

**MEASURES TO FACILITATE
ACCESS TO REGULATED
PROFESSIONS AND TRADES
IMPLEMENTED BY THE MINISTÈRE
DE L'IMMIGRATION ET DES
COMMUNAUTÉS CULTURELLES
AND ITS PARTNERS**

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*Immigration
et Communautés
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BACKGROUND

Over the past few decades, the government and its partners have introduced a number of measures to remedy the difficulties encountered by foreign-trained immigrants who wish to have their prior learning and skills recognized in Québec.

- In 1971, a foreign credentials evaluation service was established to provide a concrete solution for immigrants wishing to directly enter the workforce and having to present their diplomas to employers unfamiliar with foreign credentials. Therefore, immigrants trained abroad can obtain a document, now called the *Évaluation comparative des études effectuées hors du Québec* (Comparative evaluation for studies done outside Québec), which establishes a relation of correspondence between their studies and the Québec education system and its main diplomas.
- In 1973, the Professional Code granted the professional orders the discretionary power to adopt standards for diploma equivalence for the purpose of issuing permits or specialists' certificates, as well as the power, also discretionary, to adopt standards for establishing training equivalence for the purpose of issuing permits and specialists' certificates.
- In 1988, the Professional Code made it mandatory for professional orders to adopt standards for diploma equivalence for the purpose of issuing permits and specialists' certificates.
- In the 1990s, the first information documents on regulated trades and professions were published and disseminated in Québec and abroad. Initiatives to recognize prior learning and to provide bridge training were also introduced.
- In 1994, the Professional Code made it mandatory for the professional orders to adopt training equivalence standards for the purpose of issuing permits and specialists' certificates.
- In October 2001, the Table de concertation sur l'immigration et l'admission aux ordres professionnels was established to promote the widespread adoption of good practices implemented by certain orders and the development of new approaches to facilitate the recognition of the skills of immigrants. This committee has since been replaced by the Comité multipartite sur l'accès aux professions et métiers réglementés.
- In May 2002, the Government of Québec adopted a policy and an action plan on adult education and continuing education. As part of the implementation of this plan, the Ministère de l'Immigration et des Communautés culturelles contributed, in conjunction with the Ministère de l'Éducation, du Loisir et du Sport and Emploi-Québec, to the setting up of mechanisms to fast-track access to job-related refresher training for immigrants, particularly at the college and university levels.

CONSULTATIONS AND DISCUSSIONS

In recent years, the approach adopted by the MICC and the government has been characterized by a determination to consult both immigrants and stakeholders and work closely with partners to seek solutions to promote access to regulated trades and professions. The Task Force on Access to Regulated Trades and Professions (Groupe de travail sur l'accès aux professions et métiers réglementés) and the Work Team on the Recognition of Credentials and Skills of Foreign-Trained Individuals (Équipe de travail sur la reconnaissance des diplômes et des compétences des personnes formées à l'étranger) are concrete expressions of this approach.

TASK FORCE ON ACCESS TO REGULATED TRADES AND PROFESSIONS

In March 2004, the Minister of Relations with the Citizens and Immigration announced the establishment of the Task Force on Access to Regulated Trades and Professions. Formed in the wake of the 2004-2007 action plan on immigration, integration and intercultural relations, Shared Values, Common Interests, the Task Force, comprised of parliamentarians, was mandated to outline the problems involved in recognizing skills and training acquired outside Québec, and to propose solutions to eliminate some of these problems.

The parliamentary Task Force report was made public by the Minister of Immigration and Cultural Communities on March 18, 2005. Since that time, most of its recommendations have been implemented or are in the process of being implemented.

WORK TEAM ON THE RECOGNITION OF THE CREDENTIALS AND SKILLS OF FOREIGN-TRAINED INDIVIDUALS

To facilitate the consultation of all parties concerned with the recognition of skills by the professional orders, the creation of an intersectoral Work Team was announced at the Forum of Generations held in October 2004.

