



Measures to facilitate access to regulated professions and trades implemented by the Ministère de l'Immigration et des Communautés culturelles and its partners

This document was prepared jointly by the Direction des affaires publiques et des communications and the Direction de l'accès aux professions et métiers réglementés du ministère de l'Immigration et des Communautés culturelles (MICC).

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BACKGROUND

Over the past few decades, the government and its partners have introduced a number of measures to help foreign-trained immigrants overcome difficulties related to the recognition of their credentials and training.

- In 1971, a service for assessing education credentials was established to provide a concrete solution for immigrants directly entering the workforce and having to present their diplomas to employers unfamiliar with this type of document. Therefore, immigrants trained abroad can obtain a document, now called the *Évaluation comparative des études effectuées hors du Québec* (Comparative evaluation for studies done outside Québec), which indicates a correspondence to the Québec education system and its main diplomas for studies completed outside Québec.
- In 1973, the Professional Code granted the professional orders the discretionary power to adopt standards for diploma equivalence for the purpose of issuing a permit or a specialist's certificate, as well as standards for the equivalence of the training required for the purpose of issuing a specialist's certificate.
- In 1988, the Professional Code made it mandatory for the professional orders to adopt standards for diploma equivalence for the purpose of issuing a permit or a specialist's certificate
- In the 1990s, the first information documents on regulated trades and professions were published and disseminated in Québec and abroad. Initiatives to recognize credentials, skills and bridge training were also introduced.
- In 1994, the Professional Code made it mandatory for the professional orders to adopt standards for the equivalence of the training required for the purpose of issuing a permit or a specialist's certificate.
- In October 2001, the *Table de concertation sur l'immigration et l'admission aux ordres professionnels* was established to promote the widespread adoption of good practices implemented by certain orders and the development of new approaches to facilitate the recognition of skills acquired outside Québec. This body has since been replaced by the *Comité multipartite sur l'accès aux professions et métiers réglementés régies par les ordres professionnels*.
- In May 2002, the Government of Québec adopted a policy and an action plan on adult education and continuing education. As part of this plan, and in conjunction with the *Ministère de l'Éducation, du Loisir et du Sport* (MELS – Ministry of Education, Leisure and Sport) and *Emploi-Québec* (Employment Québec), the *Ministère de l'Immigration et des Communautés culturelles* (MICC – Ministry of Immigration and Cultural Communities) put in place mechanisms to fast track access to professional refresher training for immigrants, particularly at the college and university levels.

CONSULTATIONS AND DISCUSSIONS

In recent years, the approach adopted by the MICC and the government has been characterized by a determination to consult both immigrants and stakeholders and work closely with partners to seek solutions to promote access to regulated trades and professions. The Task Force on Access to Regulated Trades and Professions (*Groupe de travail sur l'accès aux professions et métiers réglementés*) and the Work Team on the Recognition of Credentials and Skills of Foreign-Trained Individuals (*Équipe de travail sur la reconnaissance des diplômes et des compétences des personnes formées à l'étranger*) are concrete expressions of this approach.

TASK FORCE ON ACCESS TO REGULATED TRADES AND PROFESSIONS

In March 2004, the Minister of Relations with the Citizens and Immigration announced the establishment of the Task Force on Access to Regulated Trades and Professions. Formed in the wake of the 2004-2007 action plan on immigration, integration and intercultural relations, *Shared Values, Common Interests*, this Task Force comprised of parliamentarians was mandated to outline the problems involved in recognizing competencies and training, and to propose solutions to eliminate some of these problems.

The parliamentary Task Force report was made public by the Minister of Immigration and Cultural Communities on March 18, 2005. Since that time, most of its recommendations have been implemented or are in the process of being implemented.

WORK TEAM ON THE RECOGNITION OF THE CREDENTIALS AND SKILLS OF FOREIGN-TRAINED INDIVIDUALS

To facilitate the consultation of all parties concerned with the recognition of credentials and training by the professional orders, the creation of a intersectoral Work Team was announced at the Forum of Generations held in October 2004.

