



Degrees, Diplomas, Certificates or ...nothing at all: What will be needed in the labour market of 2010?

In June 2000, the *Canadian Labour and Employment Law Journal* reported that "to date there are no national standards for the recognition of professions and trades and the assessing of educational and occupational qualifications. Standards still vary, sometimes substantially from province to province making it difficult not only for foreign-trained professionals but also for Canadian-trained professionals moving from one province\territory to another."

Strategies for Challenging Discriminatory Barriers to Foreign Credential Recognition, p.6

Ontario's 1989 *Access! Report*, which looked at barriers to foreign credential recognition, recommended "a move from a 'certificate-based system' to a 'competency-based system' with the implementation of a prior learning assessment network."

Access! Task Force on Access to Professions and Trades in Ontario

Employers seek individuals with relevant work experience, and even more so, *Canadian experience* - and less emphasis on actual credentials."¹ This might be because employers have expressed dissatisfaction with graduates of academic programs. "Many employers would like graduates and post-graduates to have a wider set of skills to bring into the workplace. Evidence suggests that a large proportion of the initial skill deficiencies reported by employers relate to these skills and knowledge that are best acquired on the job."

Lambert Review of Business-University Collaboration, Final Report, p.111

"The assessment and recognition of foreign credentials for the purpose of academic study is firmly in the hands of the provider. Unfortunately, assessments of the same credentials by different institutions can frequently be inconsistent."

Canadian Alliance of Education & Training Organizations (CAETO) report

A foreign credential recognition (FCR) model must be aligned with the sector's existing and recognized occupational standards and professional certification (credential) program. Beyond these cornerstone programs, FCR is also associated with learning and education credits and credentials from other means, such as post-secondary institutions or workplace training initiatives. A long-term goal is to realize a comprehensive *Credit Transfer System*

What are your thoughts?

We're listening: You're invited to important roundtable discussions on FCR...

Four contractors have been assembled to manage this important consultation:

- Fatima Di Valentin
- Gail Hall
- Susan Knutson
- Ann Pedersen

This project is funded by the Government of Canada's Foreign Credential Recognition Program



National, Industry Endorsed Credentials



is a foundation credential granted to learners who demonstrate the mastery of the knowledge and skills required to obtain an entry-level, frontline job in the tourism industry.



is awarded when an individual demonstrates mastery of the required knowledge and skills

Written examination
Performance evaluation
Work experience

28 occupational certifications to choose from. Certified individuals earn right to use *emerald* designations:

- TCP = Tourism Certified Professional
- TCS = Tourism Certified Supervisor
- TCM = Tourism Certified Manager

Tourism, Education and FCR: What is the Link?

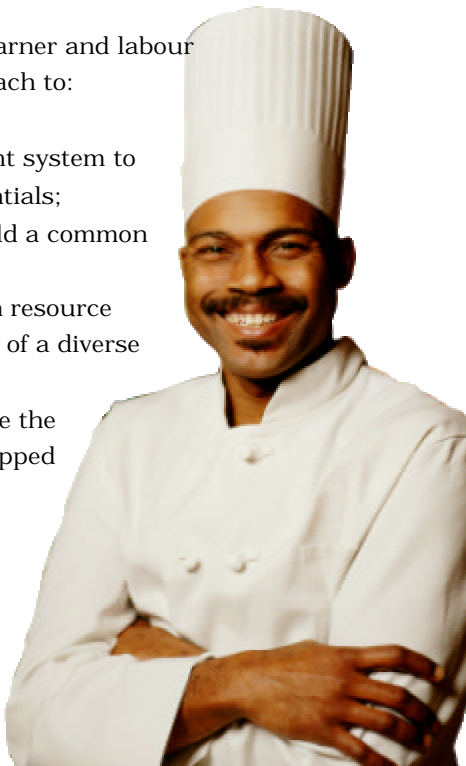
Consultation with Tourism Educators

By 2010 the net growth of the Canadian labour force will depend entirely on immigration. In fact, data from the latest census (2001) shows that the labour force grew by 1.4 million people between 1991 and 2001, and that 70% of this growth is attributable to immigration. This takes on even greater significance because of the aging workforce and an unprecedented wave of retirements that is expected, together with the ever-decreasing number of young people born in Canada. The pending shortage of skilled workers raises a concern for the tourism sector which needs to prepare now in order to mitigate the impact of this change.

Foreign credentials recognition (FCR) has been identified as an important initiative towards addressing, through immigration, increasing shortages in the labour supply. This creates a need to find more effective ways to recognize foreign credentials, and to better assimilate foreign-trained individuals into the Canadian workforce.

FCR is an important initiative as it will facilitate learner and labour mobility, and therefore, part of the systemic approach to:

- addressing the demand for skilled workers;
- establishing a relevant, consistent and coherent system to assess and recognize competencies and credentials;
- engage and consult with educators to help build a common *credit transfer system*;
- further engage employers, e.g. in better human resource management practices and in the development of a diverse workforce; and
- to identify complementary agencies that provide the necessary services that the Council is not equipped to address.



What is the role of educators?

Where do diplomas and degrees fit?

What about foreign students? What is needed to better serve this group?

Where does industry certification fit?

What do employers need to better integrate foreign students?

Help shape the recommendations that will inform a system to better integrate immigrants... one rooted in a pan-Canadian *Credit Transfer System*. The CTS is envisioned as a consistent, coherent assessment and recognition system that will be used by all stakeholders.



Free, downloadable occupational standards

www.emerit.ca

The Canadian Tourism Human Resource Council (CTHRC) is one of Canada's leading sector councils. The Council is a national forum that facilitates human resource development activities for the tourism industry in Canada – a thriving sector that employs more than ten percent of the labour market.

The CTHRC is a not – for – profit organisation with membership from all the constituency groups that make up the tourism industry's labour market. They include representatives from business, labour, national and provincial/territorial associations, government and equity groups.

The CTHRC's overall mandate is to provide leadership and direction for human resource development in the tourism industry. A key interest of the Council is to support labour mobility and to address labour market concerns for the supply of qualified workers.

More information on the Council:

www.cthrc.ca

Consultation Events

Halifax

Citadel Hotel

June 2, starting at 1:00 p.m. (immediately following the Atlantic Canada Tourism Educator's Conference)

Vancouver

Vancouver Community College

June 24, starting at 9:00 a.m.

London

Location to be announced

September 2005

MARK YOUR CALENDARS...

Consolidated Findings and Next Steps

5th ANNUAL TOURISM HR FORUM
HALIFAX, NS

NOV
4-5 /05