



# 2024 Virtual Symposium

April 16, 18, 23, & 25, 2024



# Panel Session A Co-Chairs



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# Panel Session A

## Equity, Diversity and Inclusion: Demystifying Registration Practices

With support from World Education Services



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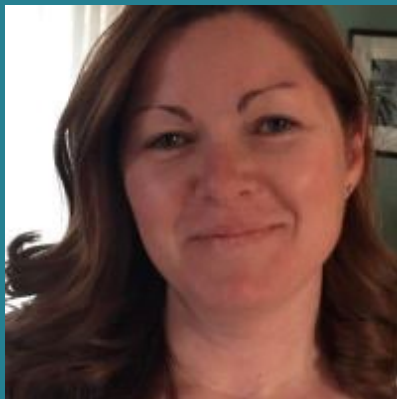
# Session A: Equity, Diversity and Inclusion: Demystifying Registration Practices



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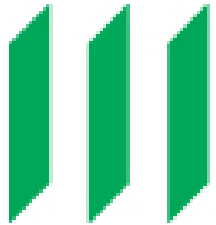


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# Panel Session A

## Equity, Diversity and Inclusion: Demystifying Registration Practices

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## Presentation 1

Fair Access  
Legislation in  
Ontario and the  
Role of Ontario  
Fairness  
Commission  
(OFC)



**Irwin Glasberg**  
Ontario Fairness  
Commissioner

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# Office of the Fairness Commissioner

Irwin Glasberg  
Fairness Commissioner

A Presentation to PGO Virtual  
Symposium on the OFC's  
Core Mandate and Promising  
Registration Practices

April 16, 2024



**FAIRNESS COMMISSIONER**  
**COMMISSAIRE À L'ÉQUITÉ**

An Agency of the Government of Ontario

## Fair Access Legislation in Canada

- ▶ Ontario was the first Canadian province to adopt a fair registration practices regime by enacting the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (FARPACTA), many of whose provisions were extended to the health sector.
- ▶ Seven other provinces subsequently enacted their own legislation
  - ▶ **Manitoba:** The *Fair Registration Practices in Regulated Professions Act, 2007*
  - ▶ **Nova Scotia:** The *Fair Registration Practices Act, 2008*
  - ▶ **Quebec:** *Code des professions RSQ, Ch. C-26, 2009*
  - ▶ **British Columbia:** The *Professional Governance Act, 2018*
  - ▶ **Alberta:** The *Fair Registration Practices Act, 2019*
  - ▶ **Saskatchewan:** The *Labour Mobility and Fair Registration Practices Act, 2022*
  - ▶ **New Brunswick:** The *Fair Registration Practices in Regulated Professions Act, 2022*
  - ▶ **Newfoundland and Labrador:** The *Fair Registration Practices Act, 2022*

# Office of the Ontario Fairness Commissioner (OFC)

- ▶ The OFC is an Ontario government agency led by the Fairness Commissioner that reports to the Minister of Labour, Immigration, Training and Skills Development. Its mandate is to help ensure that the registration practices of regulated professions and regulated health colleges adhere to fair registration practices.
- ▶ It operates under two separate statutes -- FARPACTA and Schedule 2 of the *Regulated Health Professions Act* (RHPA).
- ▶ The OFC has oversight responsibilities for 41 regulators, including 26 health regulatory colleges and 15 regulated professions operating in virtually every area of the provincial economy.
- ▶ The government has recently expanded the OFC's legislative mandate, and our office is solidifying its reputation as a modern regulator.

# Regulated Professions under the OFC's Jurisdiction

- Chartered Professional Accountants of Ontario
- Skilled Trades Ontario
- The Association of Ontario Land Surveyors
- The Association of Professional Engineers of Ontario
- The Association of Professional Geoscientists of Ontario
- The College of Early Childhood Educators
- The College of Veterinarians of Ontario
- The Human Resources Professionals Association
- The Health and Supportive Care Providers Oversight Authority
- The Human Resources Professionals Association
- The Law Society of Ontario
- The Ontario Association of Architects
- The Ontario Association of Certified Engineering Technicians and Technologists
- The Ontario College of Social Workers and Social Services Workers
- Skilled Trades Ontario
- The Ontario Professional Foresters Association

# Regulated Health Colleges under the OFC's Jurisdiction

- Audiologists and Speech-Language Pathologists
- Chiropodists
- Chiropractors
- Dental Hygienists
- Dental Technologists
- Dentists
- Denturists
- Dieticians
- Homeopathy
- Kinesiologists
- Massage Therapists
- Physicians and Surgeons
- Medical Laboratory Technologists
- Medical Radiation and Imaging Technologists
- Midwives
- Traditional Chinese Medicine and Acupuncture Medicine
- Naturopathy
- Nurses
- Occupational Therapists
- Opticians
- Optometrists
- Pharmacists
- Physiotherapists
- Psychologists
- Psychotherapists
- Respiratory Therapy Medicine

## Office of the Fairness Commissioner (Cont'd)

The provisions of FARPACTA require, among other things, that regulators:

- ▶ Develop registration practices that are transparent, objective, impartial and fair.
- ▶ Provide information to applicants about their registration processes.
- ▶ Make information publicly available on what documentation must accompany an application, along with acceptable alternatives.
- ▶ Train individuals who make assessment and registration decisions.
- ▶ Oversee the work of third-party service providers (e.g., assessment and testing agencies that undertake work on behalf of regulators).
- ▶ Ensure that registration decisions are made in a timely fashion.
- ▶ Avoid unnecessary Canadian experience requirements.



## Office of the Fairness Commissioner (Cont'd)

- ▶ Under FARPACTA, the functions of the Fairness Commissioner include:
  - Reviewing the registration practices of regulated professions that assess and license applicants.
  - Offering advice on how to comply with the legislation and adopt best practices through the role of a strategic advisor.
  - Providing advice to responsible ministers.
- ▶ The legislation affords the commissioner a broad array of powers. These include:
  - Requiring that regulators provide annual fair registration reports, plus reports on other defined topics on request (e.g., the efficiency and timeliness of their decision-making processes).
  - Requiring that a regulator review its registration practices and/or conduct an audit of its registration practices for which the regulator must pay.
  - Issuing compliance orders to regulators other than regulated health colleges that could lead to *Provincial Offences Act* prosecutions.

