

# research snapshot

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## There Is a Foreign Credentials Crisis in Canada

### What is this research about?

Foreign education and work credentials are not recognized enough in Canada. This is seen as a major public policy concern for the country. Many scholars have pointed out the ways that foreign trained professionals have their qualifications devalued and blocked by the accreditation process. This research aimed to critically analyze how regulated and unregulated professions actually do this. How are these barriers to meaningful employment constructed? The research argues that Canada's makers need to get their heads around this potentially explosive trend, both economically and socially.

### What did the researchers do?

The researcher used Critical Race Theory in order to analyze Canada's immigration policy and immigrant employment policies. The researcher looked at a number of case studies in major professions like medicine and law in order to see how differences in culture and background can be used to exclude foreign trained professionals from working in their occupation.

### What you need to know:

Canada's policymakers need to develop a better strategy for recognizing the credentials of foreign trained professionals and acknowledge the racial dimension of discriminatory hiring practices.

### What did the researchers find?

The researcher found that despite being a nation that receives a large number of highly qualified immigrants, Canada hasn't done enough to create policies that recognize their credentials and integrate them into the workforce based on their profession. The reason for this is a lack of meaningful public policy debate on this topic. The researcher believes that in order to improve Canada's productivity and position in the global economy, the debates on Canadian immigration and foreign credential workers need to include an analysis of how race plays a role in Canada's political economy.

### How can you use this research?

Policymakers and community groups can use this research to identify the continuing significance of race in Canada's immigration policy and racial discrimination in Canadian workplaces. This research would be very useful to any public policy program focusing on immigration, multiculturalism, and equity. This research can help to embrace diversity in the workplace because it points to the many benefits of the many perspectives that multiple identity groups bring.

### About the Researchers

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### Keywords

Foreign trained professionals, Foreign credentials, Canadian immigration policy, Multiculturalism, Critical race theory.

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### Knowledge Mobilization at York

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