent immigrants to the Yukon are believed to have earned professional credentials in their home countries. Implementation of Yukon's Internationally Educated Health Professionals Initiative confirmed that a significant number of immigrant Yukoners have completed health care-related training outside of Canada and are not working in their field of study.

Existing Yukon FQR assistance programs are focused on a relatively small number of professions. The Yukon's Internationally Educated Health Professionals Initiative (IEHP) focused on the 13 Yukon-regulated health professions and the Accountant Bridging Program (ABP) launched by Yukon Education in late 2015 is focused on the accounting profession. As such, there remain dozens of licensed professions and occupations for which recently arrived immigrant Yukoners may be qualified to work in their home country but not in the Yukon.

Accordingly, the purpose of this project is to investigate and analyze the current state of foreign qualification recognition (FQR) practices and programming in professions for which recently arrived immigrant Yukoners may be qualified to work in their home country but not in the Yukon. The investigation and analysis will be designed to provide baseline information for the development of a strategy for expanding Yukon Education's Accountant Bridging Program to other licensed professions and occupations.

Definitions:

Foreign Credentials: documents issued by governments and institutions outside of Canada that attest to the completion of an academic or training standard by an individual.

Foreign Qualifications: a combination of Foreign Credentials and credential-specific work experience gained in a foreign country.

Foreign Qualification Recognition (FQR): the process of verifying education, training and job experience in another country and comparing it to standards established for Canadian Professionals.

Probability of Foreign Qualification Recognition: the likelihood of success for an individual receiving recognition for their foreign qualifications in Canada.

2. Economic Gains from Improved Foreign Qualification Recognition

The potential economic gains from helping Yukon people receive recognition for their foreign qualifications is significant. The recently updated Conference Board of Canada report *Brain Gain 2015: The State of Canada's Learning Recognition System*, presents a compelling case for improved credential recognition in Canada:

When learning is unrecognized, people earn less in the labour market through either unemployment or underemployment. In terms of unemployment, we estimate a potential gain of between \$8.4 and \$8.7 billion if people had their learning recognized. In terms of underemployment, we estimate a gain of between \$5 and \$8.3 billion. Overall, Canada could gain \$13.4 to \$17 billion through better-employed human capital resulting from enhanced learning recognition.

Conference Board of Canada (2016), *Brain Gain 2015: the State of Canada's Learning Recognition System*. p. iv.

Estimates of the economic value of enhanced learning recognition specific to the Yukon are not available. As the Yukon ranks seventh of 13 jurisdictions in Canada in terms of the number of immigrants as a share of jurisdictional populations, it is reasonable to assume, however, that potential economic gains to Yukon from improved learning recognition are also very significant.

Further, the Yukon faces the same looming labour supply reductions as all other jurisdictions in Canada due to baby boomer retirements and a continuing decline in the rate of natural population growth. As a result, all efforts to enable Yukon residents to work in occupations for which they are educated, and at levels commensurate with their qualifications, will bring benefits to both individuals and the broader Yukon economy.

3. The Yukon's FQR Universe

As a first step to understanding the current state of foreign qualifications recognition in the Yukon, this section of the paper defines the *Yukon FQR Universe* by identifying which Yukon residents are most affected by foreign credential recognition challenges. In Yukon, the FQR universe is comprised of individuals who are:

- immigrants to Yukon from other countries with foreign credentials and foreign qualifications;
- Yukon residents who completed training in regulated and licensed occupations in other Canadian jurisdictions; and,
- Yukon residents educated overseas.

Each category in the Yukon FQR universe is described below.

Immigrants to Yukon from Other Countries

According to the most recent Census of Canada, conducted in 2011, 11.3% of Yukon's population were immigrants to Canada, equivalent to 3,755 individuals. Slightly more than half of those 3,755 individuals (51.3% or 1,926) are considered 'well-established', having arrived in Yukon prior to 1991. An additional 15% (563 individuals) were considered 'established', having arrived after 1990 and before 2001. Thus, 'well-established' and 'established' Yukon immigrants (i.e., those arriving in Yukon before 2001) accounted for 66.3% of all Yukon immigrants and numbered 2,490 at the time of the 2011 Census. For purposes of foreign qualification recognition programming, it is likely that most, if not all, of the individuals in this population

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group are already well-engaged with the Yukon labour market with many having reached or are nearing retirement age.