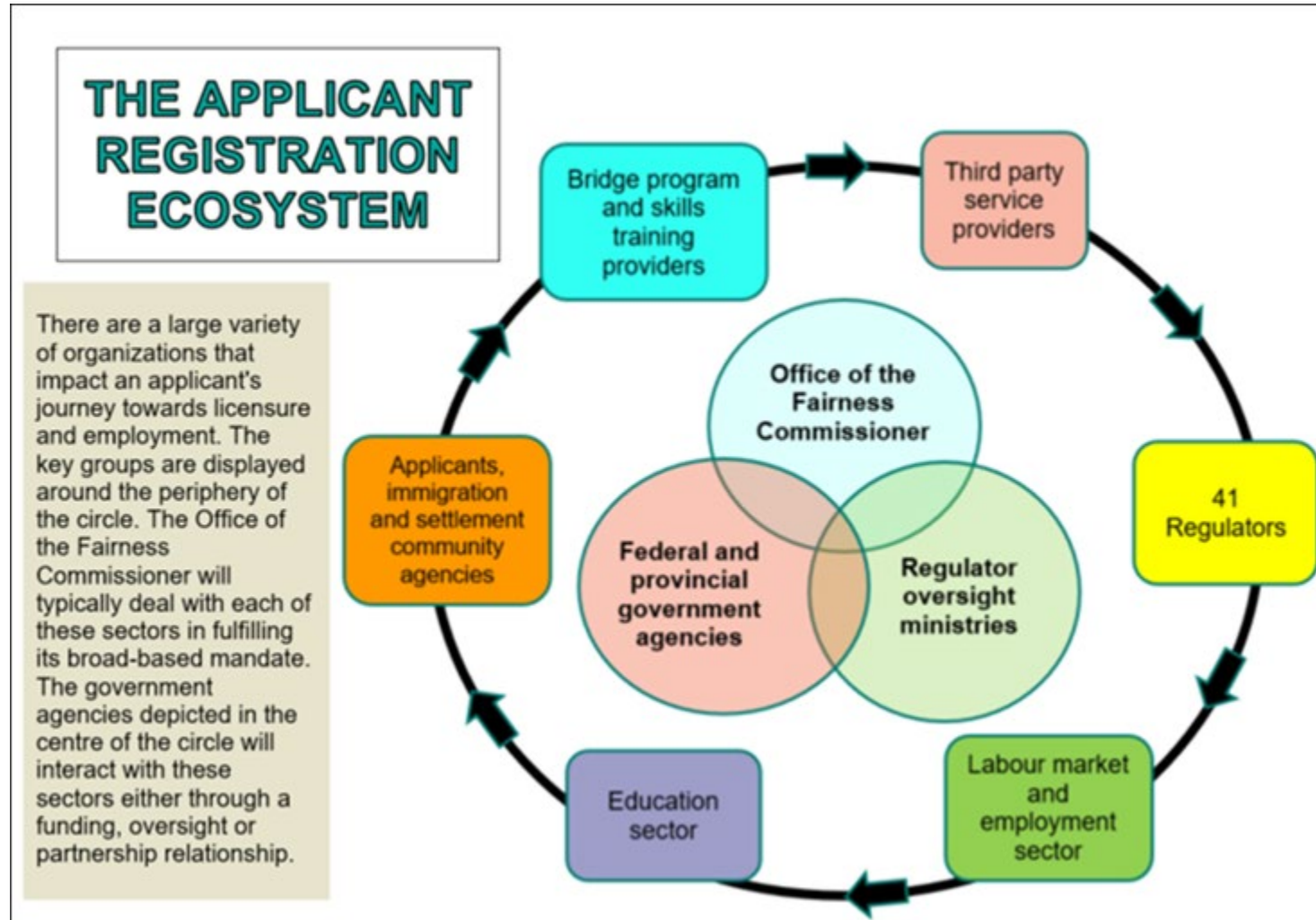
# Risk-Informed Compliance Framework

- ▶ In April 2021, the OFC launched its new risk-informed compliance framework (RICF). The updated version considers five forward-looking risk factors that could impact a regulator's ability to achieve better registration outcomes for applicants.
- ▶ These risk factors pertain to:
  - Organizational capacity.
  - The overall control that the regulator exerts over its assessment and registration processes and its interactions with third-party service providers (TPSPs).
  - The impact of major changes to registration practices and relations with TPSPs.
  - The ability of the regulator to comply with newly introduced legislative and /or regulatory obligations.
  - Public policy considerations that relate to addressing labour market shortages and the regulator's ability to promote inclusion and address anti-racism concerns in its registration processes
- ▶ The OFC has conferred a low risk rating on the Association of Professional Geoscientists of Ontario (PGO) for both the first and second iteration of the assessment process. This is the highest rating category achievable.
- ▶ The remainder of the deck will explore several innovative approaches to modernize foreign credential recognition.

# 1. The Fair Access Registration Ecosystem

- ▶ The journey of all applicants – particularly internationally trained individuals -- to obtain both registration and employment in their chosen profession, trade or occupation can be challenging and involve many potential roadblocks.
- ▶ The diagram that follows aims to depict this complexity visually. It describes how individuals move through various stages of the immigration, education, credentials assessment, registration, and employment processes.
- ▶ The registration processes that different professions and occupations employ can vary, but the underlying challenges remain the same.
- ▶ The key point is that everyone involved in these processes, both upstream and downstream, must work (row together) to improve coordination among the various institutional players.
- ▶ The overriding goal must be to help ensure that more applicants move through the process more quickly to obtain high-quality jobs.

