



WORLD EDUCATION SERVICES

**Our Expertise. Your Success.**

**January 29, 2018**

# USING CREDENTIAL EVALUATION TO INTEGRATE INTERNATIONALLY EDUCATED PROFESSIONALS

**Jodi Tingling**

Program Manager, WES Global Talent Bridge  
World Education Services

# Agenda

Part I: Immigration in Canada

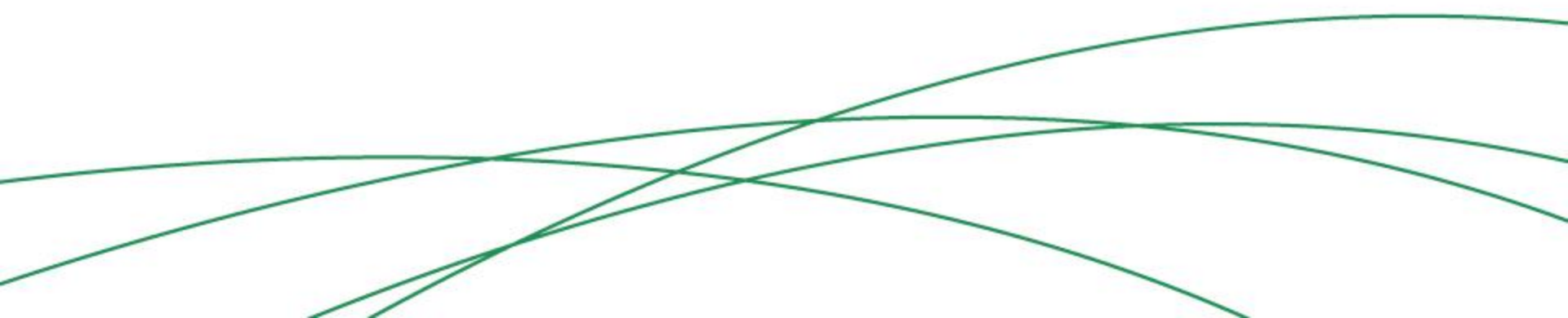
Part II: Credential Evaluation

Part III: Credential Recognition

Part IV: WES Tools and Resources

Part V: How You Can Help Your Clients

Part VI: How to Advocate



# Part I: Immigration in Canada

# Immigration in Canada by the Numbers

---

**1 in 5**

Canadians is born  
outside of Canada  
(21.9%)



- In 2019, Canada will welcome **330,000** new permanent residents
- Over the next three years, we will welcome **980,000** new permanent residents to the country as targets rise annually.
- By 2036, the proportion of the population born outside of Canada could reach **30%**.

Source: Statistics Canada, CANSIM table 282-0106

# Who Immigrates to Canada?

---

**>50%**

of recent immigrants hold a bachelor's degree or higher

**6 in 10**

are admitted under economic category (half of whom are through the skilled workers program)