The remaining 33.7% of Yukon immigrants, equivalent to 1,269 individuals, are considered to be 'recent' immigrants, having arrived in Yukon after 2000. Some 895 of those are considered 'very recent' immigrants, having immigrated to Canada between 2006 and 2011. It is the 'somewhat recent' and 'recent immigrants' that are of most interest for purposes of foreign qualification recognition programming in Yukon. Recent Yukon immigrants are more likely to possess qualifications (credentials and experience) which if fully or more completely recognized would result in economic and social gains for Yukon.

The table below presents a top five ranking for the place of birth of 'somewhat recent' and 'very recent' Yukon immigrants. By way of illustration, the most common place of birth for Yukon immigrants who arrived in the 2001 to 2005 period was Taiwan followed by the Philippines. The most common place of birth for Yukon immigrants who arrived in the 2006 to 2011 period was Philippines followed by Germany. The table below illustrates two types of variability in Yukon immigration patterns. First, Yukon immigrants arrive from geographic locations around the world. Second, people are emigrating to Yukon from an ever-changing list of geographic locations: only the Philippines appears on the top-five ranking in both the 2001 to 2005 and 2006 to 2011 time periods.

Place of Birth of Recent Yukon Immigrants – Top Five Ranking

Rank	Somewhat Recent (2001 to 2005)	Very Recent (2006 to 2011)
1	Taiwan	Philippines
2	Philippines	Germany
3	United Kingdom	India
4	China	France
5	Australia	United States

Source: Yukon Bureau of Statistics, *Immigration and Ethnocultural Diversity (2011 National Household Survey)*, January 2014.

Interprovincial Migrants

A total of 30 professions are regulated in the Yukon. In addition, there are at least 50 professions not regulated in Yukon for which Yukon employers may require a license or credential issued by another jurisdiction as a condition of employment. The regulation of professions and trades in Canada is a provincial and territorial responsibility – not a federal responsibility. Among Canada's 13 jurisdictions, 55 government ministries and 400 regulatory bodies are involved in occupational regulation. As a result, it is possible that an individual with qualifications from a Canadian institution may arrive in the Yukon from another province or territory and face difficulties in having their qualifications recognized in Yukon.

Recent headway on the recognition of interprovincial qualifications by Canadian jurisdictions can be traced to the 1995 Agreement on Internal Trade (AIT), created to address internal trade

barriers including restrictions on interprovincial labour mobility. The Forum of Labour Market Ministers (FLMM), a federal-provincial-territorial committee borne of AIT implementation activities, produced the *Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications* in 2009. While the Framework is a policy guideline and not a legally binding document, it does represent the first attempt to improve qualification assessment and recognition practices Canada-wide. Under the Framework, Canadians and internationally-trained applicants are to be treated equally with respect to requirements for qualification recognition.

Yukon Residents Educated Overseas

Individuals with foreign credentials tend to be immigrants born outside of Canada. However, Canadian residents who have earned credentials outside of Canada can also face credential recognition difficulties. While a Yukon-specific figure is not available, the Conference Board of Canada reported that about 8% of respondents to their 2015 *Brain Gain* survey were Canadian-born internationally-educated individuals facing challenges with foreign credential recognition.

4. General Barriers to Foreign Qualification Recognition

The challenges faced by immigrants to Canada with regard to the recognition of foreign qualifications are by no means new, as attested by the quote below from a Government of Canada White Paper, published in 1966.

It must be recognized that the value to Canada of the skilled immigrant depends in part on how he or she is received. Some professional associations, trade unions and provincial licensing authorities are not as ready as they might be to recognize qualifications earned in another country. Consequently, some immigrants are not able to follow their own occupation on arrival here and must accept alternative employment at least until they are able to meet the applicable Canadian standards.... It must be hoped that this problem will be overcome as the leaders of public opinion come to recognize the economic advantage of more mobility, particularly among professional people and skilled workers, both nationally and internationally.

Minister of Manpower & Immigration, 1966, *Canadian Immigration Policy: White Paper on Immigration*, page 6.