Established in response to the Task Force recommendations respecting access to professions governed by a professional order, the Work Team on the Recognition of the Credentials and Skills of Foreign-Trained Individuals includes representatives from the professional orders, colleges and universities and the government. It was mandated to: identify the main difficulties preventing faster recognition of the training and skills of foreign-trained individuals; determine the essential actions and measures to implement in order to eliminate those difficulties; and encourage all those involved to commit to the swift implementation of concrete and structuring measures apt to deliver significant benefits.

The Work Team's report was submitted to the Minister of Immigration and Cultural Communities on December 5, 2005. Since then, most of its recommendations have been implemented or are in the process of being implemented. A multipartite committee, composed of representatives of the key players within the professional system (some of whom were already members of the Work Team), was established to monitor the implementation of the Work Team's recommendations, and to ensure the coherence and consistency of the actions put forward to facilitate access to professions governed by a professional order.

Since the Work Team's mandate applied only to professions governed by a professional order, the MICC was mandated to work with other partners to attend to the implementation

of the parliamentary Task Force recommendations respecting other regulated trades and professions.

RECENT INITIATIVES AND MEASURES

The recent initiatives of the MICC and its partners¹ to facilitate access to regulated trades and professions target the following three objectives: to better inform immigrants, to improve the assessment and recognition process of prior training and experience of persons trained abroad and to improve access to bridge training.

TO BETTER INFORM IMMIGRANTS

- In September 2002, the MICC set up an information service on regulated professions and trades, now called the Service d'information sur les professions et métiers réglementés, to support immigrants and immigration candidates in their contacts with professional orders or other regulatory authorities.
- General information documents, entitled *The Practice of a Profession Governed by a Professional Order* and *Regulated Trades and Occupations in the Construction Industry* are distributed to MICC clients abroad and in Québec. These documents are available in English, French and Spanish and may also be consulted on the MICC website.
- Forty-five information fact sheets on professions governed by professional orders were prepared by the MICC and validated by the appropriate Order. Fact sheets on access to the teaching profession and professions governed by the Autorité des marchés financiers have also been produced. These fact sheets are distributed to MICC clients and are also available on the MICC website. They will also be translated into English and Spanish within the next few years.
- The integration support guide, *Learning about Québec*, provides information on the regulated trades and professions and encourages immigration candidates to contact regulatory bodies before they arrive in Québec.
- Information sessions held abroad by MICC immigration counsellors provide selected candidates with additional information on access to professions governed by a professional order.
- The Service d'information sur les professions et métiers réglementés offers specific support to persons trained in the field of medicine who wish to enter the medical profession. It also helps them explore various options to facilitate their professional integration in Québec.
- The Barreau du Québec (Québec Bar) offered foreign-trained candidates a one-day training session on the fundamentals of law in Québec, as well as the legal systems in Québec and Canada and their institutions. This training session also provided candidates

¹ Professional orders, Conseil interprofessionnel du Québec, Office des professions du Québec, educational institutions, Emploi-Québec, Ministère de l'Éducation, du Loisir et du Sport, Ministère de la Santé et des Services sociaux, Comité d'adaptation de la main-d'oeuvre— personnes immigrantes, Commission de la construction du Québec.

with the opportunity to network with advocates (**lawyers**) who are members of the Bar. A presentation of the key points addressed is now available on the Bar's website for candidates in the regions and abroad. The website will also post answers to questions asked by the participants during the training session.