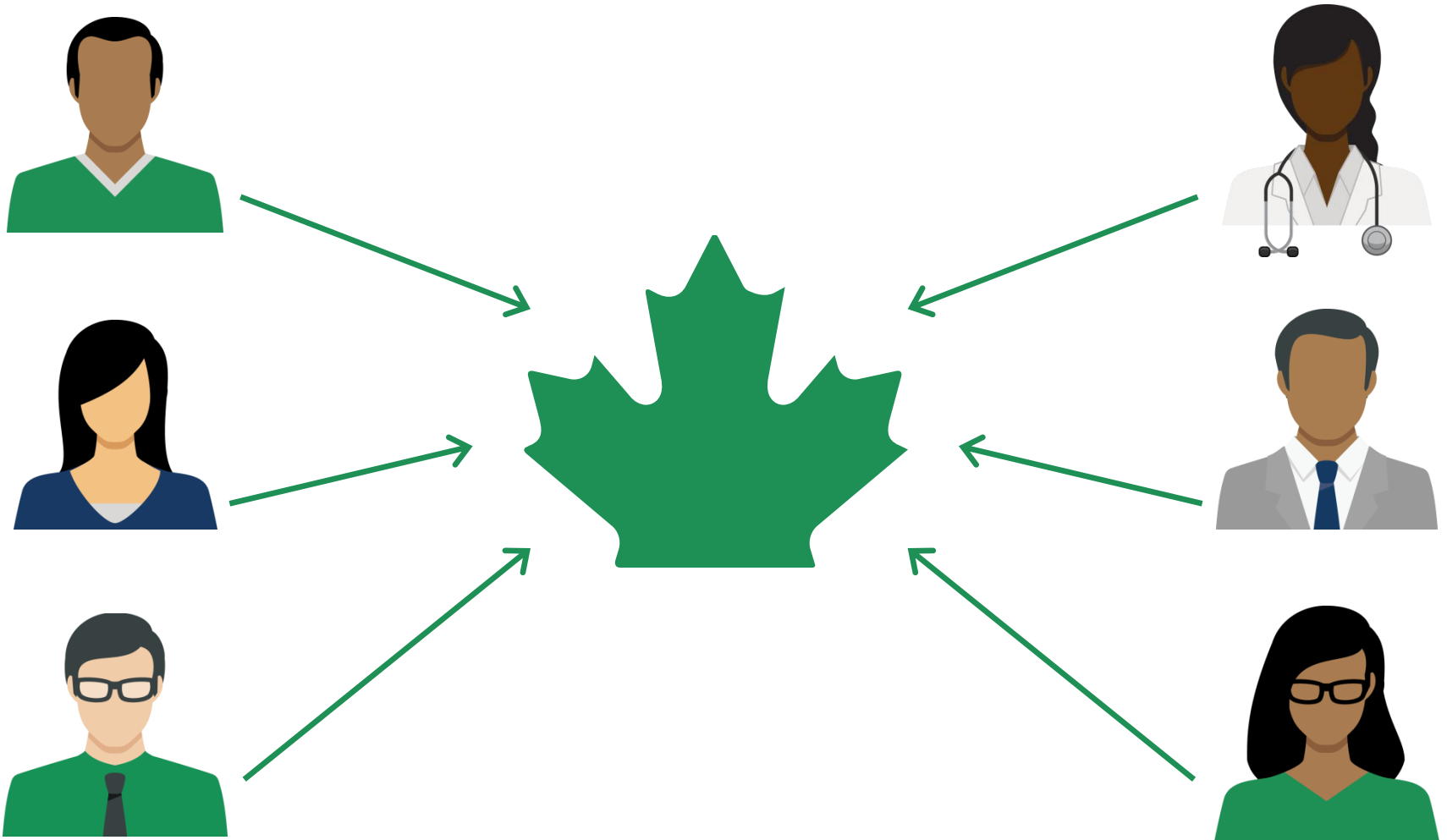
## Top Source Countries

1. Philippines - 15.6%
2. India - 12.1%
3. China - 10.6%
4. Iran - 3.5%
5. Pakistan - 3.4%
6. United States - 2.7%
7. Syria - 2.5%
8. United Kingdom - 2%
9. South Korea - 1.8%
10. Other countries - 43.7%