A 2012 report prepared by World Education Services, one of six credential assessment agencies operating in Canada, described the foreign credential challenges that continue to be faced by immigrants to Canada as follows:

- “Difficulties in having international education assessed and recognized for advanced standing in Canadian colleges and universities;
- Poor credential recognition and underemployment for internationally-educated workers currently employed in Canadian workplaces;
- Limited information and support for alternate career pathways to help internationally-educated individuals utilize their qualifications within their profession or in a related profession;

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- Lack of knowledge by immigrants about credential assessment and using a credential evaluation; and,
- Lack of information among employers about education systems in other countries”.

World Education Services, 2012, *Moving the Agenda Along: A WES Stakeholder Forum on Advancing Stakeholder Recognition*, page 5.

The World Education Services report also notes that the recent focus on improving foreign credential recognition in Canada has been on regulated occupations despite the fact that nearly 80% of jobs in Canada are in unregulated occupations. *“Immigrants’ trying to find jobs in unregulated sectors do not benefit from much of the progress and work that has been put towards improving information and transparency of credential recognition practices in many of the regulated occupations.”* (page 5).

5. Yukon Perspectives on Foreign Qualification Recognition

In May 2015, Yukon Education hosted a Pan-Northern Summit on the topic of *Challenges and Successes of FQR in the North: How can the North develop its FQR Potential?* The Summit was attended by employers, governments, regulators, educators, immigrant service providers and immigrants to Yukon. Summit participants heard from representatives from:

- Office of the Manitoba Fairness Commissioner;
- Chartered Professional Accountants Canada;
- a credential assessment agency;
- an Edmonton immigrant service provider;
- a northern BC immigrant service provider; and,
- territorial governments.

A total of 40 Summit participants took part in a facilitated discussion from the perspective of either an immigrant or an employer.

Yukon Newcomer Perspectives

From the perspective of immigrants to Yukon, challenges faced by internationally trained workers, as noted by participants, include:

- New arrivals must self-orient as the information on websites is scant and confusing and it is often better to talk to somebody upon arrival in Yukon;
- On-line communication is limiting and often employers do not want to spend the time to understand the differences between countries and work practices;
- Yukon does not have the same credential requirements as other provinces do and this can be confusing;
- It is challenging to learn a new culture, especially in a workplace;
- Employers need to participate in learning about other cultures so that employees feel comfortable enough to be productive at the workplace. Employees who are properly “on-boarded” in the workplace and are quicker to start giving back to the community;

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- The large time commitment required to obtain recognition for foreign qualifications is hard;
- The requirement to relocate outside of Yukon to do bridge training is difficult;
- Learning English and difficulty in finding an English as a Second Language class locally can be challenging;
- Canadian experience in fields requiring qualifications can be difficult to obtain;
- There are very limited networking opportunities and social supports;
- Attitudinal issues (transitions) by both employees and employers present challenges;
- Retention across the skills categories;
- Absence of funding to progress along the skills categories;
- Tracking of employee experiences is not being done, so no data on employee retention or where they end up; and,
- Limited pre-arrival information on FQR is available.

Aspects of the Yukon's approach to foreign qualification recognition that were noted to be working well by workshop participants at the May 2015 Summit included:

- Bridging programs (Note: the Enhanced Language Program, a generic bridging program for permanent residents was not available after December 2015);
- Grants for credential assessment grants for Internationally Educated Health Professionals;
- Grants for bridge training for Internationally Educated Health Professionals; and,
- The Labour Market Information Stakeholder committee communicates valuable information and updates.

Ideas from participants for how to improve foreign qualification practices in Yukon included:

- For each newcomer to the Yukon develop a six to 12 month integration plan;
- Provide mentoring and coaching for newcomers;
- Provide support for workplace language learning;
- Direct recent arrivals to social supports through family, associations, and community members;
- Provide funding for work experiences;
- Implement bridging programs, such as the Accountant Bridging Program;
- Develop Yukon-specific career maps; and,
- Develop a resource centre for skilled immigrants.