# The Fair Access Registration Ecosystem (Cont'd)



## 2. Recent FARPACTA Legislative Amendments

- ▶ In 2021, the OFC co-chaired stakeholder several consultation sessions with our minister's office. These, in turn, led to the introduction of the first important amendments to FARPACTA in a decade. Several Subsequent waves of legislative reform have followed.
- ▶ These amendments are designed to reduce barriers that internationally trained and domestic labour mobility applicants often encounter in their career journeys so they can more easily join their chosen profession or occupation.
- ▶ The provisions will also help to address current and anticipated shortages of skilled labour.
- ▶ In broad terms, they contain more prescriptive requirements that regulators must fulfill to improve the fairness of their registration processes and to enhance the efficient throughput of candidates.
- ▶ What follows are snapshots of six substantive legislative amendments now in force.

# Recent FARPACTA Legislative Amendments (Cont'd)

## 1. *The Elimination of Unnecessary Canadian Experience Requirements*

- ▶ The legislation provides that any existing Canadian experience requirement (CER) will become void on December 2, 2023, unless the minister grants the regulated profession an exemption based on public health and safety grounds, or the regulator develops a viable alternative.
- ▶ The OFC is pleased to acknowledge that PGO has eliminated its CER in favour of a competency-based assessment.

## 2. *Mandatory Registration Time Limits*

- ▶ The legislation stipulates maximum time limits for making registration decisions involving internationally trained and domestic labour mobility applicants with respect to the acknowledgment of the initial application, making the actual registration decision, and advising applicants of the result of any review or appeal.

## 3. *Language Proficiency Testing*

- ▶ The legislation limits the number of language proficiency tests that an applicant can be required to take during the registration process and does not allow a test result to time out if it has been taken recently.

## Recent FARPACTA Legislative Amendments (Cont'd)

### 4. *Registration Processes During Emergencies*

- ▶ The legislation requires that regulators develop plans on how registration processes will continue during emergency situations and then file these plans with the Fairness Commissioner.

### 5. *Addressing Labour Market Supply Shortages*

- ▶ The legislation specifies that a regulated profession has a duty to work in consultation with its responsible minister to ensure, as a matter of public interest, that the people of Ontario have access to adequate numbers of qualified, skilled, and competent regulated professionals.

### 6. *Providing for Fairer Assessments and Better Accountability over Third-Party Service Providers*

- ▶ The legislation now provides for regulation-making authority to determine whether a regulated profession has made assessments in a way that is transparent, objective, impartial, and fair, and for specifying when a professional regulator has taken reasonable measures to ensure that its third-party service providers have followed these steps.

### 3. Provisional Registration Strategies

- ▶ Our office believes that full or permanent registration into a profession or trade should not automatically form a bright line as to when internationally trained applicants can begin to contribute actively to their profession or occupation and when they cannot.
- ▶ Here is a case in point. In response to a directive from the Minister of Health, the College of Nurses of Ontario has recommended that the government amend its registration regulation to enable the College to potentially register close to 5,000 internationally trained nurses into its temporary class, subject to completing any outstanding requirements.
- ▶ These nurses would remain in this class while finishing any educational or examination requirements stipulated for general class registration. The government subsequently enacted the required regulation.



## Provisional Registration Strategies (Cont'd)

- ▶ This approach hits a public interest “sweet spot” in that it both protects public health and safety and helps to move a highly competent cohort of internationally educated nurses through the registration process by removing traditional roadblocks.
- ▶ Provisional registration also recognizes that all professionals are subject to a learning continuum where their skills and experiential learning must be continually upgraded at all stages of their careers.
- ▶ Our office has encouraged regulators to place greater reliance on provisional registration and related strategies to move internationally trained applicants through the registration process more seamlessly.

## 4. Sequential Versus Parallel Registration Processes

- ▶ Regulators need to identify the steps in their processes that are causing unreasonable barriers, and delays and find ways to address them. The enforcement of tight time limits is a critical first step, but more can be done.
- ▶ Here is an example; several years ago, the OFC conducted a study that investigated the time required for internationally trained applicants to secure the documentation necessary to proceed through the assessment and registration process.
- ▶ The study revealed that, for 24% of the candidates, it took more than six months to obtain these materials, and for an additional 52%, it took one to six months. Only 24% of applicants could secure their documentation in less than a month; this means that there are many candidates stuck in limbo waiting for their documents to arrive.

## Sequential Versus Parallel Registration Processes (Cont'd)

- ▶ The OFC believes that regulators should apply a risk-informed framework to identify the situations where the applications of these individuals should proceed to the next step while their documents catch up; such a scheme could potentially shave months from an application process. The OFC refers to this approach as moving from a serial or sequential to a parallel registration process.
- ▶ We believe such a methodology could benefit applicants, reduce average processing timelines, and help regulators achieve tighter registration time limits.

## 5. Eliminating Non-essential Steps in the Registration Process

- ▶ The College of Nurses of Ontario (CNO) has recently proposed several changes to its registration regulation that are expected to materially reduce the time it takes for internationally educated nurses (IENs) to become licensed in Ontario. These changes will also help to address current nursing shortages.
- ▶ The CNO proposes that it be permitted to accept post-secondary nursing programs approved in local jurisdictions (outside of Canada), thereby eliminating the need for IENs to engage in time-consuming educational equivalency assessments. This college is requesting that this approach be confirmed by regulation.
- ▶ Instead, the CNO would require that IEN candidates complete a 12-week course designed to facilitate integration into the Ontario practice context. The college believes that this approach is a better way to enhance relevant skillsets than relying on a comparative analysis of credentials.
- ▶ Applicants who successfully complete this course, demonstrate currency of nursing practice in the last three years, and provide evidence of language proficiency and good character can proceed directly to write the NCLEX registration examination.

## Eliminating Non-essential Steps (Cont'd)

- ▶ The CNO tracked various post-licensure outcomes (e.g., complaints received, disciplinary procedures undertaken) before recommending this scheme.
- ▶ The college failed to find a material difference between the performance of IEN candidates who were subject to education equivalency assessments and those who followed other pathways to registration (e.g., applicants who passed the NCLEX examination in the United States but who were not required to undergo a prior assessment of educational equivalency).
- ▶ The college has concluded that the education equivalency stage does not enhance the quality of its registration process and can be eliminated.
- ▶ While the CNO's approach relies on several pre-conditions that do not apply to every regulated profession (e.g., the presence of similarly constituted professional groups across jurisdictions and common post-secondary education programs), it could help to simplify and speed up registration pathways for other health and non-health regulators.