Established in response to the Task Force recommendations respecting access to professions governed by a professional order, the Work Team on the Recognition of the Credentials and Skills of Foreign-Trained Individuals includes representatives from the professional orders, colleges and universities and the government. It was mandated to: identify the main difficulties to faster recognition of the training and skills of foreign-trained individuals; determine the actions and measures essential to eliminate those difficulties; and encourage all those involved to commit to the swift implementation of concrete and structuring measures that address the problem in a significant way.

The Work Team's report was submitted to the Minister of Immigration and Cultural Communities on December 5, 2005. Since then, most of its recommendations have been implemented or are in the process of being implemented. A multipartite committee, composed of representatives of the key players within the professional system (some of whom were already members of the Work Team) was established to monitor the implementation of the Work Team's recommendations, together with the coherence and consistency of actions to facilitate access to professions governed by a professional order.

Since the Work Team's mandate applied only to professions governed by a professional order, the MICC was mandated to work with other partners to attend to the implementation of the parliamentary Task Force recommendations respecting other regulated trades and professions.

RECENT INITIATIVES AND MEASURES

The recent initiatives of the MICC and its partners¹ to facilitate access to regulated trades and professions target the following three objectives: to better inform immigrants, to improve the assessment and recognition process of prior training and experience of persons trained abroad and to improve access to bridge training.

TO BETTER INFORM IMMIGRANTS

- In September 2002, the MICC set up a service that is now called the *Service d'information sur les professions et métiers réglementés* (Information service on regulated professions and trades) to

¹ Professional orders, *Conseil interprofessionnel du Québec*, *Office des professions du Québec*, *Comité d'adaptation de la main-d'oeuvre – personnes immigrantes*, educational institutions, *Emploi-Québec*, *Ministère de l'Éducation, du Loisir et du Sport*, *Ministère de la Santé et des Services sociaux*, *Commission de la construction du Québec*.

support immigrants and immigration candidates in their contacts with professional orders or other regulatory authorities.

- General information documents, entitled *The Practice of a Profession Governed by a Professional Order, Regulated Trades and Occupations in the Construction Industry* and *Regulated Non-Construction Trades*, are distributed to MICC clients abroad and in Québec. These documents are available in English, French and Spanish and may also be consulted on the MICC website.
- Forty-five information fact sheets on professions governed by professional orders were prepared by the MICC and validated by the appropriate order. Fact sheets on access to the teaching profession and professions governed by the Autorité des marchés financiers (Financial markets authority) were also prepared. Some have already been translated into English and Spanish and the process should be completed within the next few years.
- The integration support guide, *Learning about Québec*, provides information on the regulated trades and professions and encourages immigration candidates to contact regulatory bodies before they arrive in Québec.
- Information sessions organized abroad and facilitated by MICC immigration counsellors provide candidates selected with all relevant information on access to professions governed by a professional order.
- The *Service d'information sur les professions et métiers réglementés* also provides professional integration support to persons with medical training, either by assisting them to access the profession of physician or by redirecting them towards a related healthcare profession.
- The *Barreau du Québec* (Québec Bar) offers foreign-trained candidates one-day training sessions on the fundamentals of law in Québec, as well as the legal systems in Québec and Canada and their institutions. These sessions also provide candidates with the opportunity to network with **advocates** (lawyers) who are members of the Bar. A presentation summarizing the key points addressed is available on the Bar's website for candidates in the regions. The website will also post answers to questions asked by the participants during training sessions.
- CSN-Construction offers individual support and guidance to candidates for the practice of a **construction** trade who have been trained or acquired relevant experience outside Québec. This guidance will help them determine potential job opportunities based on their experience and skills, as well as help them understand procedures for gaining access to trades and professions in the construction industry. CSN-Construction also assists them in preparing their certificate of competency and provides job search advice. Networking workshops will be organized to bring together immigrants seeking employment in the construction industry and potential employers. In addition, CSN-Construction meets with industry employers to increase their awareness about hiring immigrants.
- *The Ordre des hygiénistes dentaires du Québec* (Québec order of **dental hygienists**) offers a one-day information session to foreign-trained dentists wishing to redirect their career and practice the profession of dental hygienist. Candidates can learn about the conditions to be met in order to obtain a permit to practice. An audiovisual presentation also illustrates the practice environment in Québec.
- The *Ordre des ingénieurs du Québec* (Québec order of **engineers**) will develop training on professionalism, the regulatory framework and the cultural context of the workplace to help engineers trained abroad to become familiar with the practice of the profession in Québec. In addition, in order to provide personalized information tailored to the needs of foreign-trained candidates, the order will conduct an in-depth review of the tools it has developed. It will also develop new tools, in particular a self-assessment mechanism that will enable candidates to assess