Yukon Employer Perspectives

From the perspective of employers, challenges to helping internationally trained workers integrate into the Yukon workforce include:

- Recognition of foreign qualifications by employers can be hit and miss, depends on the knowledge available to the employer;
- Hiring of new employees, internationally trained or not, is predicated on economic cycles;

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- Industry needs to be more proactive about recognizing foreign credentials;
- Yukon employers do not have the knowledge or skills on how to deal with workplace cultural issues which creates a small town feel and encourages newcomers to leave;
- The Yukon business community, comprised mostly of small and medium size businesses, does not have the capacity to work with foreign credential recognition, language issues, cultural issues;
- Lack of local resources to assist Yukon businesses with the interpretation of credentials;
- Newcomers need assistance with integration and immigration in addition to assistance in the workplace;
- A perception that newcomers are taking jobs away from locals when at the same time it is difficult to retain Yukoners in some types of jobs with the result that employers are constantly hiring and retraining local workers; and,
- Not enough foreign qualification recognition education is being directed at Yukon employers.

6. Current FQR Programming in Yukon

As outlined at the May 2015 Pan Northern Conference, Yukon Education is working on a variety of FQR-related initiatives, including:

- Development of an innovative FQR Strategy for Yukon;
- Development of a Yukon version of the Working in Canada Tool;
- Development of a model for sustainable bridge-to-work program in a targeted occupation as identified in the *Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications*;
- Negotiation and implementation of a service agreement with the International Credential Evaluation Service (located at the British Columbia Institute of Technology); and,
- Delivery of the Yukon Accountant Bridging Program .

Over the longer term, Yukon Education plans to focus on several additional Yukon FQR-related initiatives, including:

- Implementation of a Survey of Internationally Trained Workers in Yukon;
- Creation of a Career Counselling Service for Internationally Educated Individuals;
- Development of a Yukon-specific E-loan Program;
- Publication of Factsheets for In-Demand Occupations per the Yukon Labour Market Framework Agreement;
- Creation of on-line pre-arrival support services; and,
- Promotion of FQR benefits and processes with Yukon employers.

Yukon Health and Social Services has recently completed a three-year pilot initiative for Yukon's International Educated Health Professionals. An output of the initiative is the Yukon IEHP web portal which may still be accessed at <http://www.yukoniehpc.ca/index.php>. The IEHP

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Web Portal also contains an extensive array of links and information on settling in the Yukon and the Yukon labour market.

Yukon College currently delivers English as a Second Language training and facilitates English language testing through both the International English Language Testing System (IELTS) and Test of English as a Foreign Language (TOFEL).

Individuals in the Yukon seeking to have their foreign credentials recognized are generally referred to one of the following assessment agencies in southern Canada:

- International Credential Evaluation Service;
- World Education Services;
- International Credential Assessment Service of Canada; or,
- International Qualifications Assessment Service.

Note that the primary focus of credential assessment is the authentication of paper-based documentation and does not extend to the evaluation of course content.

Settlement services are delivered in Whitehorse by the Multicultural Centre of Yukon (including the LINC Language Program). Francophone newcomers to Yukon are served by L' Association franco-yukonnaise.

7. Foreign Qualification Circumstances of Yukon Nominee Program Participants

Historically, the Federal Skilled Worker Program was the main vehicle for bringing in new residents to Canada on a permanent basis. As noted by researchers at TD Economics, *"the reality was that the federal program was not providing any immigration to many areas of the country including the Prairie and Atlantic provinces and the nation's smaller communities"*. (TD Economics, *Knocking Down Barriers Faced by New Immigrants to Canada: Fitting the Pieces Together*, page 6)

In response to limitations of the federal immigration selection system, almost all jurisdictions in Canada, including the Yukon, worked with the federal government to establish employer-driven nominee programs. *"The [provincial and territorial] nominee programs have directed many newcomers away from the larger metropolitan areas towards Canada's hinterlands, where perhaps employment and settlement prospects might be better."* (Ibid, page 7.) The Yukon's Nominee Program was launched in 2002.

Nominees are brought in on a permanent basis through the federal immigration system, but bypass being evaluated under the points system like federal skilled workers. A provincial nominee needs to demonstrate that they have the ability to economically establish, intend to reside in the nominating province and have not been involved in a passive investment scheme, in addition to passing extensive health, criminality and security checks. (TD Economics. p. 18) Unlike participants in Express Entry System, the most recent incarnation of the Federal Skilled Worker Program, participants in the Yukon's Nominee Program are not required to apply for an education credential assessment before arriving in the Yukon.

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The Yukon Nominee Program database contains 711 records with occupation and qualification information for successful Yukon Nominee Program applicants over the period running from late 2007 to June 2016. Analysis of the database was undertaken to learn more about the foreign qualification circumstances of immigrants to Yukon who have arrived via the Yukon Nominee Program. The results of the analysis are presented below. As not all records in the YNP database are complete, the analysis is based on available information.

