

September 30, 2019

**Re: Your request for access to information under Part II of the *Access to Information and Protection of Privacy Act, 2015* [Our File #: AESL/068/2019]**

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On September 27, 2019 the Department of Advanced Education, Skills and Labour received your request for access to the following records/information:

**“August 2019 decision note titled Foreign Qualification Recognition in Newfoundland and Labrador: Developing Provincial Capacity – Fourth Call for Expressions of Interest – Recommended Projects.”**

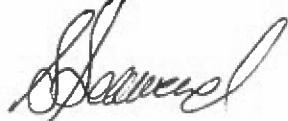
I am pleased to inform you that your request for access to this information has been granted and the requested record is attached.

The *Access to Information and Protection of Privacy Act, 2015* (act) requires us to provide an advisory response within 10 days of receiving the request. As this request has been completed prior to day 10, this letter also serves as our Advisory Response.

Please be advised that responsive records will be published following a 72 hour period after the response is sent electronically to you or five business days in the case where records are mailed to you. It is the goal to have the responsive records posted to the Completed Access to Information Requests website within one business day following the applicable period of time.

If you have any further questions, please feel free to contact the undersigned at (709) 729-4276 or [SharonSeaward@gov.nl.ca](mailto:SharonSeaward@gov.nl.ca).

Sincerely,



**SHARON SEAWARD**  
ATIPP Coordinator

Attachment

**Decision/Direction Note**  
**Department of Advanced Education, Skills and Labour**

**Title:** Foreign Qualification Recognition in Newfoundland and Labrador: Developing Provincial Capacity – Fourth Call for Expressions of Interest – Recommended Projects

**Decision/Direction Required:**

- Whether to approve funding under the project, Foreign Qualification Recognition in Newfoundland and Labrador: Developing Provincial Capacity, to the following organizations, for amounts specified (Annex A refers):
  - Association for New Canadians - \$49,000
  - Department of Education and Early Childhood Education - \$42,091.52
  - College of the North Atlantic - \$49,444
  - Chartered Professional Accountants NL - \$36,225
  
- It is recommended that:
  - The Department of Advanced Education, Skills and Labour approve funding, under the project, Foreign Qualification Recognition in Newfoundland and Labrador: Developing Provincial Capacity, to the following organizations, for amounts specified (Annex A refers):
    - Association for New Canadians - \$49,000
    - Department of Education and Early Childhood Education - \$42,091.52
    - College of the North Atlantic - \$49,444
    - Chartered Professional Accountants NL - \$36,225

**Background and Current Status:**

- Foreign qualification recognition (FQR) is the process of verifying that the knowledge, skills, work experience and education obtained in another country are comparable to the standards established for Canadian professionals and tradespeople.
  
- The Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications (herein referred to as the Framework) describes the steps and processes that governments aspire to implement to foster successful immigrant labour market integration, and address current gaps.
  
- To support the implementation of the Framework, Employment and Social Development Canada allocated funding for national associations and provincial/territorial governments. NL is eligible for \$800,000 over a 24-month period, and signed an agreement with the Government of Canada, under the Foreign Credential Recognition Program, for the project Foreign Qualification Recognition in Newfoundland and Labrador: Developing Provincial Capacity in July 2016.
  
- Under the Agreement, \$50,000 is allocated for a series of engagement sessions on FQR. The remaining \$750,000 is allocated for increasing regulatory body/stakeholder capacity to address matters related to FQR, from pre-arrival supports for internationally educated individuals to actual workforce participation.
  
- The Foreign Qualification Recognition Coordinating Committee (“Committee”) was formed to provide direction and oversight to activities under the project. The Committee includes representation from the Department of Advanced Education, Skills and Labour; Department of Health and Community Services; Department of Justice and Public Safety; and Service NL.



- A first Call for Expressions of Interest was issued in winter 2017, with applications from interested stakeholders accepted until February 24, 2017. A second Call for Expressions of Interest was launched on August 18, 2017, with applications open until September 25, 2017.
- A third Call for Expressions of Interest was launched on January 5, 2018, with applications accepted until January 26, 2018. A fourth and final Call for Expressions of Interest was launched on March 11, 2019, with applications accepted until April 11, 2019. Total available funding for the final call is \$193,444.40.
- Following detailed review, and receipt of additional clarification/information requested from applicants (as required), the following requests for funding are being recommended for approval, with adjustments made to two of the original amounts requested, for a total of \$176,760.52:
  - Association for New Canadians - \$49,000
  - Department of Education and Early Childhood Education - \$42,091.52
  - College of the North Atlantic - \$49,444
  - Chartered Professional Accountants NL - \$36,225

#### **Analysis:**

- The proposed activities will enhance foreign qualification recognition capacity in the Province.
- The approval of these initiatives, and resulting activities, will build capacity and better position newcomers to ultimately accelerate their integration into the workforce and obtain sustainable employment commensurate with their qualifications.
- The Committee met in person on three occasions, and had a number of e-mail exchanges with the proponents regarding their individual proposals. The Committee has reviewed and evaluated the expressions of interest based on the responses received.
- The initiatives support commitments under The Way Forward on Immigration in Newfoundland and Labrador.