the steps they will have to take to obtain a permit to practice. All these tools will be available on the order's Internet site.

- The *Ordre des sages-femmes du Québec* (Québec order of **midwives**) will organize an information day on the practice of midwifery in Québec to better inform foreign-trained candidates about the specific features of the practice in Québec. An audiovisual of the key points will also be available on the order's website.
- The *Collège des médecins du Québec* (Québec order of **physicians**) has prepared an information guide to provide immigrants trained abroad with comprehensive and accurate information about the steps they need to take to obtain a permit to practice or a restricted permit. Available on the Collège website, this guide helps candidates understand the difficulties related to obtaining these two types of permits.
- The *Ordre des médecins vétérinaires du Québec* (Québec order of **veterinary surgeons**) offers a half-day information session explaining the steps candidates will need to take to meet the admission requirements. An audiovisual presentation of the key points will also be available on the order's website. Thus, immigration candidates will be able to learn about the professional environment before beginning their immigration procedures. Candidates will also be able to apply for membership online, which will shorten the file review process.

TO IMPROVE THE ASSESSMENT AND RECOGNITION PROCESS OF PRIOR TRAINING AND EXPERIENCE

A variety of measures have been introduced to improve the assessment and recognition process of the prior training and experience of immigrants. These measures are specifically aimed at improving the methods and practices for the recognition of prior learning, developing new recognition tools for certain professions, preparing candidates for professional examinations or bridge training, facilitating the exchange of information and expertise, and developing forms of collaboration between the professional orders and foreign educational institutions. These measures are set out below.

Amendments to the Professional Code

- A bill to amend the Professional Code in order to enable the professional orders to issue new types of permits came into effect in June 2006. The purpose of these new permits is to accelerate the professional integration of certain foreign-trained candidates.
- The Professional Code also stipulates that any decision made by a professional order respecting diploma or training equivalence must be reviewed by persons other than those who made it.

Measures to improve methods and practices for the recognition of prior learning

- On February 10, 2006, the executives of the professional orders unanimously adopted principles for recognizing the equivalence of credentials and training acquired outside Québec. The professional orders thus agreed to ensure that their policies and procedures for recognition in these areas comply with these principles. They then assessed the compliance of their practices with the principles adopted in order to determine the steps, if any, they will need to take to improve these practices.
- The *Conseil interprofessionnel du Québec* offers work sessions on equivalence recognition methods and tools, as well as training sessions for professional order personnel acting in an intercultural context.

Measures to develop new tools for the recognition of prior learning

- The *Ordre des acupuncteurs du Québec* (Québec order of **acupuncturists**) will develop a competency profile setting out the competencies required to practise the profession of acupuncturist

in Québec. This profile will be accompanied by an evaluation guide designed to improve the assessment and recognition of foreign-trained acupuncturists' training and experience. These tools will enable the order to evaluate the training of candidates who received traditional training under a master acupuncturist and more effectively determine the competencies they will need to acquire in order to obtain a permit to practice.