Source: Statistics Canada, 2016 Census of Population

# What Do They Bring to Canada?

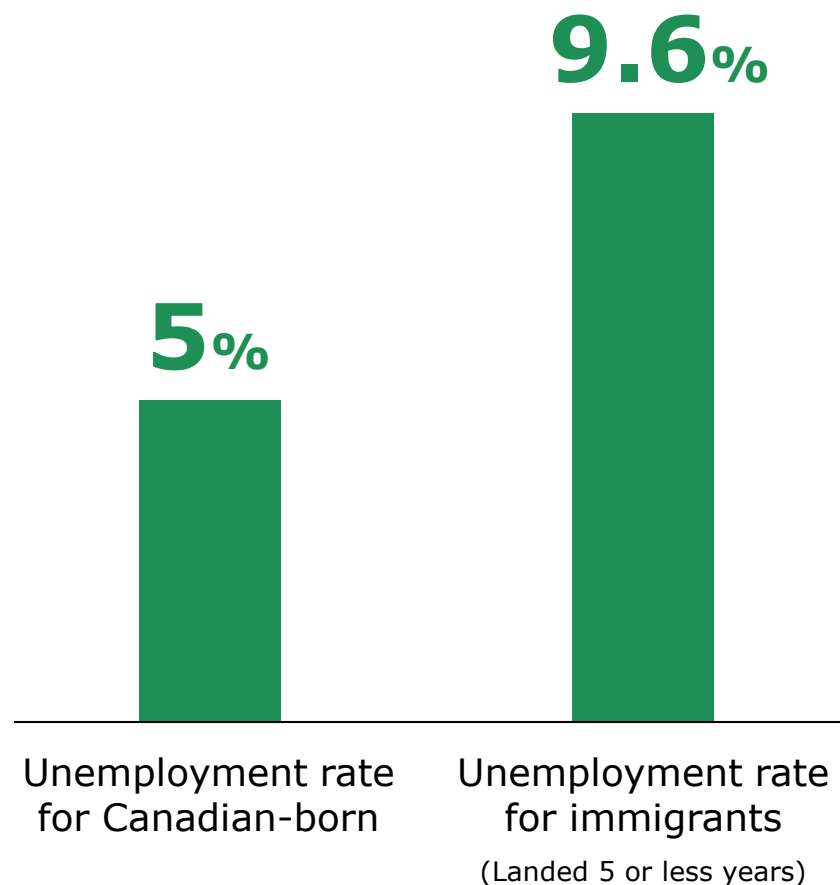
---



# But...

---

- We are not helping people integrate effectively
- Canada foregoes an estimated **\$12.7 billion** in earnings



Sources: Conference Board of Canada, 2017; Statistics Canada, CANSIM table 282-0106

# Why Are We Missing Out?

Immigrants struggle to have their qualifications, skills, and work experience recognized

A document-by-document report is typically required for freshman admission to universities and employment.

---

### CREDENTIAL EVALUATION AND AUTHENTICATION REPORT

Name: SAMPLE, Sample      Date: September 29, 2017  
Date of Birth: Month 01, 1993      Ref #:      Page: 1 of 2

---

#### CANADIAN EQUIVALENCY SUMMARY

Bachelor's degree (four years)

This report highlights the equivalency of your credential.

#### CREDENTIAL ANALYSIS

1. **Name On Credential:** Sample Sample  
**Credential Authentication:** Official transcripts were sent directly by the institution  
**Country:** India  
**Credential:** Bachelor of Engineering  
**Year:** 2012  
**Awarded by:** Visvesvaraya Technological University  
**Status:** Recognized Institution  
**Admission requirements:** Secondary school graduation  
**Length of program:** Four years  
**Major/Specialization:** Computer Science and Engineering  
**Canadian Equivalency:** Bachelor's degree (four years)

This report identifies and describes each credential, including: name of credential, requirements for entry and program length, and the equivalent degree in terms of Canadian education.

---

**INSTRUCTIONS FOR USING THIS REPORT:** An explanation of the terms used in this report can be found on the reverse side. This report is valid only when printed on watermarked paper and sealed with an official WES stamp on each page.

WES is recognized by the Government of Ontario and is a designated service provider of educational credential assessment (ECA) for Immigration, Refugees and Citizenship Canada (IRCC).



# About World Education Services

---

**World Education Services** (WES) is a non-profit organization dedicated to helping international students and professionals achieve their educational and professional goals in the United States and Canada.

**WES Global Talent Bridge** is a program of World Education Services (WES) dedicated to helping skilled immigrants fully utilize their talents and education in Canada and the U.S.

# The Work We Do

---

- **Authenticate documents** for individuals
- **Advise institutions, and federal and provincial governments** who play a critical role in the success of students and in supporting the successful integration of immigrants into the labour market
- **Partner with private, and non-profit organizations** who work together with government to provide additional support

# Part II: Credential Evaluation

# What is Credential Evaluation?

---



- **Compares** academic accomplishments to standards in Canada
- **Provides** a Canadian academic equivalency
- **Helps** institutions better understand internationally educated professionals' educational background

# Value of Credential Evaluation

---

- Credential evaluation gives internationally educated professionals **proof** in-hand of their qualifications in familiar terms
- Recognition of academic credentials is the **springboard** for pursuing suitable employment, further education, and licensing
- Recognition **critical for integration**

# Credential Evaluation Agencies

---



# Who May Need a Credential Evaluation?

---

Individuals with international education considering:

- Re-licensing in their profession
- Attending a post-secondary institution
- Employment opportunities
- Immigrating to Canada

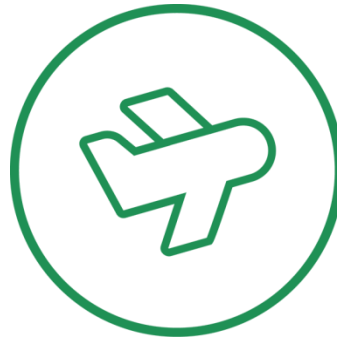
# Normative Credential Evaluation Process

---



## STEP 1

Applicant creates account and receives a WES reference number.



