

2021-8 Enhanced Opportunities in Gap Training and Bridge Programming for Internationally Educated Professionals (IEPs)

Mover: SEED Winnipeg

Whereas: Between 2015-17, more than 3,000 internationally educated professionals (IEPs) applied for registration in a Manitoba regulated profession, only 16%, or 488, of these applications resulted in full registrations in their professions. Some gap training and bridge programming in Manitoba can only support a small number of people looking to get qualified in certain regulated professions. Manitoba loses internationally-trained professionals to other provinces where gap training and bridge programming opportunities exist.

Whereas: Among working-aged immigrants aged 25-54, 43% hold a bachelor's degree or higher, compared with only 26% of those born in Canada. Immigrants aged 45-54 with a university degree earn around 18% less than those aged 45-54 with university degrees who were born in Canada. This earnings gap costs the Canadian economy an estimated \$50 billion per year.

Whereas: Most assessment and registration processes in the regulated professions in Manitoba are designed for recent graduates of Canadian professional programs who do not have professional experience. Manitoba needs systems that support effective assessment and the recognition of applicants from international programs with varying degrees of professional experience. Fair assessment involves providing people with an opportunity to address any gaps they may have in their professional knowledge and skills relative to Canadian standards and ways of doing things.

Whereas: Manitoba has a history of developing and delivering effective gap training programs in the professions, enabling faster credential recognition and fair processes for assessment of skills for individuals trained abroad has been identified as a priority for the Minister of Economic Development and Training, and the October 2020 Manitoba Speech from the Throne mentions welcoming new immigrants through a special immigration credential recognition program.

Whereas: From a community economic development perspective, gap training and bridge programming help by providing employment skills which will help move people into higher-waged jobs, leading to poverty reduction and more sustainable livelihoods.

Whereas: This resolution supports the "Strategic Approaches to Ending Poverty" theme area.

Be It Resolved That: Manitoba Economic Development and Training co-create a strategy with community-based organizations, including CCEDNet members in the settlement sector and other relevant stakeholders, to ensure that all new Manitobans can access gap training and bridge programming to continue in their professional careers, and that sustained funding be allocated to support this work.

How the Resolution will be Advanced: Given Manitoba Association of Newcomer-Serving Organization (MANSO)'s development of a similar policy that it was done in partnership with SEED Winnipeg, their expertise of the sector, and the work of their Employment Committee, that MANSO is well-positioned to coordinate advancing this resolution.