Credentials of Yukon Nominee Program Participants

As shown in the table below, participants in the Yukon Nominee Program are very well educated with slightly less than half (44%) self-reporting holding a university degree at the bachelors, masters or PhD level. Almost half of participants (47%) self-reporting that they hold a diploma or a certificate.

YNP Participant Credentials

Credential Type	Count	% of Total
PhD	1	0.2%
Masters	30	5.3%
Bachelors	216	38.4%
Diploma	123	21.8%
Certificate	143	25.4%
High School	50	8.9%
Total	563	100.0%

Source: YNP Database (n=563).

Skill Profile Yukon Nominee Program Participants

YNP Participant Skill Profile

	2008	2009	2010	2011	2012	2013	2014	2015	2016*
Skilled Worker (NOC O, A and B)	8	11	18	18	20	22	17	20	9
Critical Impact Worker (NOC C and D)	36	24	69	83	93	59	77	68	49
Express Entry Worker (NOC O, A and B)	-	-	-	-	-	-	-	-	2
Total	44	35	87	101	113	81	94	88	60

Source: YNP Database (n=560), * partial year to June 2016.

The Yukon Nominee Program currently features three entry streams. The Skilled Worker stream corresponds to Skill Type O (Management Jobs), Skill Level A (Professional Jobs) and Skill Level B (Technical Jobs and Skilled Trades) in the National Occupational Classification. The Critical Impact Worker stream corresponds with Skill Level C (Intermediate Jobs) and Skill Level D (Labour Jobs). The third stream, Express Entry was added in 2016 and is also aligned with Skill Types O, A and B.

National Occupational Classification: Main Groups

Skill Type 0 (zero) – Management Jobs (e.g., restaurant managers, mine managers, shore captains (fishing)).

Skill Level A – Professional Jobs. People usually need a degree from a university for these jobs. (e.g., doctors, dentists, architects).

Skill Level B – Technical Jobs and Skilled Trades. People usually need a college diploma or to train as an apprentice to do these jobs. (e.g., chefs, electricians, plumbers).

Skill Level C – Intermediate Jobs. These jobs usually need high school and/or job-specific training. (e.g., long-haul truck drivers, butchers, food and beverage servers).

Skill Level D – Labour Jobs. On-the-job training is usually given. (e.g., cleaning staff, oil field workers, fruit pickers).

Source:

<http://www.cic.gc.ca/english/immigrate/skilled/noc.asp>

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On average over the 2008 to 2015 time frame, about one fifth (22%) of successful YNP applicants entered the Yukon through the Skilled Worker stream and four-fifths (78%) entered the Yukon through the Critical Impact Worker Stream.

Underemployment of Yukon Newcomers

As noted in the Conference Board of Canada's 2015 *Brain Gain Report*, the underemployment of immigrants to Canada represents a significant loss to the Canadian economy. To better understand the extent to which underemployment of immigrants is also an issue in the Yukon, the YNP database was further queried. To do this, self-reported nominee qualifications were compared against the minimum credential required in Skill Levels A, B, C and D. Records for Skill Type O (n=22) were excluded from the underemployment analysis.

The table below presents the results of the underemployment analysis. For jobs classified as Skill Level A, no YNP participants were found to be underemployed, a logical result since Skill Level A requires the highest level of credential (university education). At Skill Level B, 37% of YNP participants were found to be underemployed – their self-reported credentials exceeded the minimum credential required for the job secured. At Skill Level C, 92% were found to be underemployed 2% and 99% were found to be underemployed at Skill Level D.

Underemployment of YNP Participants

Skill Level and Minimum Credential	% of YNP Job Placements	Percentage of YNP Participants Underemployed within Skill Level
Skill Level A (university education).	3%	0%
Skill Level B (college education or apprenticeship training).	17%	37%
Skill Level C (secondary school and/or occupation-specific training).	24%	92%
Skill Level D (on-the-job training).	56%	99%

Source: YNP Database (n=550).