## STEP 2

Applicant refers to required documents resources; requests awarding institution to send documents directly to WES (in sealed envelope).



## STEP 3

We verify the credentials, create a report, and deliver it to identified recipients.



# Types of Evaluation Reports

---



Document-by-Document



Course-by-Course



Educational Credential Assessment  
(ECA) for Immigration

# WES Gateway Program

---



## Challenge:

How can displaced individuals who only have **partial or non-verifiable** academic documents prove their qualifications?

## Solution:

**Validate and assess** education of individuals displaced by political unrest, conflict, and natural **disasters—even when verifiable documents are not available**

# WES Gateway Program: Eligibility

---

## Currently available to individuals who:

- Cannot obtain official documentation because of **political unrest, conflict, or natural disasters**
- Are referred to WES by a designated Canadian partner organization
- Were educated in one of the following countries
  - Afghanistan
  - Eritrea
  - Iraq
  - Syria
  - Turkey
  - Ukraine
  - Venezuela

# What Does an Evaluation Look Like?



A document-by-document report is typically required for freshman admission to universities and employment.

## CREDENTIAL EVALUATION AND AUTHENTICATION REPORT

Name: SAMPLE, Sample  
Date of Birth: Month 01, 1993

Date: September 29, 2017  
Ref #:  
Page: 1 of 2

### CANADIAN EQUIVALENCY SUMMARY

Bachelor's degree (four years)

This report highlights the equivalency of your credential.

### CREDENTIAL ANALYSIS

- Name On Credential:** Sample Sample  
**Credential Authentication:** Official transcripts were sent directly by the institution  
**Country:** India  
**Credential:** Bachelor of Engineering  
**Year:** 2012  
**Awarded by:** Visvesvaraya Technological University  
**Status:** Recognized Institution  
**Admission requirements:** Secondary school graduation  
**Length of program:** Four years  
**Major/Specialization:** Computer Science and Engineering

**Canadian Equivalency:** Bachelor's degree (four years)

This report identifies and describes each credential, including: name of credential, requirements for entry and program length, and the equivalent degree in terms of Canadian education.

**INSTRUCTIONS FOR USING THIS REPORT:** An explanation of the terms used in this report can be found on the reverse side. This report is valid only when printed on watermarked paper and sealed with an official WES stamp on each page.  
WES is recognized by the Government of Ontario and is a designated service provider of educational credential assessment (ECA) for Immigration, Refugees and Citizenship Canada (IRCC).



This evaluation type is usually required for applications to post-graduate programs, students interested in transferring schools before completing their degree, and licensing board applications.

## COURSE-BY-COURSE ANALYSIS

Name: SAMPLE, Sample  
Date of Birth: Month 01, 1993

Date: September 29, 2017  
Ref #:  
Page: 2 of 2

### INSTITUTIONS - DATES - SUBJECTS

	Credits	Grades
Computer-Aided Machine Drawing Lab	1.0	B+
Manufacturing Technology Lab	1.0	B+
2013-2014		
Environmental Science and Engineering	3.0	C
Thermal Engineering	3.0	B
Dynamics of Machinery	3.0	B
Design of Machine Elements	3.0	B
Engineering Metrology and Measurements	3.0	B
Applied Hydraulics and Pneumatics	3.0	B
Thermal Engineering Lab	1.0	B
Dynamics Lab	1.0	B+
Metrology and Measurements Lab	1.0	B
CAD and CAM Lab	1.0	A
Communication Skills Lab	1.0	B
Unconventional Machining Processes	3.0	B
Gas Dynamics and Jet Propulsion	3.0	B+
Design of Transmission Systems	3.0	C
Finite Element Analysis	3.0	B
Automobile Engineering	3.0	C
Thermal Engineering Lab	1.0	A
Design and Fabrication Project	2.0	A
Principles of Management	3.0	C
2014-2015		
Total Quality Management	3.0	B
Process Planning and Cost Estima	3.0	B
Robotics	3.0	B+
Mechatronics	3.0	B
Computer-Integrated Manufacturing	3.0	C
Power Plant Engineering	3.0	B+
Computer-Aided Simulation and Analysis Lab	1.0	A
Mechatronics Lab	1.0	B+
Maintenance Engineering	2.0	B+
Advanced Internal Combustion Engines		
Comprehension		
Project Work		
Engineering Economics and Cost Analysis		

This report lists each course you have taken, a semester credit, and grade equivalent.

