

## **Job Hunting For New Immigrants – Part II**

This week we will continue on this important theme of assessing credentials for refugees and immigrants, discover some tips on having credentials evaluated, explore industry specific information about equivalencies (i.e. Trades, Health Care, etc.).

### **Assessing credentials for refugees and immigrants:**

There is an important distinction between refugees and immigrants. Immigrants make a conscious decision to come here in search of opportunity. And refugees are those who simply have to flee, often from war, persecution and terrible violations of human rights.

This distinction also affects the manner in which people make career decisions. Refugees who flee a bad situation may not have time to prepare for a new labour market or even gather documents relating to prior work experience or education.

Immigrants on the other hand, usually have considerable more time to plan a career path, assess the labour market, or even look for jobs, while still living outside of Canada. They also will have much more choice in choosing a suitable location to find live.

Immigrants also are involved in a number of assessments to qualify monetary means, business investment, or work-based skills needed for the Canadian economy. Therefore new immigrants are usually more prepared and knowledgeable about the labour market requirements and qualifications for Canada.

This does not mean that job seekers know about the credential assessment services available. In fact the opposite seems to be the case. There are far too many underemployed immigrants and refugees working in Canada. Both groups face similar barriers, and the International Credential Evaluation Service (ICES) is a vital key to verifying prior education from a foreign country.

### **Tips on having an credentials evaluated:**

- Have your ICES evaluation done as soon as possible
- Professional associations will usually have specific credential requirements, so research them carefully prior to having your ICES evaluation done
- Most Schools and educational institutions will need to review your ICES evaluation if you have foreign education
- Most employers have never heard of, or will not understand qualifications and credentials from foreign countries. An evaluation report from ICES will help an employer understand your credentials
- Depending on the type of job your applying for, attaching an ICES evaluation report to your resume may increase your chances of being selected for an interview

## **Industry specific information about equivalencies:**

There are many different industry sectors in BC. ICES equivalency reports are very important for the regulated industries. The term “regulated” means that some jobs in Canada require that you have a special license before you can begin working.

These regulated occupations require that you have specialized education and experience before receiving your license. Licensing requirements often include education from a recognized school, Canadian work experience, and completion of a technical exam. Physicians, electricians, teachers, engineers, nurses, etc. are examples of workers who need to be licensed in order to work. Regulated professions and trades make up approximately 20% of the Canadian workforce.

There are two main types of regulated occupations in BC:

1. Apprenticeable trades
2. Regulated professions

Across Canada, there are about 50 different regulated professions and more than 100 apprenticeable trades.

### 1. Apprenticeable trades:

Apprenticeable trades usually require the completion of a period of apprenticeship training on the job by a licensed supervisor. Some specialized college education courses may be necessary, as well as the successful completion of a certification examination. Mechanics, plumbers, and welders are examples of workers in apprenticeable trades. For more information please visit – <http://www.itac.gov.bc.ca>

### 2. Regulated professions

Regulated professions usually require several years of university or college education. Practical work or volunteer experience may also be necessary under the supervision of a licensed worker, as well as the successful completion of a licensure examination. Physicians, nurses, and lawyers are examples of workers in regulated professions.

Note: A regulatory license for one province may not work for another province or territory.

For more information please visit - <http://www.workdestinations.org> or contact the provincial licensing body responsible for your occupation.

*Next week – we will cover some key labour market and economic points to consider when immigrating to Canada, as well as delve into some issues of systemic discrimination towards new immigrants, and how those issues effect employment and job hunting.*