

Need for Skills Competency Framework and Employer Driven Integration

Abstract

While Canada has made considerable progress in streamlining the academic credential recognition process, there has still been little agreement on skills related indicators with no common standard or benchmark for measurement of skills. The most recent work done by the Employment and Social Development Canada (ESDC) on the Skills and Competencies Taxonomy¹ is one step towards the holistic work that needs to be done for developing a common understanding of skills and competencies across Canada. However, the skills ecosystem remains highly fragmented with multiple players and subject to individual interpretations along with provincial or occupational regulation. Also, these efforts require an equal commitment, if not driven by industries or sectoral bodies that can inform the latest skills and competencies requirement. The question of skills or competency framework becomes highly relevant again when we are trying to address issues of immigrant integration, particularly those who enter the country under the skilled visa category and yet struggle for many years to land a job in a field commensurate with their education and experience.

The paper would aim to unpack questions such as:

- i. What are the existing policies in recognition of skills or competencies along with what is the degree of industry engagement and sectoral associations in these conversations
- ii. Review of the existing career mapping and skills training system with focus on immigrant skills training provided by settlement organizations
- iii. The range of time taken by skilled immigrants to find job in their own field commensurate with their knowledge, skills and experience
- iv. The attitude or 'unconscious biasness' of employers towards hiring internationally trained professionals with matching skills

Biography of Author

Tuhina Chatterjee is a Master's student in the Public Policy and Administration program at Ryerson University. She has experience managing immigrant integration programs funded by IRCC focused on mentoring and building employer engagement. Before moving to Toronto, Canada in 2018, she had worked in India over 10 years in program and policy roles across non-profit organizations and federal ministries such as Ministry of External Affairs and Ministry of Skills Development and Entrepreneurship, Government of India. She holds a master's degree in International Relations, postgraduate diploma in Non-Profit Management and Bachelor's degree in Political Science.

¹ <https://noc.esdc.gc.ca/SkillsTaxonomy/TheTaxonomy/1849a8a6b4b5473fa4e8e3b4f20f1662>

