

## Assessing the skills and potential of internationally-trained professionals

### Ways that employers can recognize the skills and potential of internationally-trained candidates including:

- emphasizing competencies required for the job rather than “Canadian” experience
- being sure that the qualifications defined for a particular position are really ones needed to do the job and not just based on historical assumptions
- focussing on 'how' a candidate applies their skills and knowledge in specific types of situations is a better indicator of how an individual will fit into the work environment
- identifying the values that motivate the individual
- recognizing the value of international education and experience
- encouraging candidates to describe how they handled situations through stories and anecdotes including:
  - experience working as part of a team including giving an example of how the individual managed work-related relationships e.g. a client, contractor, co-worker
  - familiarity with building technologies
  - research, analytical and problem solving skills used to solve a technical problem
  - familiarity with the tools and technologies used for production including sketching, CAD, oral and visual presentation skills.

*The Ontario Association of Architects (OAA), in partnership with JVS Toronto, has created a mentoring program to assist internationally-trained professionals in integrating into the architectural profession and related fields in Ontario. The project includes reaching out to potential employers to communicate the benefits of hiring internationally-trained employees and to help employers recognize the value that newcomers can contribute to their organizations.*

*The project is funded by the Government of Ontario and is the first program of its kind for architects in Canada.*

## Get a competitive edge

### Internationally-trained professionals can give you one

**Canadian organizations must embrace diversity if they are to continue to thrive in the coming years.**

encouraging organizations to recognize the value of hiring internationally-trained professionals and the unique skills that those individuals offer to a wide range of private and public sector organizations.



Group Mentoring, Online Mentoring and Employer Outreach Pilot Program For Internationally-Trained Professionals  
*The first pilot program of its type for architects in Canada*

## You can benefit from having internationally-trained professionals as part of your staff.

### Benefits:

- bringing fresh perspectives and diverse points of view to the creative process
- reflecting the diversity of the community in which they operate and in the international marketplace
- engaging with diverse clients, suppliers and partner companies internationally to achieve a competitive advantage
- building cultural understanding into marketing and client services
- bridging the knowledge gap in an aging workforce
- attracting, retaining, motivating and utilizing human resources effectively
- improving the quality of decision-making at all organizational levels
- reaping the many benefits of being a socially conscious and progressive organization

### Unique Skills:

In addition to professional education and experience, internationally-trained architects have skills that may not be readily available among the larger pool of job seekers including:

- fluency in other languages
- international design and construction experience
- international network of contacts
- understanding of various cultural norms and customs that affect professional relationships

**Hard working, mature, and highly skilled, internationally-trained architects are highly-motivated to prove themselves, to succeed in their chosen profession and to contribute to Canadian society.**

**In an era of demographic change, globalization of services and markets and critical skills shortages, organizations are finding that they must retain the right, valuable human resources to be competitive.**

**Your organization can develop its own approach which suits your business needs and realities but... experts point out that Canada's aging workforce and low birth rate are resulting in skill shortages in many sectors.**

### Tips

Need tips on interviewing internationally-trained professionals: please see the back page of this pamphlet.

For more information on additional resources to assist you in assessing skills and potential of internationally-trained professionals, visit the OAA Web site at [www.oaa.on.ca](http://www.oaa.on.ca)

For questions about the OAA/JVS Employer Outreach and Mentoring program contact Philip Hollett, Practice Consultant at [philiph@oaa.on.ca](mailto:philiph@oaa.on.ca) or call 416-449-6898.