#### **Alternatives:**

**Option 1:** Approve funding under the project, Foreign Qualification Recognition in Newfoundland and Labrador: Developing Provincial Capacity, to the following organizations, for activities identified in the expressions of interest submitted in April 2019, and amounts specified (Annex A refers):

- Association for New Canadians - \$49,000
- Department of Education and Early Childhood Education - \$42,091.52
- College of the North Atlantic - \$49,444
- Chartered Professional Accountants NL - \$36,225

**(Recommended)**

#### Advantages

- Meets requirements of the Agreement with the Government of Canada.
- Provides an opportunity for enhanced foreign qualification recognition in Newfoundland and Labrador.

- Supports commitments under the immigration action plan, The Way Forward on Immigration in Newfoundland and Labrador.

Disadvantages

- None identified.

**Option 2:** Do not approve funding under the project, Foreign Qualification Recognition in Newfoundland and Labrador: Developing Provincial Capacity, to the following organizations, for activities identified in the expressions of interest submitted in April 2019, and amounts specified (Annex A refers):

- Association for New Canadians - \$49,000
- Department of Education and Early Childhood Education - \$42,091.52
- College of the North Atlantic - \$49,444
- Chartered Professional Accountants NL - \$36,225

**(Not recommended)**

Advantages

- None

Disadvantages

- Will affect the ability of the Province to enhance foreign qualification recognition capacity.
- Will affect the ability of the Province to maximize the potential of the Agreement with the Government of Canada.

**Prepared/Approved by:** K. Islam/ R. Cej/M. Snow

**Ministerial Approval:**

August 2, 2019

*J Sanger*  


**Annex A  
Recommendations for Funding**

Proponent	Project Description	Requested Amount	Recommended Amount	Rationale for Recommendation
Association for New Canadians	<p>The Association for New Canadians (ANC) is proposing to expand the Workplace Communications and Integration Training Program (WCIT).</p> <p>Under the first Call, the ANC was approved for funding to design the WCIT module addressing the soft skills prevalent in the workplace. Under the second Call, the ANC was approved to modify the module to an online format.</p> <p>The current proposal seeks to include an employer-focused unit to WCIT as well as an employer testimonial video series. This will be the third phase of the WCIT Program.</p>	\$50,000.00	\$49,000.00	<p>The ANC assists immigrants, and offers a variety of client-focused programs to address employment gaps and connect immigrants with local employers to secure employment. The project builds on the resources created through the first two Calls for Expressions of Interest.</p> <p>Original amount requested (\$50,000) could not be approved, as funding does not allow for the purchase of laptops/computers to conduct the project.</p>
Department of Education and Early Childhood Development	<p>The Department is proposing to develop an international Teacher Application Process and Assessment Procedures as well as an International Institution Database. These measures will reduce application barriers to certification and well as the wait times required for international applicants to be assessed.</p>	\$50,000	\$42,091.52	<p>This project will reduce application barriers to certification experienced by internationally trained individuals who wish to practice in Newfoundland and Labrador. It will also reduce the application processing times for international applicants.</p> <p>The amount requested was adjusted following a reassessment of the salary structure.</p>
Chartered Professional Accountants NL	<p>The Chartered Professional Accountants NL (CPA NL) is requesting funding to develop an outline of the internal processes involved in obtaining designation for internationally educated professionals. This will require a collection of information on various international agreements and documenting a process flow for the application process. Funding will also enable CPA NL to populate the website with useful information an international applicant would require in order to attain designation in NL.</p>	\$36,225	\$36,225	<p>This project will develop an outline of the internal processes involved in obtaining designation for internationally educated accounting professionals. The CPA NL website will also be updated with useful information for international applicants who wish to obtain certification in NL.</p> <p>The amount requested was adjusted following a</p>

Proponent	Project Description	Requested Amount	Recommended Amount	Rationale for Recommendation
				reassessment of the salary structure and timeframe to complete the project.
College of the North Atlantic	The College of the North Atlantic (CNA) is proposing to develop a 10-week Foreign Occupational Readiness Training Program for internationally educated people. It will provide the learners with the skills to find a job and the communication skills required to keep the job in their field of training.	\$49,444	\$49,444	This project will enable internationally trained persons to gain the extra tools needed to find jobs in NL that are commensurate with their qualifications and experiences.