- The Ordre des hygiénistes dentaires du Québec (Québec order of **dental hygienists**) offers a one-day information session for foreign-trained dentists who wish to redirect their career and practice the profession of dental hygienist. Participants can learn about the conditions to be met in order to obtain a permit to practice. An audiovisual presentation illustrates the practice environment in Québec.
- The Ordre des ingénieurs du Québec (Québec order of **engineers**) is developing training on professionalism, the regulatory framework and the cultural context of the workplace to help engineers trained abroad familiarize themselves with the Québec practice environment. In addition, to provide personalized information tailored to the needs of foreign-trained candidates, the order is conducting an in-depth review of the tools it has developed. New tools are also being developed, such as a self-assessment mechanism that will enable candidates to assess the steps they need to take to obtain a permit to practice. All these tools will be available on the order's website.
- The Collège des médecins du Québec (Québec college of **physicians**) has prepared an information guide to provide individuals trained abroad with comprehensive and accurate information about the steps they need to take to obtain a permit to practice or a restricted permit. Available on the Collège website, this guide helps candidates understand the difficulties related to obtaining these two types of permits.
- The Ordre des médecins vétérinaires du Québec (Québec order of **veterinary surgeons**) offers a half-day information session explaining the steps candidates must take to meet the admission criteria. An audiovisual presentation of the information session key points is also available on the order's website. Thus, immigration candidates will be able to learn about the professional environment of veterinary surgeons before beginning their immigration procedures.
- The Ordre des sages-femmes du Québec (Québec order of **midwives**) offers a day-long information session on the practice of midwifery in Québec to better inform foreign-trained candidates on the specifics of practicing the profession in Québec. An audiovisual presentation of the key points covered is available on the order's website.

TO IMPROVE THE ASSESSMENT AND RECOGNITION PROCESS OF PRIOR TRAINING AND EXPERIENCE

A variety of measures have been introduced to improve the recognition process of the prior training and experience of immigrants. These measures are specifically aimed at improving the methods and practices for the recognition of prior learning, developing new recognition tools for certain professions, preparing candidates for professional examinations or bridge training, facilitating the exchange of expertise, and developing forms of collaboration between the professional orders and foreign educational institutions. These measures are set out below.

Amendments to the Professional Code

- Since June 2006, the Professional Code has authorized the professional orders to issue new types of permits. The purpose of these new permits is to accelerate the professional integration of certain foreign-trained candidates.
- The Professional Code also stipulates that any decision made by a professional order respecting the recognition of diploma or training equivalence must be reviewed by persons other than those who made it.
- On December 1, 2009, an Act was passed to create a Commissaire aux plaintes (complaints commissioner) within the Office des professions du Québec. This commissioner will receive and examine all complaints by an individual against a professional order that concern the mechanisms implemented within the professional orders for recognizing professional skills.

Measures to improve methods and practices for the recognition of prior learning

- On February 10, 2006, the executives of the professional orders unanimously adopted principles for recognizing the equivalence of credentials and training acquired outside Québec. The professional orders thus agreed to ensure that their policies and procedures in this area conform to these principles. They then assessed the compliance of their practices with the principles adopted in order to determine the steps, if any, required to improve these practices.
- The Conseil interprofessionnel du Québec offers day-long work sessions on equivalence recognition methods and tools, as well as training sessions for professional order personnel acting in an intercultural context.

Measures to develop new tools for the recognition of prior learning

- The Ordre des acupuncteurs du Québec (Québec order of **acupuncturists**) is developing a profile of competencies required to practice the profession in Québec and an evaluation grid to better assess and recognize the training and experience of foreign-trained acupuncturists. These tools will allow the order to assess the training of candidates traditionally trained by a master and better determine which skills they may need to acquire to obtain a permit to practice.
- The Ordre des agronomes du Québec (Québec order of **agrologists**) is developing a reference framework for skills standards to update the process for recognizing the skills of foreign-trained candidates. An analytical grid will be designed to more effectively assess and recognize candidates' prior learning and make it easier to determine the bridge training required to obtain a permit to practice. In addition, three different versions of an appraisal test adapted to different work situations will help assess and recognize candidates' experience.
- The Ordre des chimistes du Québec (Québec order of **chemists**) is working on and will soon implement a new skills self-assessment tool designed for foreign-trained chemists. Available free of charge on the order's website, the tool will make it possible to issue new types of permits. While still abroad, foreign-trained candidates will be able to use this tool

to better identify the gaps to be filled depending on the type of permit sought and then plan for the training they will need to upgrade their skills.