## 6. Meeting the Needs of Ontario's Labour Market

- ▶ The Ontario government is focused on filling the thousands of job vacancies that require the skills of professionals, tradespersons, and other service providers.
- ▶ Qualified immigrants represent a crucial source of labour to fill these gaps, causing the government to become more active in the legislative and program domains to address registration barriers that immigrants often encounter.
- ▶ In a similar way, governments across the continent have become more creative in attracting people to occupy these vacant positions.
- ▶ Recently, the province has amended FARPACTA to specify that a regulated profession has “a duty to work in consultation with its responsible minister to ensure, as a matter of public interest, that the people of Ontario have access to adequate numbers of qualified, skilled and competent regulated professionals.”

## Labour Market Needs (Cont'd)

- ▶ The important takeaways are that labour supply shortages will increasingly motivate governments to take decisive action and that regulators must be more proactive in rethinking how they incorporate labour market considerations into their mandates.
- ▶ Historically, regulators have focused on ensuring that applicants possess the academic and technical skills necessary to skillfully undertake their work and, hence, to protect public health and safety.
- ▶ There is growing recognition that an *undersupply* of professionals and service providers can directly and seriously compromise public health and safety and concurrently constrain economic activity.
- ▶ In addition, everyone in the ecosystem must work to harmonize the strategy to bring increasing numbers of skilled immigrants into the country with efficient registration practices that effectively utilize this talent.

## Labour Market Needs (Cont'd)

- ▶ An interesting example of this holistic approach involves a new initiative of the National Nursing Assessment Service (NNAS) (the organization that provides equivalency assessment reports for nursing regulators across Canada).
- ▶ Because a vital source country for internationally trained nurses is the Philippines, and post-secondary institutions operate under a standard nursing curriculum, the NNAS is working with educational officials to propose adjustments to the curriculum to meet the licensure requirements identified by nursing regulators in Canada.
- ▶ Through this approach, nursing graduates who complete the necessary coursework can fulfill their requirements in a more straightforward fashion, leading to less administrative burden and a clearer registration glide path.



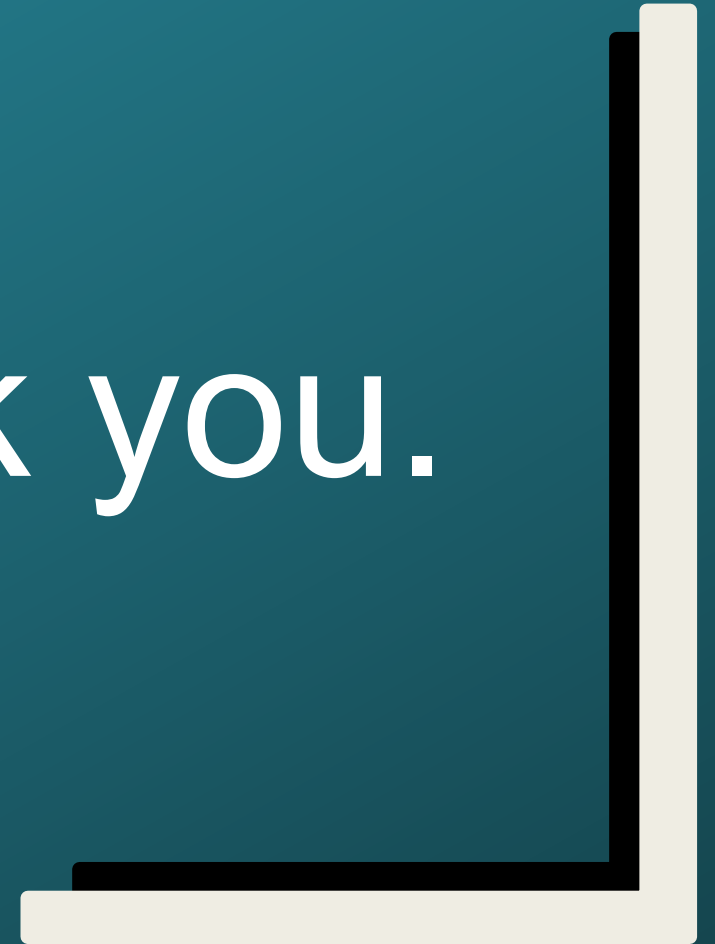
## Best Practices for Success

- ▶ The OFC believes that adopting the following registration approaches and best practices should help regulators achieve more efficient and equitable outcomes:
  - Maintain flexible registration practices that avoid rigid exclusionary rules (e.g., non-exemptible requirements).
  - Presume that qualified applicants should be licensed.
  - Apply LEAN methodologies to drive process efficiencies along with creative registration techniques (e.g., provisional registration and parallel processing of applications).
  - Rely on affidavit materials and statutory declarations rather than forcing applicants to produce original documents in every case.

## Best Practices for Success (Cont'd)

- ▶ Find ways to assist applicants who have almost completed their finish requirements (e.g., through mentoring and wraparound supports). Don't leave talented people behind!
- ▶ Show leadership across the regulator's ecosystem by forging strong links with upstream and downstream stakeholders, including educational institutions, government departments, and employers.
- ▶ Pay close attention to the needs of employers who will absorb the supply of new professionals and tradespersons, including the skill sets in demand and any unfounded concerns or stereotypes about the qualifications of internationally trained applicants.
- ▶ Ensure that the collection and analysis of relevant data form a cornerstone of the regulator's approach to building organizational capacity, making wise decisions, and creating a client-focused approach to registration.

Thank you.



## Presentation 2

Protecting the  
Public through  
PGO's  
Registration  
Process



**Eilidh Lewis**

Registrar  
Professional Geoscientists  
Ontario

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# Protecting the Public through PGO's Registration Process

Eilidh Lewis, M.Sc., P.Geo.

