

2024-4 Enhanced Opportunities in Gap Training and Bridge Programming for Internationally Educated Professionals (IEPs)

Moved by: SEED Winnipeg Inc.

The Province of Manitoba should coordinate an inter-departmental committee that includes representatives from the Departments of Economic Development, Advanced Education and Training, Families, Fair Registration Practices Office and community sector leaders to:

- A. Ensure that all new Canadians choosing to settle in Manitoba can access gap training and bridge programming to continue in their professional careers,
- B. Ensure that sustained funding be allocated to support this work
- C. Increase supervised practice opportunities for regulated health care professions without bridging programs
- D. Ensure ongoing and sufficient funding for existing gap and bridge training programs

Because: 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.

Because: 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.

Because: 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. Providing training in key areas prior to assessment in order to increase success.

Because: 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.

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

Because: This resolution supports the “Strategic Approaches to Ending Poverty” theme area.

How this Resolution will be Advanced: SEED Winnipeg’s Recognition Counts Program will lead this work with guidance and support from Manitoba Association of Newcomer-Serving Organization (MANSO) and CCEDNet.