- The *Ordre des agronomes du Québec* (Québec order of **agrologists**) will develop a competency framework to update the process for recognizing the competencies of foreign-trained candidates. A competency map will be designed to more effectively assess and recognize candidates' prior learning and make it easier to determine the bridge training required to obtain a permit to practice. In addition, three different versions of an appraisal test adapted to different work situations will help assess and recognize candidates' experience.
- The *Ordre des chimistes du Québec* (Québec order of **chemists**) will design and offer a new self-assessment tool for foreign-trained chemists on its website, with a view to issuing new types of permits. Candidates trained outside Québec can access this tool free of charge and identify online any competency gaps relevant to the type of permit under consideration even before they arrive in Québec. They can also plan the training they will need to upgrade their knowledge and skills.
- The *Ordre des comptables en management accrédités du Québec* (Québec order of **certified management accountants**) has developed an online model on its website to allow foreign-trained persons to evaluate their eligibility for admission to the profession and the steps they will have to take to obtain a permit to practice. The assessment of files is mainly computerized to accelerate their processing.
- The *Ordre des hygiénistes dentaires du Québec* (Québec order of **dental hygienists**) will develop tools to assess the competencies of dentists who trained abroad and wish to practise the profession of dental hygienist. These mechanisms will enable foreign-trained dentists wishing to redirect their career towards dental hygiene to demonstrate their skills and knowledge.
- The website of the *Ordre des techniciennes et techniciens dentaires du Québec* (Québec order of **dental technicians**) will introduce an online self-assessment tool to help foreign-trained candidates determine their eligibility and review the steps they will have to take in relation to the discipline they intend to practice in Québec.
- The *Ordre des denturologistes du Québec* (Québec order of **denturologists**) will develop a competency profile to more effectively assess and recognize the credentials and experience of candidates trained outside Québec. The order's website will also contain a self-assessment guide to help foreign-trained candidates identify their competencies and compare them to those set out in the competency profile, as well as learn more about the requirements for obtaining a permit to practice. Furthermore, an interview guide will be developed to provide evaluators with a tool to help them fully assess candidates' competencies and eligibility for admission to the order.
- The *Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec* (Québec order of **human resources professionals and industrial relations counsellors**) will develop a tool to verify foreign-trained candidates' training and experience, which they will be able to access free-of-charge on the order's website. Candidates will be able to use this tool before they arrive in Québec to obtain specific information about the possible outcome of their application for training equivalence recognition and to make an informed decision about the continuation of the process.
- The *Ordre professionnel des technologistes médicaux du Québec* (Québec professional order of **medical technologists**) has prepared a specific and detailed profile of medical technologists' competencies in order to assess and recognize diplomas and experience acquired abroad. This tool will allow the order to more effectively determine the bridge training required. Based on this profile,

an online self-assessment tool will be designed to enable candidates to make a preliminary analysis of the requirements for obtaining a permit to practice. Candidates will also have access to information that will help them build a complete file before they arrive in Québec.

- The *Ordre des sages-femmes du Québec* (Québec order of **midwives**) will develop a competency map to assess the prior learning and experience of candidates trained abroad and recognize their skills. This map will also be used to determine the skills required to obtain a permit to practice in the Québec context. In addition, they will be able to access an online self-assessment module and learn about the steps they will need to take. A companion guide will also be available on the order's website.
- The *Ordre des infirmières et infirmiers auxiliaires du Québec* (Québec order of **nursing assistants**) will prepare an exam to complete the recognition process of the diploma and training equivalence for persons trained abroad. It will set up a database of questions that can be used to create different versions of the exam to be taken according to candidates' recognized prior learning. The order will also prepare a guide to help candidates become familiar with the exam's content and format.
- The *Ordre des ergothérapeutes du Québec* (Québec order of **occupational therapists**) will improve its process for assessing and recognizing the skills of foreign-trained candidates by developing a competency profile and the necessary related tools. This assessment will enable candidates to record their competencies and the order to determine the appropriate methods for their evaluation.
- The website of the *Ordre des technologues en radiologie du Québec* (Québec order of **radiology technologists**) includes a self-assessment tool enabling immigration candidates and new arrivals to determine their eligibility for admission to the order. This tool takes both their training and experience into account and enables them to determine any gaps to be filled. It also indicates the documents and certificates candidates should include with their formal application. In addition, the order will set up a database on the training available in various countries to help candidates unable to provide course descriptions.
- The *Ordre professionnel des inhalothérapeutes du Québec* (Québec professional order of **respiratory therapists**) offers an online self-assessment tool for appraising the credentials and experience of foreign-trained persons. This tool will help candidates determine the documents necessary to constitute a complete file, inform them about the requirements for obtaining a permit to practice, and review the bridge training required. A database is also available to facilitate the analysis of applications.
- The *Ordre des orthophonistes et audiologistes du Québec* (Québec order of **speech therapists and audiologists**) has designed a tool to evaluate the experience of candidates already established in Québec to determine whether competencies gained on the job could compensate for gaps in training.