April 16, 2024

# Outline

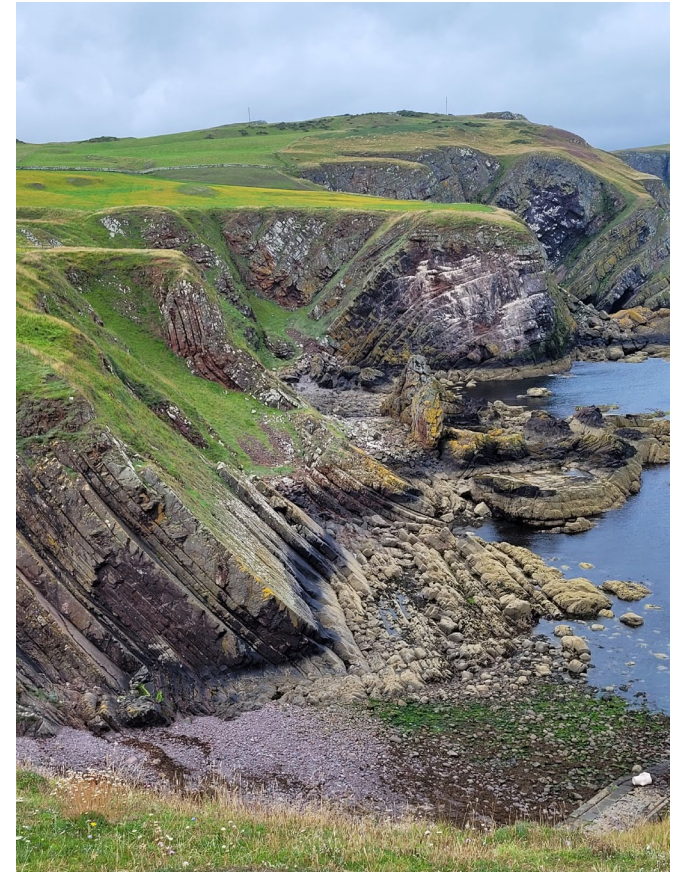
- Why regulate geoscience?
- Registration Requirements
  - *Knowledge Requirements*
  - *Work experience requirements and the removal of the Canadian work experience requirement*
  - *Work experience competencies*
- Importance of meeting all requirements
- Mobility across Canada



# Why Regulate Geoscience?

## Protection of the Public

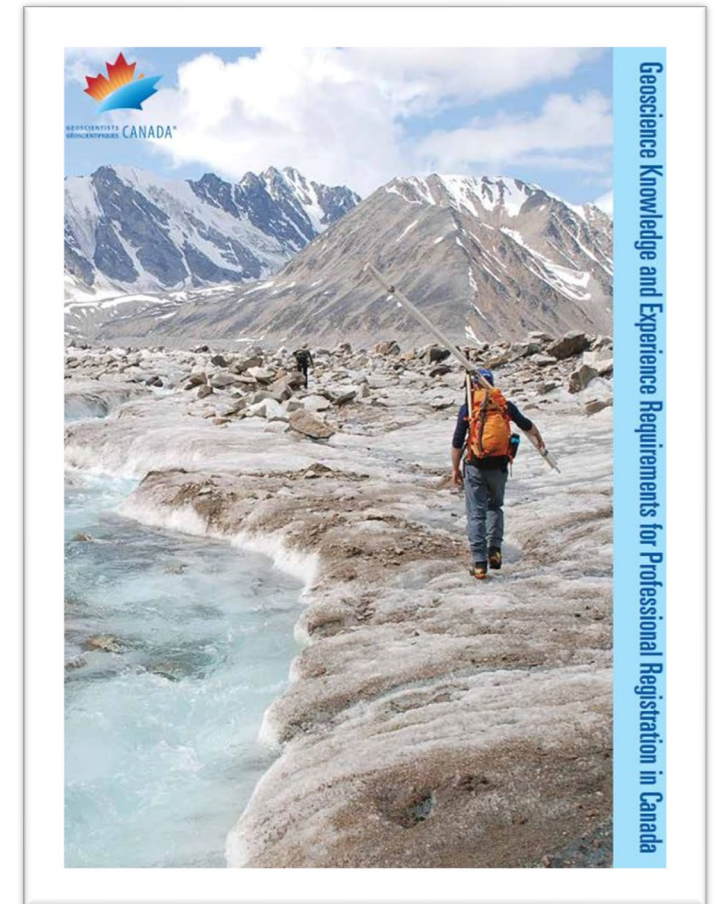
- Govern the practice of geoscience
- Admit only those who are qualified to practice are admitted into the profession
- Maintain standards of practice and ethics
- Hold professional geoscientists accountable for the decisions they make and the advice they give





# Knowledge Requirements

- Developed by Geoscientists Canada, with input from experienced professionals and educators from across Canada.
- Based on the courses that form a four-year geoscience degree in Canada.
- Courses cover foundation sciences, foundation geosciences, and geoscience electives.
- A tool for students and graduates to use to ensure that they meet the education requirements to become a Professional Geoscientist, no matter their discipline.