The table also outlines the percentage of YNP job placements within each skill type. So while no YNP participants were found to be underemployed at Skill Level A, it is relevant to recognize that only 3% of YNP job placements were at Skill Level A. Similarly, while only 37% of YNP participants employed at Skill Level B were found to be underemployed, only 17% of YNP job placements were at Skill Level B. Almost all YNP participants employed at Skill Levels C (92%) and D (99%) were underemployed, a significant finding given that Skill Levels C and D account for 80% of all YNP job opportunities.

The findings above demonstrate that a need clearly exists for continued and expanded Yukon Government efforts to encourage and facilitate the recognition of foreign credentials of newcomers to the Yukon.

Concentration of Fields of Study

The YNP database was also queried to determine the concentration of fields of study among YNP participants to better understand where to target Yukon Government efforts to improve foreign credential recognition. The table to the right presents the Top 15 fields of study for YNP participants over the late 2007 to June 2016 time period. A total of 46 unique fields of study were listed by YNP participants.

Business and Commerce was the most common field of study with 110 (21%) of YNP participants indicating possession of an occupational credential within those fields. While it is likely that a significant proportion of YNP participants indicating studies in the fields of business and commerce have accounting backgrounds, the total size of this category suggests that many YNP participants may have entrepreneurial aspirations.

Science and Technology was the next-most common field of study with 70 (13%) of YNP participants indicating possession of a credential in that field. The Hospitality field of study rounds out the top three on the list with 55 (10%) of YNP participants indicating possession of an occupational credential in that field.

More than 25 YNP participants indicated studies in each of the next five categories: Arts, Education, Computer Science, Trades and Engineering. Some field of study categories, like Hospitality and Arts, are broadly defined. Given the complexity of credential recognition, it is suggested that future credential recognition efforts be focused on fields where credential recognition requirements are streamlined and clear. In summary, it is recommended that the Yukon Government focus efforts its to improve the success of foreign credential recognition within the following fields of study:

- Business and Commerce (YNP participants with entrepreneurial aspirations);
- Science and Technology;
- Education;
- Computer Science;
- Trades; and,
- Engineering.

YNP Participants' Top 15 Fields of Study

Field of Study	Number	Share
Business and Commerce	110	21%
Science and Technology	70	13%
Hospitality	55	10%
Arts	47	9%
Education	43	8%
Computer Science	28	5%
Trades	27	5%
Engineering	26	5%
Health - Nursing	24	4%
Social Sciences	23	4%
Health - Other	22	4%
Caregiving	10	2%
Law	6	1%
Computer - Technical	5	1%
Early Childhood	4	1%

Source: YNP Database (n=561).

8. The “Bigger and Smaller Picture” on Foreign Qualification Recognition in Yukon

Improved foreign credential recognition in the Yukon will bring benefits to both individuals and the broader Yukon economy. With that said, it is crucial to remember that increasing the overall probability of foreign qualification recognition in Yukon is not something that can happen in isolation, the “bigger picture” must be kept in mind. A recently completed evaluation of the Yukon Internationally Educated Health Professionals highlighted the need for a cross-section of Yukon agencies to work collaboratively to integrate newcomers into Yukon society at the same time as those newcomers integrate into the Yukon’s workforce and eventually seek recognition for their foreign qualifications.

The same need for collaboration among regulatory, settlement, education and government stakeholders has also been declared at the national level. The authors of the 2015 Report from the Panel on Employment Challenges of New Canadians, *Survival to Success: Transforming Immigrant Outcomes* speak of the need to break down silos across stakeholder groups:

“During the consultation process, participants spoke of a persistent lack of awareness and teamwork between ISOs [Immigrant-Serving Organizations], regulatory authorities and other groups, noting that without a shared commitment to the end result, the entire system is undermined”. (Page 13).

At the same time as the bigger picture needs to be kept in mind, so does the “smaller picture.” Yukon’s economy is tiny: in 2015, Yukon’s labour force accounted for 0.11% of Canada’s labour force. And while the majority of people who live here would likely agree that the Yukon is idyllic and rewarding, from the perspective of someone living in a different corner or hemisphere of the world, the Yukon is remote and northern, it’s part of Canada’s hinterland.

As described by a stakeholder, successful credential recognition in the Yukon requires that Yukon agencies and organizations assist newcomers to quickly *recalibrate* to their surroundings upon arrival, only then are they likely to seek recognition for their foreign credentials through Yukon channels.



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