Measures to prepare candidates for bridge training or professional examinations

- The *Ordre des agronomes du Québec* (Québec order of **agrologists**) will improve and update its self-training guide (*Mémento de l'agronome du Québec*) to better inform foreign-trained persons about the practice of the profession in Québec, improve their chances of passing the qualifying examination, and promote their successful integration into the workforce, particularly in the regions. Candidates may access an interactive audiovisual and information capsules on the order's website to learn more about the examination procedure.
- The *Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec* (Québec order of **human resources professionals and industrial relations counsellors**) will design online training to prepare foreign-trained candidates for the qualifying examination. This self-learning module will focus on human resources management in Québec and contain a glossary of terms used by Québec human resources professionals.

- The *Ordre des techniciennes et techniciens dentaires du Québec* (Québec order of **dental technicians**) will revise its qualifying exam to facilitate the recognition of foreign-trained candidates' training and experience. To help them improve their pass rate, candidates will have access to a two-day preparatory course covering the specific practice of the profession in Québec, the material and equipment used, and the exam content and format.
- The *Ordre des dentistes du Québec* (Québec order of **dentists**) offers a workshop to prepare candidates for the practical examination leading to the recognition of training equivalence for dentists trained abroad. This one-day workshop is intended to improve candidates' success on the examination. It helps eligible candidates become familiar with the different formats and components of the exam and learn about the various aspects of practising dentistry in Québec.
- The *Ordre des infirmières et infirmiers du Québec* (Québec order of **nurses**) has developed a training guide for candidates trained outside Québec who are preparing for the professional examination. This guide enables candidates to become familiar with the content, format, procedure and organizational aspects of the exam. The tool is accompanied by a guide on the context of the practice of nursing in Québec. The order will also publish a self-learning tool covering the legal and ethical aspects of nursing practice in Québec for foreign-trained candidates. The self-learning formula will facilitate access for candidates in the regions and immigration candidates who are still abroad.
- The *Ordre des ingénieurs du Québec* (Québec order of **engineers**) will develop training software for foreign-trained engineers that will enable them, wherever they live, to more effectively prepare for the professional examination. This software will include a question/answer module to help candidates become familiar with the type of questions asked and the answers expected.
- Since 2003, the *Centre d'évaluation des sciences de la santé* at Université Laval offers workshops to help eligible candidates prepare for the oral and clinical sections of the clinical medical science examination of the Collège des médecins (Quebec order of **physicians**). Physicians and residents also offer clinical case simulations since 2004 to help candidates put into practice the skills acquired in the preparatory workshops and promote networking among participants.
- The *Ordre professionnel de la physiothérapie du Québec* (Québec professional order of physiotherapy) offers an introductory workshop on the practice of physiotherapy in Québec. This workshop is intended to help foreign-trained **physiotherapists and physical rehabilitation therapists** improve their performance with respect to the required courses and training periods and facilitate their integration into the workforce. The workshop focuses primarily on the physiotherapeutic function, the entrance requirements for both professions and the legal framework governing the profession.
- The *Ordre des technologues en radiologie du Québec* (Québec order of **radiology technologists**) has developed a reference guide to help foreign-trained candidates prepare for the qualifying examination. This guide will cover the examination procedure, format and content and discuss the specific practice of the profession in Québec.