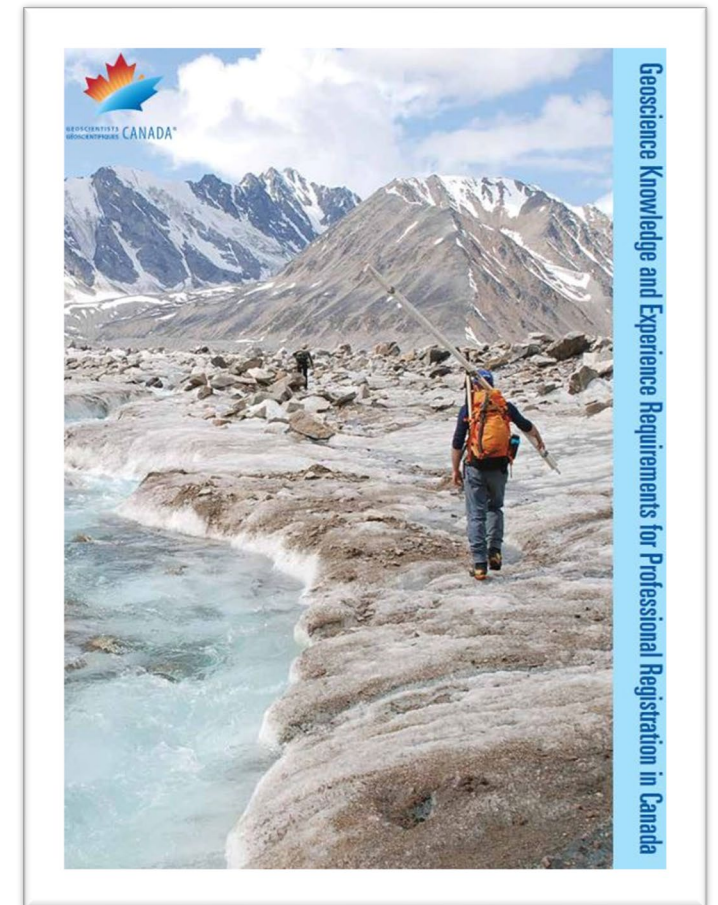
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October 2009

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# Knowledge Requirements

- All jurisdictions in Canada, except QC, use the KR to determine entry to practice.
- Fair registration practices for all who apply, regardless of background.
- Better mobility within Canada if all jurisdictions use the same requirements.
- How do we ensure that applicants meet the requirements?
  - *Education through student outreach presentations and webinars,*
  - *Geoscientists Canada has an international presence - <https://geoscientistscanada> and <https://geoscienceincanada.ca/>*



# Knowledge Requirements

- There are three streams: Geology, Environmental Geoscience, Geophysics
- Five groups:
  - *1A – Compulsory Foundation Science (3 courses):*
    - Chemistry, Maths (calculus), Physics
  - *1B – Additional Foundation Science (6 courses, but not more than two per subject):*
    - Chemistry, Physics, Maths, Biology, Computer programming, Statistics
  - *2A – Compulsory Foundation Geoscience (4 courses)*
    - Field Techniques, Mineralogy & Petrology, Sedimentation & Stratigraphy, Structural Geology



# Knowledge Requirements

- *2B – Additional Foundation Geoscience (5 courses, but not more than two per sub-group, with the exception of geophysics which requires 5 courses and only one per grouping)*

Geology	Environmental Geoscience	Geophysics
Geochemistry, Geophysics	Geochemistry, Geophysics	Digital Signal Processing
Igneous, Metamorphic, Sedimentary Petrology	Hydrogeology/Hydrology, Engineering Geology	Global Geophysics/Physics of the Earth
Sedimentology, Glacial Geology/Geomorphology, Remote Sensing/GIS	Geomorphology/Soil Science, Glacial Geology, Remote Sensing/GIS	Seismology/Seismic Methods
		Exploration Geophysics
		Radiometrics/Gravity & Magnetics
		Electrical & Electromagnetic Methods

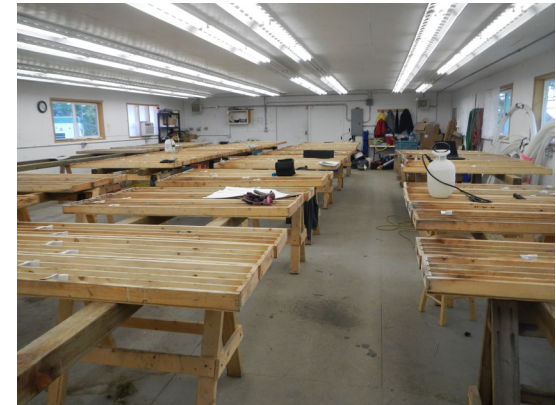
- *2C – Other Geoscience (9 courses)*

# Work Experience

- 48 months of geoscience work experience required.
  - *12 months pre-graduation (completed after 2<sup>nd</sup> year, summer work, co-op positions)*
  - *12 months for completion of an M.Sc.*
  - *12 months for completion of a PhD.*
- Removed the Canadian environment work experience requirement in October 2023
  - *Working for Workers Act, 2021*
  - *Step towards helping internationally trained individuals practice geoscience in Ontario.*
- Implemented a competency-based assessment system to assess applicants work experience.

# Competency-Based Assessment (CBA)

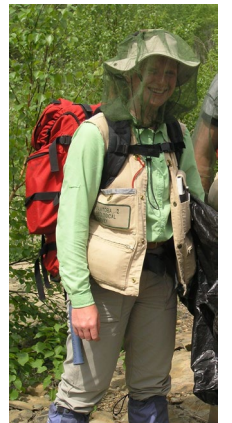
- Replaces the traditional work experience record.
- Easier for applicants and validators (referees) to complete, fully online process.
- Aids the registration committee in more consistent decision making.
- Competencies are related to work experience that is essential for Professional Geoscientists in all disciplines to ensure effective practice and public safety.
- Applicant's are asked to draw examples from their own work experience.





# Competency-Based Assessment (CBA)

- 29 competencies to be demonstrated.
- Four categories:
  1. *Professional competencies*
    - a. Including 5 Canadian work environment experience competencies
  2. *Competencies in scientific method*
  3. *Competencies in area of geoscience*
  4. *Complementary competencies*
    - a. Including 2 Canadian work environment experience competencies



# Why do we have these requirements?

- To fulfill our mandate: *to serve and protect the public interest by governing the practice of professional geoscience in Ontario.*
- To ensure that all meet the standards for entry to practice.
- To facilitate alignment with the Code of Ethics.
- To ensure a consistent foundation for the Complaints and discipline process.

# Mobility within Canada

- The Canadian Free Trade Agreement enables a P.Geo. to transfer to any other jurisdiction in Canada.
- This transfer is possible because of the guidelines set by Geoscientists Canada, and the consistent standards across Canada.