- The Ordre des comptables en management accrédités du Québec (Québec order of **certified management accountants**) has designed and posted on its website, a module for prior learning assessment to allow foreign-trained persons to evaluate their eligibility for admission to the profession and learn the steps they will have to take to obtain a permit to practice. The assessment of files is largely computerized to accelerate the processing of applications.
- The Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec (Québec Order of **certified human resources professionals** and **certified industrial relations counsellors**) is currently designing a tool to verify the training and experience of foreign-trained candidates. Available free of charge on the order's website, the tool enables candidates to obtain accurate information on the possible outcome of their request for training equivalence and make an informed decision, while still abroad, on the next steps in their process.
- The Ordre des denturologistes de Québec (Québec Order of **denturologists**) has developed a competency map making it possible to better assess and recognize the prior training and experience of foreign-trained candidates. The order also posted on its website a self-assessment grid allowing foreign-trained candidates to appraise their prior training in light of the different skills specified in the profile and be better informed of the requirements to obtain the permit to practice. In addition, the design of an interview grid enables evaluators to make an overall judgment on the skills of candidates and their potential eligibility to the order.
- The Ordre des ergothérapeutes du Québec (Québec order of **occupational therapists**) has improved its process for assessing and recognizing the skills of foreign-trained candidates by developing a skills profile and the necessary related tools. A skills summary will also enable candidates to document the skills they have already acquired, while the Order can select appropriate methods to assess them.
- The Ordre des infirmières et infirmiers auxiliaires du Québec (Québec order of **nursing assistants**) has designed an exam to complete the process for recognizing diploma and training equivalence for persons trained abroad. It has set up a database of questions that can be used to create different versions of the exam to be taken, depending on the candidates' recognized prior learning. The order also prepared a guide to familiarize candidates with the exam's content and format.
- The Ordre des hygiénistes dentaires du Québec (Québec Order of **dental hygienists**) has designed various skills assessment tools for dentists trained abroad who wish to practice the dental hygienist profession. These tools will enable foreign-trained dentists who decide to redirect their career towards dental hygiene to demonstrate their skills.
- The Ordre des ingénieurs forestiers du Québec (Québec order of **forestry engineers**) will develop a skills profile to improve the process of recognizing the skills of foreign-trained individuals. A reference grid will be designed to more effectively assess and recognize their training and experience. A structured interview grid accompanied by a user guide, will also permit a uniform assessment of the prior experience of candidates in the practice of the forestry engineering profession. It will be easier to identify, if any,

gaps in the training of foreign-trained candidates and to determine the bridge training needed to obtain a permit to practice.

- The Ordre professionnel des inhalothérapeutes du Québec (Québec professional order of **inhalation therapists**) offers an online self-assessment tool for appraising the credentials and experience of foreign-trained persons. This tool helps candidates determine what documents must be gathered to constitute a complete file, informs them about the requirements for obtaining a permit to practice, and provides them with an outline of the bridge training required. A database has also been created to facilitate the analysis of applications.
- The Ordre des orthophonistes et audiologistes du Québec (Québec order of **speech therapists and audiologists**) has developed a tool to assess the experience of candidates already settled in Québec to determine whether the skills acquired on the job could compensate, wholly or in part, for gaps in training.
- The Ordre des sages-femmes du Québec (Québec order of **midwives**) an analytical grid to assess the education and experience of candidates trained abroad and recognize their skills. This grid will also be used to determine what skills are required to obtain a permit to practice in the Québec context. Candidates will be able to access an online self-assessment module to determine what steps they will need to take. A companion guide will also be available on the order's website.
- The Ordre des techniciennes et techniciens dentaires du Québec (Québec order of **dental technicians**) has posted on its website a self-assessment tool that enables foreign-trained candidates to determine their potential eligibility and to have an outline of the steps they will have to take in relation to the discipline that they intend to practice in Québec.
- The Ordre professionnel des technologistes médicaux du Québec (Québec professional order of **medical technologists**) has developed a skills profile to assess and recognize credentials and experience acquired abroad. An online self-assessment tool enables candidates to make a preliminary diagnosis of the conditions they must satisfy to obtain the permit to practice, and a skills assessment examination is being developed that will give candidates a personalized prescription of bridge training required. Candidates also have access to information that will help them build a complete file before they arrive in Québec
- The Ordre des technologues en imagerie médicale et en radio-oncologie du Québec (Québec order of **medical imaging and radiation oncology technologists**) has placed a self-assessment tool on its website to enable immigration candidates and new arrivals to determine their eligibility for admission to the order. The tool takes both their training and experience into account and enables them to determine any gaps to be filled. It also indicates what documents and certificates must be collected before presenting their formal application. A database has also been created to facilitate the analysis of applications.

