Foreign Credentials and Skills Assessment for the Construction Industry

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Finding a good fit

Many foreign-trained workers may have the skills and abilities to fill critical labour gaps in Canada's construction industry. But is there a way to measure those skills against Canadian standards, and to let employers know just who is qualified?

There is now, thanks to the Foreign Credentials and Skills Assessment (FCSA) Program.

The program was developed as a tool for employment counsellors and others such as employers and labour organizations to help immigrants become integrated into Canada's workforce.

It's a step-by-step approach to identifying what type of construction work foreigntrained workers may be best suited to in Canada, and how to best communicate that information to potential employers.

Employers need to know who is qualified

The cornerstone of the program is the *FCSA Workbook*. The workbook provides employment counsellors and others such as employers and labour organizations with a way to identify how the skills and competencies of foreign-trained workers compare to those required for Canadian construction trades. The workbook includes the following:

- A chart that lists the major skills and abilities needed for 26 trades. Once completed, the chart shows how the knowledge and skills of a foreign-trained worker compares with the Canadian standard for that trade.
- Forms to help summarize what skills and experience foreign-trained workers have or lack, and to make a plan for next steps. For example, a worker may be qualified in a given trade, and could work toward a Red Seal certification instead of starting over from the beginning.
- A template and checklist of what should be included in a portfolio for potential employers, as well as suggestions on how to layout the worker's employment history.

Information for Employers













The Construction Sector Council (CSC) is a national organization committed to the development of a highly skilled workforce – one that will support the future needs of the construction industry in Canada. Created in April 2001, and financed by both government and industry, the CSC is a partnership between labour and business.

The *FCSA Workbook* was developed by the CSC in partnership with the British Columbia & Yukon Territory Building & Construction Trades Council, the B.C. Industry Training Authority and the B.C. Government.

The FSCA Workbook is available electronically at www.csc-ca.org, as well as at www.bcbuildingtrades.org and www.itabc.ca.

For more information or additional copies, contact The Construction Sector Council 220 Laurier Ave. West, Suite 1150 Ottawa, Ontario, K1P 5Z9 Phone: 613-569-5552 Fax: 613-569-1220 info@csc-ca.org

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An important role for foreign-trained workers

To remain healthy and vibrant, Canada's construction industry needs a steady stream of qualified workers, including those who are foreign-trained. Make it a good fit with the Foreign Credential and Skills Assessment Program.