Information exchange with regard to the assessment of diplomas issued outside Québec

- The *Conseil interprofessionnel du Québec* and the MICC have concluded a protocol agreement concerning the sharing of factual information and expertise on the assessment of credentials earned outside Québec. Under this agreement, international education analysts at the MICC and admission officers at the professional orders can share their expertise on various education systems around the world. They can also discuss methods for assessing foreign diplomas, the results of certain assessments, as well as the authentication of documents and their translation.

This agreement will facilitate and shorten review processes for candidates applying for a permit or an *Évaluation comparative des études effectuées hors du Québec* (Comparative evaluation for studies done outside Québec).

- The *Ordre des infirmières et des infirmiers du Québec* (Québec order of **nurses**) and the MICC have reached an agreement on the exchange of information and expertise respecting the assessment of foreign nursing diplomas. This agreement simplifies procedures for persons required by the order to submit an *Évaluation comparative* (Comparative evaluation) to enable the assessment of their prior learning and equivalence recognition. They will have to complete only one application on a joint form and forward the information and documents required all at the same time.
- The MICC issues comparative guides that provide useful information for making a general comparison between a country's or province's official education system and that of Québec. Five guides are now available on the MICC website for the following countries: Chile, China, France, Morocco and Rwanda. Other guides will be developed and made available over the next few years.

Agreements between the professional orders and organizations abroad

- Some orders, such as the *Ordre des comptables agréés du Québec* (Québec order of **chartered accountants**) and the *Ordre des ingénieurs du Québec* (Québec order of **engineers**), and have concluded reciprocal recognition agreements with organizations abroad whose standards and accreditation procedures comply with those of Québec's professional orders. Graduates of designated institutions will find it easier to secure recognition of their diplomas. In certain situations, they will not be required to pass a qualifying examination.
- The *Ordre des acupuncteurs du Québec* (Québec order of **acupuncturists**) is putting in place mechanisms to collaborate with organizations in China offering acupuncture training programs that comply with Québec requirements and are recognized by the order. These mechanisms are designed to simplify diplomas and training equivalence recognition for candidates trained at these institutions. These candidates will not be required to pass an acupuncture examination, which will reduce processing times and cut the cost of obtaining a permit to practice.

TO IMPROVE ACCESS TO BRIDGE TRAINING

- The *Ordre des acupuncteurs du Québec* (Québec order of **acupuncturists**) will set up a number of personalized internships in private clinics in order to more effectively respond to the specific training needs of individuals trained abroad. This experience in the Québec work environment will give them the opportunity to enhance their knowledge and skills, particularly as concerns relevant legislation, record keeping and patient relations, and to improve their success rate on examinations to determine their knowledge of these issues.
- The *Ordre des hygiénistes dentaires du Québec* (Québec order of **dental hygienists**) will develop a bridge training program of a maximum duration of 12 months, generally offered in two sessions, which will enable foreign-trained dentists to acquire the specific skills they need to practice the profession and be admitted to the order. This theoretical and practical training program will be offered for the first time at the Collège de Maisonneuve during winter 2009. In addition, a French course tailored specifically to the practice of the profession will be offered in collaboration with MICC. The order could also make the program available to other educational institutions offering a dental hygiene program, depending on the number of eligible candidates interested.
- The *Ordre des ingénieurs du Québec* (Québec order of **engineers**) has established a tutoring program, called *Accès rapide à l'Ordre des ingénieurs*, developed at the behest of the *Comité d'adaptation de la main-d'œuvre – personnes immigrantes*. It has been offered for the last four years to prepare candidates trained outside Québec for the exams required for equivalence recognition and has raised the success rates of candidates studying for these examinations. As part of this program,

candidates are put in contact with an engineer who will act as their "mentor." Candidates are also supported by community organizations.