This report includes a GPA (grade point average).

### SUMMARY

Total Undergraduate Semester Credits: 158.0 GPA: 2.81

**INSTRUCTIONS FOR USING THIS REPORT:** An explanation of the terms used in this report can be found on the reverse side. This report is valid only when printed on watermarked paper and sealed with an official WES stamp on each page.  
WES is recognized by the Government of Ontario and is a designated service provider of educational credential assessment (ECA) for Immigration, Refugees and Citizenship Canada (IRCC).

# Part III:

## Credential Recognition

# Credential Recognition

---

- **Acceptance** of international academic credentials or credential evaluation by employers, regulatory bodies, academic institutions, and immigration authorities
- **No universally accepted service**
- May require more than one credential evaluation service
- Dependent on end-user recognition



# Credential Recognition

---

- **Requires research before taking action!**
- Always check first with each university, employer, and/or licensing board for specific instructions



# What You Can Do:

## Advocating for the Recognition of Credentials

---

**Employment:** Help clients market their education and help employers understand and recognize international education

**Licensure:** Research licensing requirements and explore alternative careers

**Education:** Navigate educational pathways including assessments and transfer credits



# Employment

---

For clients, include an equivalency statement on résumé under the Education section:

"Evaluated by World Education Services (WES), as equivalent to a four-year Canadian bachelor's degree."

# Licensing Bodies

---

- Regulations differ by province/territory
- Research requirements:
  - Time
  - Costs
  - Alternative career options

Visit [cicic.ca](https://www.cicic.ca) to learn about re-licensing.

# Education

---

- Conduct an environmental scan on institutions with the program of interest
- Connect with registrars determine requirements for:
  - Credential assessment process
  - Transfer credits
  - PLARs
  - Transition programs



# Part IV:

## WES Tools and Resources

# WES Free Tools and Resources

---

## **Degree Equivalency**

See how your credentials compare to Canadian standards instantly  
[applications.wes.org/degree-equivalency-tool](https://applications.wes.org/degree-equivalency-tool)

## **WES Advisor Blog**

Trusted advice for academic and professional success  
[wes.org/advisor-blog](https://wes.org/advisor-blog)

## **WES Career Pathways E-Guides**

Occupation specific information regarding licensing and alternative careers  
[wes.org/advisor-e-guides](https://wes.org/advisor-e-guides)

## **WES Webinars**

Live and on-demand events to help international students and skilled immigrants make informed decisions  
[wes.org/events](https://wes.org/events)

**Part V:**

How to Help Your Clients

# Steps to Integrate Internationally Educated Professionals

---

- 1. Identify** the client's goals
- 2. Understand** the purpose for the assessment
- 3. Determine** if a credential evaluation is required
- 4. Advise** the client to contact end user
- 5. Assist** the client with next steps

# Case Study

---



Manjeep is a internationally educated professional who immigrated to Canada two months ago. She has a master's degree in nursing and would like to practice in Canada.

**How would you help Manjeep meet her career goal in Canada?**



**Part VI:**

How to Advocate

# Consider Funding Opportunities for Credential Evaluations

---

## **Employment Ontario:**

Job search support funding

## **Ontario Works:**

Employment or training supports

## **Windmill Microlending/ Access Community Capital Fund:**

Community-based lending program



# Speak to Employers

---

- Encourage them to use the free degree preview tool
- Assess competency through skilled based assessment
- Discuss provisional employment



# Explore Programs, Training and Events

---

- Occupation Specific Language Programs (OSLT)
- Bridging Programs
- Mentorships
- Sector specific webinars/sessions
- IEP Conference





QUESTIONS AND COMMENTS

# Contact Information

---

Subscribe: [wes.org/ca/subscribe](https://wes.org/ca/subscribe)

Visit: [wes.org/ca/partners/global-talent-bridge](https://wes.org/ca/partners/global-talent-bridge)

Email: [gtbcanada@wes.org](mailto:gtbcanada@wes.org)

Tweet: [@WESCanada](https://twitter.com/WESCanada)





Our Expertise. Your Success.

---

THANK YOU

**Need more information?**

Visit: [wes.org/ca/partners](http://wes.org/ca/partners)