Measures to prepare candidates for bridge training or professional examinations

- The Ordre des agronomes d Québec (Québec order of **agrologists**) has improved and updated the Mémento de l'agronome du Québec, a self-training guide to help foreign-

trained individuals better understand the practice of agronomy in Québec, improve their chances of success on the admission examination and facilitate their integration into the workforce, particularly in the regions. An interactive audiovisual presentation and a series of information capsules are also accessible on the order's website.

- The Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec (Québec Order of **certified human resources professionals** and **certified industrial relations counsellors**) is currently designing a training session to prepare foreign-trained individuals for the examination. Available on its website, this self-learning module will cover the environment and reality of human resources management in Québec and will contain a glossary of terms used by human resources managers in Québec.
- Since 2007, the Ordre des dentistes du Québec (Québec order of **dentists**) has offered a workshop to prepare candidates for the practical examination leading to the recognition of training equivalence for dentists trained abroad. This one-day workshop is intended to improve the success rate on the examination. It helps eligible candidates become familiar with the format of the different components of the exam and learn about the various aspects of practicing dentistry in Québec.
- The Ordre des infirmières et infirmiers du Québec (Québec order of **nurses**) has developed a training guide for candidates trained outside Québec who are preparing for the professional examination. This guide enables candidates to become familiar with the content, format, procedure and organizational aspects of the exam. The tool is accompanied by a supplemental guide on the context of the practice of nursing in Québec. The order has also published a self-learning tool intended for foreign-trained candidates and covering the legal and ethical aspects of nursing in Québec. The self-learning formula will facilitate access for candidates in the regions and immigration candidates who are still abroad.
- The Ordre des ingénieurs du Québec (Québec order of **engineers**) is currently developing training software for foreign-trained engineers that will enable them, wherever they live, to more effectively prepare for the professional examination. This software will include a question/answer module to help candidates become familiar with the type of questions asked and the answers expected.
- Since 2003, the Centre d'évaluation des sciences de la santé de l'Université Laval has offered candidates eligible to write the exam given by the Collège des médecins du Québec (Québec college of **physicians**) workshops to prepare them for the oral and clinical sections of the clinical medical science examination. Since 2004, physicians and resident physicians have also offered sessions that simulate clinical cases to enable candidates to put into practice the abilities acquired during preparatory workshops and to promote networking among participants.
- The Ordre professionnel de la physiothérapie du Québec (Québec professional order of physiotherapy) offers an introductory workshop on the practice of physiotherapy in Québec. This workshop is intended to help foreign-trained **physiotherapists** and **physical rehabilitation therapists** improve their performance in their required courses and training periods and facilitate their integration into the workforce. The workshop focuses primarily on the physiotherapeutic function, the entrance requirements for the two professions and the legal framework governing the profession.

- The Ordre des techniciennes et techniciens dentaires du Québec (Québec order of **dental technicians**) has revised its qualifying exam to facilitate the recognition of foreign-trained candidates' training and experience. To help them improve their success rate, candidates have access to a two-day preparatory course covering the context of the practice in Québec, the materials and equipment used, and the exam content and format.
- The Ordre des technologues en imagerie médicale et en radio-oncologie du Québec (Québec order of **medical imaging and radiation oncology technologists**) has developed a reference guide to help foreign-trained candidates prepare for the qualifying examination. This guide covers the examination procedure, format and content, and discusses the specific practice of the profession in Québec.