- At the behest of the *Comité d'adaptation de la main-d'œuvre – personnes immigrantes*, the *Ordre des ingénieurs du Québec* (Québec order of **engineers**) collaborated with the *École polytechnique* to develop a 30-credit certificate program and a short 15-credit program for candidates trained abroad. These programs are intended to prepare candidates for the order's examinations required for equivalence recognition and to update their knowledge.
- The *Ordre des sages-femmes du Québec* (Québec order of **midwives**) will develop a bridge training program for foreign-trained midwives in collaboration with the Université du Québec à Trois-Rivières. This six-month training program will include 15 course credits and 15 credits for a clinical training period. Candidates who successfully complete the program will receive a certificate from the university. Credits per equivalence will be awarded to candidates who complete the clinical training period earlier than expected. The university plans to introduce the program in the fall of 2008 and offer it primarily in the Montréal region, where most of the foreign-trained candidates are located.
- Two bridge training programs for foreign-trained **nurses**, designed at the behest of the *Comité d'adaptation de la main-d'œuvre – personnes immigrantes*, are available for those candidates who are required by the order to complete bridge training in order to obtain recognition of their diploma or training equivalence. An initial eight-month program focuses on gerontology, mental health and nursing care. A second 17-week program on nursing practice in Québec includes a supervised clinical training period.
- The *Ordre des pharmaciens du Québec* (Québec order of **pharmacists**) will design and introduce a bridge training program framework for foreign-trained pharmacists to enable them to secure full recognition of their training equivalence and be admitted to the order. This training will help pharmacists trained outside Québec acquire the required competencies within two years. Composed of 17 months of theoretical and practical training, and completed by an internship of at least four months, this program will be developed in partnership with the Université de Montréal, which is expected to enrol the first 25 candidates in September 2010. The program framework will belong to the order, which could make it available to Université Laval (where the professional doctorate will also be offered as of September 2009), depending on the number of eligible candidates interested.
- In partnership with the Université de Sherbrooke, the *Ordre des psychologues du Québec* (Québec order of **psychologists**) will design and introduce a complementary training program framework for foreign-trained psychologists who hold a master's degree. This two-year program will facilitate and accelerate the acquisition of competencies for candidates trained outside Québec for the purpose of equivalence recognition. As of the fall of 2009, foreign-trained psychologists will be able to acquire the required competencies at the Longueuil campus of the Université de Sherbrooke, as part of a doctoral-level program that includes extensive practical training. In addition, the order could make the program framework available to other universities offering a doctorate in psychology.
- The *Ordre professionnel des inhalothérapeutes du Québec* (Québec professional order of **respiratory therapists**) will design and introduce a bridge training program framework of a maximum duration of 12 months for respiratory therapists trained outside Québec. Once candidates have completed this program, they will be able to secure full recognition of their training equivalence and obtain a permit to practice from the order. Composed of a theoretical component and clinical training periods, this program will be offered for the first time at the Collège de Rosemont during winter 2009. The program framework will belong to the order, which could make it available to other colleges offering an respiratory therapy program, depending on the number of eligible candidates interested.

- In collaboration with the Collège Ahuntsic, the *Ordre des technologues en radiologie du Québec* (Québec order of **radiology technologists**) has designed a bridge training program for foreign-trained candidates in order to better prepare them for the practice of the profession in Québec. This intensive program reduces the time required to obtain full training equivalence recognition.
- Specialized French-language training for healthcare professionals and nurses is provided, as a pilot project, to candidates who have already applied for recognition of prior learning.

French-as-a-second-language courses will also be developed for candidates who have already begun the recognition process in order to practice certain professions in engineering and applied sciences.

- The *Ministère de l'Éducation, du Loisir et du Sport* recently agreed to fund college-level training required by a professional order to enable candidates who are already qualified to earn or recover the right to practice in Québec.