Regulatory Bodies (Regulators) in Canada

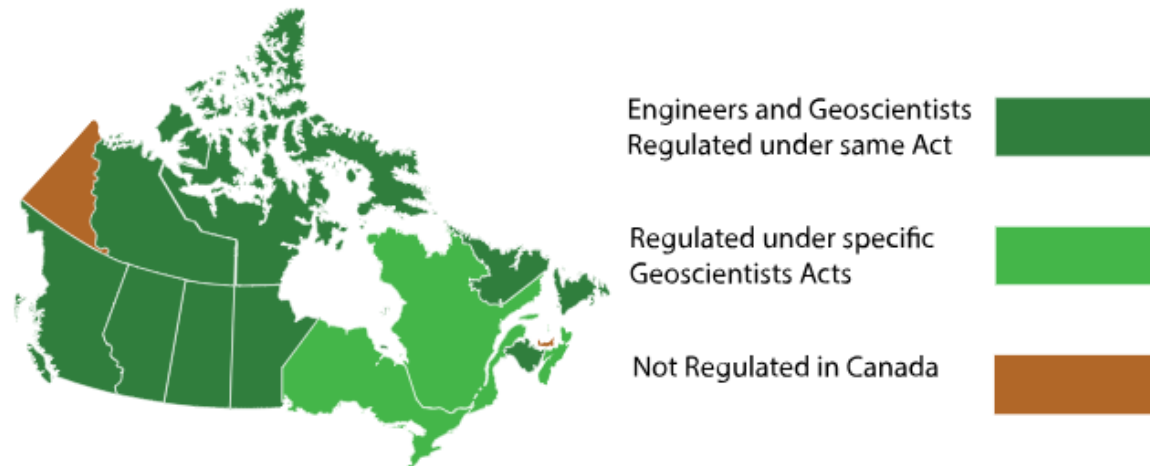
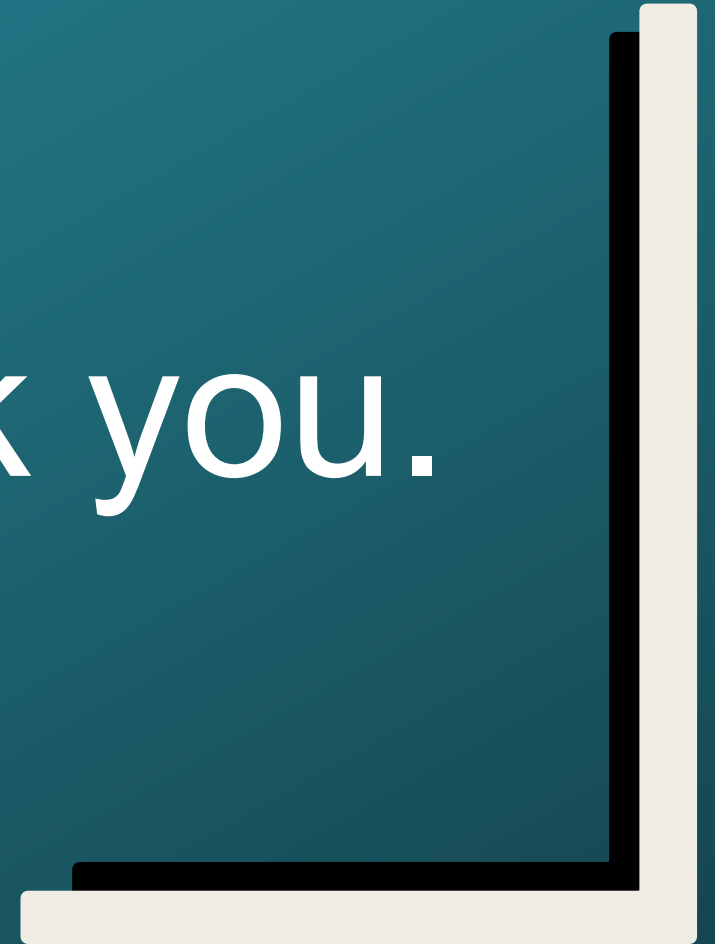


Image from Geoscience in Canada website:  
[https://geoscienceincanada.ca/geoscience\\_in\\_canada.php](https://geoscienceincanada.ca/geoscience_in_canada.php)



Thank you.



## Presentation 3

Toronto and Region  
Conservation  
Authority's (TRCA)  
PAIE Program for  
Internationally  
Educated  
Professionals



## Michelle Benford

Supervisor

Community, Outreach & Education  
Professional Access  
into Employment (PAIE) Program

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## Presentation 3

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**Antonina D'Urzo**

Coordinator

Community, Outreach & Education

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# TRCA's Professional Access Into Employment (PAIE) Program