Expertise sharing with regard to the assessment of diplomas issued outside Québec

- The Conseil interprofessionnel du Québec and the MICC have concluded a protocol agreement to facilitate the exchange of factual information and expertise on the assessment of credentials earned outside Québec. Under this agreement, international education analysts at the MICC and admission officers at the professional orders share their expertise on education systems around the world. They also discuss methods for assessing foreign diplomas, the assessments of certain of these diplomas, the authentication of documents and their translation.
- For immigrants, this collaboration facilitates and accelerates the review of their file for the purpose of obtaining a permit from a professional order or an *Évaluation comparative des études effectuées hors du Québec*.
- The Ordre des infirmières et des infirmiers du Québec (Québec order of **nurses**) and the MICC have reached an agreement on the exchange of expertise respecting the assessment of foreign nursing diplomas. This agreement simplifies procedures for candidates who are required, by the order, to provide a comparative evaluation for the purpose of assessing prior learning and equivalence recognition. As a consequence, candidates will complete only one application on a joint form and forward the information and documents required all at the same time.
- The MICC produces comparative guides that provide useful information for making a general comparison between the official education system of a given country or province and that of Québec. To date, five guides have been produced and placed on the MICC website. They refer to the following countries: Chili, China, France, Morocco and Rwanda. Other guides will be developed and made available over the next few years.

Cooperation agreements between the professional orders and organizations abroad

- Some Orders, such as the Ordre des comptables agréés du Québec (Québec order of **chartered accountants**) and the Ordre des ingénieurs du Québec (Québec order of **engineers**) have concluded reciprocal credentials recognition agreements with organizations abroad whose standards and accreditation procedures comply with those of Québec's professional orders. Graduates of qualified institutions will find it easier to secure equivalence recognition of their diplomas. In certain situations, they will not be required to pass a qualifying examination.

- The Ordre des acupuncteurs du Québec (Québec order of **acupuncturists**) is working on the implementation of collaborative mechanisms with organizations in China offering acupuncture training programs that comply with Québec requirements and are recognized by the order. These mechanisms are designed to simplify the equivalence recognition process of the credentials and training of candidates trained at these institutions. These candidates will no longer be required to pass the specific examination on acupuncture. As a consequence, the processing time and cost required to obtain a permit to practice will be reduced.
- In 2008, Québec and France signed an agreement on the mutual recognition of professional qualifications. This agreement allows competent regulatory bodies in France and Québec to conclude mutual recognition arrangements in order to establish the conditions for obtaining an authorization to practice. These arrangements make it possible to accelerate and facilitate access to the regulated trades and professions for eligible candidates. By November 2009, 22 arrangements had been signed and will soon be applicable. They apply to professions regulated by professional orders and trades regulated by the Commission de la construction du Québec or by Emploi-Québec.

TO IMPROVE ACCESS TO BRIDGE TRAINING

- The MELS has agreed to finance training prescribed by a professional order to enable foreign-trained persons to meet the requirements for obtaining the right to practice in Québec.
- The Ordre des acupuncteurs du Québec (Québec order of **acupuncturists**) can offer personalized internships in private clinics in order to more effectively respond to the specific training needs of individuals trained abroad. This experience in the Québec work environment will give them the opportunity to enhance their knowledge and skills, particularly as concerns legislation specific to the profession, record-keeping and patient relations. Beyond that, it will enable them to improve their success rate on examinations bearing on these matters.
- The Ordre des hygiénistes dentaires du Québec (Québec order of **dental hygienists**) has developed a bridge training program with a maximum duration of 12 months and normally offered over two sessions, enabling foreign-trained dentists to acquire missing skills specific to the practice of the profession with a view to their admission to the order. This theoretical and practical training program was first offered at Collège de Maisonneuve in winter 2009. To complement this training, a specialized French-language course geared to the professional practice is offered in collaboration with the MICC. In addition, the order plans to offer the program to other educational institutions that offer the dental hygiene technical program, depending on the pool of candidates who are eligible and interested in taking it.
- With a view to recognizing the equivalence of their credentials or training, bridge training is available for foreign-trained **nurses** to meet the needs of candidates who are required by the order, to complete a program of professional integration in the Québec context of practice in an educational institution.
- The Ordre des ingénieurs du Québec (Québec order of **engineers**), at the instigation of the Comité d'adaptation de la main-d'oeuvre – personnes immigrantes, has developed a

tutorial program called *Accès rapide à l'Ordre des ingénieurs*. It is offered to candidates trained abroad seeking equivalence recognition to help them prepare for the required examinations. The tutoring activities put candidates in contact with an engineer who acts as their mentor. This initiative has improved examination success rates. Candidates are coached by organizations that help immigrants.

