

## DIFFICULTIES PROFESSIONAL IMMIGRANTS FACE WITH REGARDS TO EMPLOYMENT OPPORTUNITIES IN THEIR FIELDS

We are level six ESL students at Wheable SCHOOL. The majority of us are professional newcomers. We are a significant group of educated professionals who want to work in Canada in our professional fields. For this reason, we have written a document which contains our opinions about the barriers faced by us.

The significant barriers are as follows:

1. Lack of mutual agreement among Provincial, Federal and Municipal governments
2. Lack of recognition of experience in our country of origin
3. Difficulties regarding certification and re-certification
4. Lack of Professional English training in an ESL environment, for our specific professions

However, in our opinion, it is possible to create some alternative solutions, if the political ethical and moral will is there. The government could include, as part of the immigration process, facilities for granting certificates or licenses, while immigrants are being processed in the Embassies or countries of origin. These could also exist as facilities waiting for newcomers when they arrive in Canada.

The government could shift the immigration policy, based on labour shortage tendencies.

Provinces need additional funding for professional programs, as do municipalities.

The government needs to create agreements among the Provincial Regulatory Bodies and Employers. These agreements would consist of on-line programs for certification or licensing, in a reasonable amount of time. Different levels could be considered, and these professionals would work as volunteers or under supervision, should they qualify.

Regulations for Employers about "taking on" an "acceptable" number of newcomers in their workplace, needs to be established.

The development of a Provincial or Federal Information Bank, where professional newcomers could enter their resumes and experience, should be established. This information would be accessed by Employment Organizations and municipalities.

Employment strategies and programs to give financial assistance and facilities to all newcomers for one year.

Agreements with Universities, Colleges, Trades and Associations for specific programs, where professional newcomers receive professional English and job training, as well as work experience.

Despite the many vicissitudes that International Skilled Engineers have in being challenged as new immigrants to Canada, Skilled immigrants show remarkable courage and adaptability in creating a stable lifestyle for them selves.

I have conceptualized five consecutive phases that ultimately reflect my recommendation.

The **Accelerated Roadmap** delivers a process-oriented strategy to provide step by step direction through Pilot project implementation:

**A- Skilled immigrants should be aware of employer requirements and services needed by Canadian society. Immigrants should then adjust their objectives to correspond with Canadian requirements.**

Inherent in this process is accuracy of information regarding regulatory bodies and in particular specific licensing requirements.

Since in some instances e.g. Engineering or Medicine, where there are 14 separate licensing authorities, it would be beneficial to know with some certainty what required to fulfill and meet the unique licensing criteria.

This approach also carries with it the responsibilities of these authorities enabling Professional immigrants to realize their realistic career aspirations.

**B- Skilled immigrants should read carefully and comprehend Canada's legislation, regulations, and corresponding benefits which are published extensively around the world by Canadian embassies.**

This approach presupposes the availabilities of specific information relating to the professions under consideration.

The distribution of this information and willingness of government authorities to discuss answer questions and being enablers in this process cannot be sufficiently stressed.

**C- Canadian Employers are encouraged to try skilled immigrants; many are multi skilled and well experienced. Canadian Embassies can attest to the highly successful proven record of Engineers!**

A concerted, specific realistic campaign to encourage Canadian employers to evolve skilled immigrants in their projects is very important.

Government employees must be proficient in their ability to provide information to employers that professional immigrants have necessary skills to meet and even exceed corporate objectives.

This can be achieved through the dissemination of information outlining the success former immigrant professionals.

**D- Government should support employers in enabling internationally educated skilled Engineers to gain entrance to the Canadian work place. This can be done by supporting programs through the non profit sector and government funded employment agencies.**

Government should take an operational lead role to the points made in the previous statement I have made. WHAT IS THEN INVOLVED?

Government through various projects can visibly point to the successful participation of professional immigrants.

This can be achieved through the non profit sector, government projects and specific volunteering and subsidization of the corporate sector of Canadian society.

In this way the road may turn positively for disadvantaged professionals.

(E.g. Scandinavian governments force corporations to hire 5 to 10 percent disabled people.)

**E- Regulations should be set by the government to facilitate opportunities, projects, and small business ventures at all levels of government budgets.**

Affirmative action government programs in order to enrich both the corporate sector and the professional careers of immigrants should be an operational premise of governments at all levels.

The enrollment of professional immigrants in the Canadian workforce will enable them to become fully proficient with Canadian work standard and English/French language skills which will greatly enhance their abilities to become fully active, independent, responsible, self sufficient members of Canadian society.

The workplace is the natural laboratory to enhance the professional immigrants' ability to effectively communicate in our official languages. Language classes, while effective can not take the place of speaking while one is carrying out job responsibilities

The linguistic diversity of professional skilled immigrants coupled with an intimate knowledge of their countries of origin can greatly contribute to increase trade and as a result prosperity to the nation Canada

I sincerely believe that International Educated Engineers are an excellent example of Canada's high regard for ethnic and cultural diversity. Not only will Canada benefit from their talents by positively participation in the work place but as a consequence Canada world leading to prosperous also be greatly enhanced.

Sincerely,

Ghailan Al Jassem

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Feb 16<sup>th</sup>, 2004

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