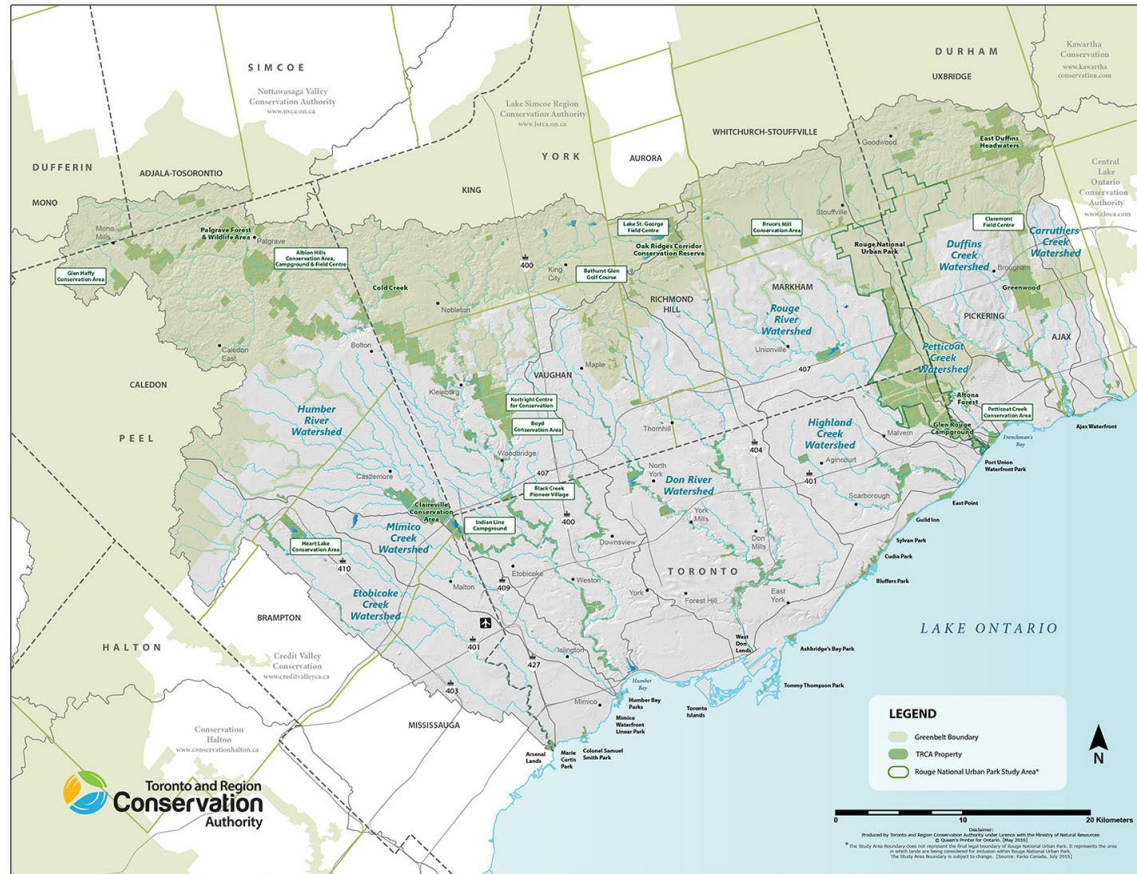
Michelle Benford, Supervisor Community Outreach and Education  
Antonina D'Urzo, Coordinator, Community Outreach and Education

April 16, 2024

# Agenda

- What is PAIE?
- Program Goals and Components
- Program Participants
- Industry Collaboration

# About TRCA



- One of the Ontario's 36 conservation authorities.
- Mission to protect, conserve and restore natural resources.
- Oversees 9 watersheds in the GTA.
- PAIE program operates under the Education & Training Division.

# About PAIE



- PAIE is an innovative Ontario bridge training program led by TRCA
- This Employment Ontario program is funded in part by the Government of Canada and the Government of Ontario
- Designed to improve access to professional employment in the environmental sector for skilled newcomers
- The program specifically serves internationally trained professionals in the following fields:
  - *Engineering & Geoscience*
  - *Ecology & related disciplines*
  - *Planning & related disciplines*
  - *Environmental science*



# Program Goals



To help PAIE clients access local work experience opportunities in their fields



Support client advancement through licensing/certification processes which are important for work in their fields



Promote diverse and inclusive workplaces, build and sustain workforce, and strengthen local economy



# Program Components

Job Search and Corporate Culture & Communication in Canada course

Profession specific training

Field excursions

Ongoing individual job search & employment coaching and support

Professional network development support

Mentoring opportunities

Free job matching, candidate screening and monitoring support for employers

Job monitoring & retention support

# Professions Specific Training *(sample list)*

## Licensing

- Professional regulators
- License applications and professional associations

## Field Excursions

- Archetype Sustainable House at Kortright Centre
- G. Ross Lord Dam
- TRCA Erosion and Sediment Control project site visits

## Software Training

- ArcGIS
- Excel for Engineering
- AutoCAD

## General

- Project Management
- Environmental Site Assessment (ESA) & Environmental Assessment (EA)
- Technical Report Writing
- ISO 14001
- Workplace Health & Safety....and more!

# PAIE Participant Eligibility Criteria



- Must have relevant work experience from outside of Canada
- No Canadian work experience in field
- Eligible to work in Ontario (PR, NCC, RC, PP, CUET)
- Canadian Language Benchmark Assessment minimum level 7
- Must have a university degree or college diploma obtained outside of Canada
- No Canadian education in field
- Must be a resident of Ontario

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# Industry Collaboration & Support

<b>Mentoring</b>	Informational interviews, individual or small group mentoring, job shadowing
<b>Recruitment</b>	Hiring Managers use PAIE as a source for skilled candidates
<b>Training Delivery</b>	Instruct profession specific training and host field excursions
<b>Program Promotion</b>	Promoting PAIE in their networks as an effective training option for Internationally Educated Environmental Professionals
<b>Advisory</b>	Participate on the PAIE Advisory Committee, providing input on program services and delivery
<b>Network Expansion</b>	Connecting PAIE staff to new professional contacts to expand our network
<b>Referral</b>	Referring eligible program candidates

# Programmes de formation supplémentaires de l'Ontario pour les francophones

- <https://info.collegelacite.ca/RelaisAdministration>  
(finances, affaires, administration spécialisée, gestion de projet)
- <https://www.collegelacite.ca/programmes-relais>  
(construction, administration)
- [services-connections-en-francais](#)  
(secteur des services financiers)

# Additional Ontario Training Programs for Francophones

- <https://info.collegelacite.ca/RelaisAdministration>  
(finance, business, specialized administration, project management)
- <https://www.collegelacite.ca/programmes-relais>  
(construction, administration)
- [services-connections-en-francais](#)  
(financial services sector)

# Thank you

For more information please visit:  
[paietraining.ca](http://paietraining.ca) or email us at  
[paie@trca.ca](mailto:paie@trca.ca)

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2024 VIRTUAL SYMPOSIUM



# Symposium contact information

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# Panel Session B

## Engaging, Developing, and Retaining Multigenerational Geoscientists

2024 VIRTUAL SYMPOSIUM



# Panel Session B Co-Chairs



Kristin Hanson, P.Geo.  
(Non-Practising), FGC  
Retired



Sheila Ballantyne, P.Geo.  
University of Toronto

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