- At the instigation of the Comité d'adaptation de la main-d'oeuvre – personnes immigrantes, the Ordre des ingénieurs du Québec (Québec order of **engineers**) collaborated with the École polytechnique to develop a 30-credit certificate program and a short 15-credit program for engineers trained abroad. These programs are intended to prepare candidates for examinations required by the order for equivalence recognition and to update their knowledge.
- The Ordre professionnel des inhalothérapeutes du Québec (Québec professional order of **inhalation therapists**) is currently designing a bridge training framework program for inhalation therapists trained abroad. With a maximum duration of 12 months, the program will enable them to obtain full recognition of their training equivalence and a permit to practice from the order. The program combines theoretical training and clinical internships and will be offered for the first time at Collège de Rosemont starting in autumn 2010. This framework program may be offered to other colleges that already offer the technical inhalation therapy program, depending on the pool of candidates who are eligible and interested in taking it.
- In partnership with the Université de Montréal, the Ordre des pharmaciens du Québec (Québec order of **pharmacists**) will design and implement a bridge training framework program for pharmacists trained abroad leading to full recognition of training equivalence and admission to the Order. Consisting of 17 months of theoretical and practical training and up to four months of internship, the bridge training will enable foreign-trained pharmacists to acquire their missing skills in two years.
- In partnership with the Université de Sherbrooke, the Ordre des psychologues du Québec (Québec order of **psychologists**) has designed a framework program for complementary training intended for foreign-trained psychologists who hold a Master's degree. The program will eventually be available at the Longueuil campus of the Université de Sherbrooke. This doctoral-level program, featuring a large component of practical training, will enable psychologists trained abroad to acquire the skills required to obtain recognition of training equivalence.
- A bridge training program for **midwives** trained abroad has been developed by the Ordre des sage-femmes du Québec (Québec order of **midwives**) in collaboration with the Université du Québec à Trois-Rivières and is offered mainly in the Montréal region. This six-month program includes 15 course credits and 15 clinical internship credits. Successful candidates receive a certificate from the university. Equivalence credits are granted to candidates who successfully complete the clinical stage more quickly than expected.
- The Ordre des technologues en imagerie médicale et en radio-oncologie du Québec (Québec order of **medical imaging** and **radiation oncology technologists**), in collaboration with the Collège Ahuntsic, has designed a bridge training program for foreign-trained persons to better prepare them for professional practice in Québec. This

intensive program reduces the time required to obtain full recognition of training equivalence.

- Two French-language courses tailored to the needs of healthcare professionals and nurses are provided to candidates engaged in a process of prior learning recognition.
- Courses in French as a second language are also offered to candidates engaged in a process of prior learning recognition as required to practice certain engineering professions.

TO FACILITATE THE EMPLOYMENT INTEGRATION OF FOREIGN-TRAINED PROFESSIONALS

For several years, the MICC and its partners have also been working to facilitate the employment integration of immigrants who settle in Québec. These efforts include the implementation of the Programme d'aide à l'intégration des immigrants et des minorités visibles en emploi (PRIIME), which is administered by Emploi-Québec, along with professional networking projects. The program aims at helping the employment integration of immigrants and visible minorities.

The IPOP (Intégration en emploi de personnes formées à l'étranger référées par un ordre professionnel) initiative is addressed more specifically at individuals who wish to practice a profession regulated by a professional order in Québec. They must hold a legal authorization to practice and be referred by their professional order. This measure is intended to help them gain an initial work experience in their profession and to financially support employers who hire and integrate one or more foreign-trained persons on the job.