



SUDANESE PROFESSIONALS' DEVELOPMENT & NETWORKING EVENT



Event Program

01



Registration

3:00 – 4:00PM

02



Sectors Overview Sessions

4:00 – 600 PM

03



Roundtables and Networking

6:00 – 8:00PM

04



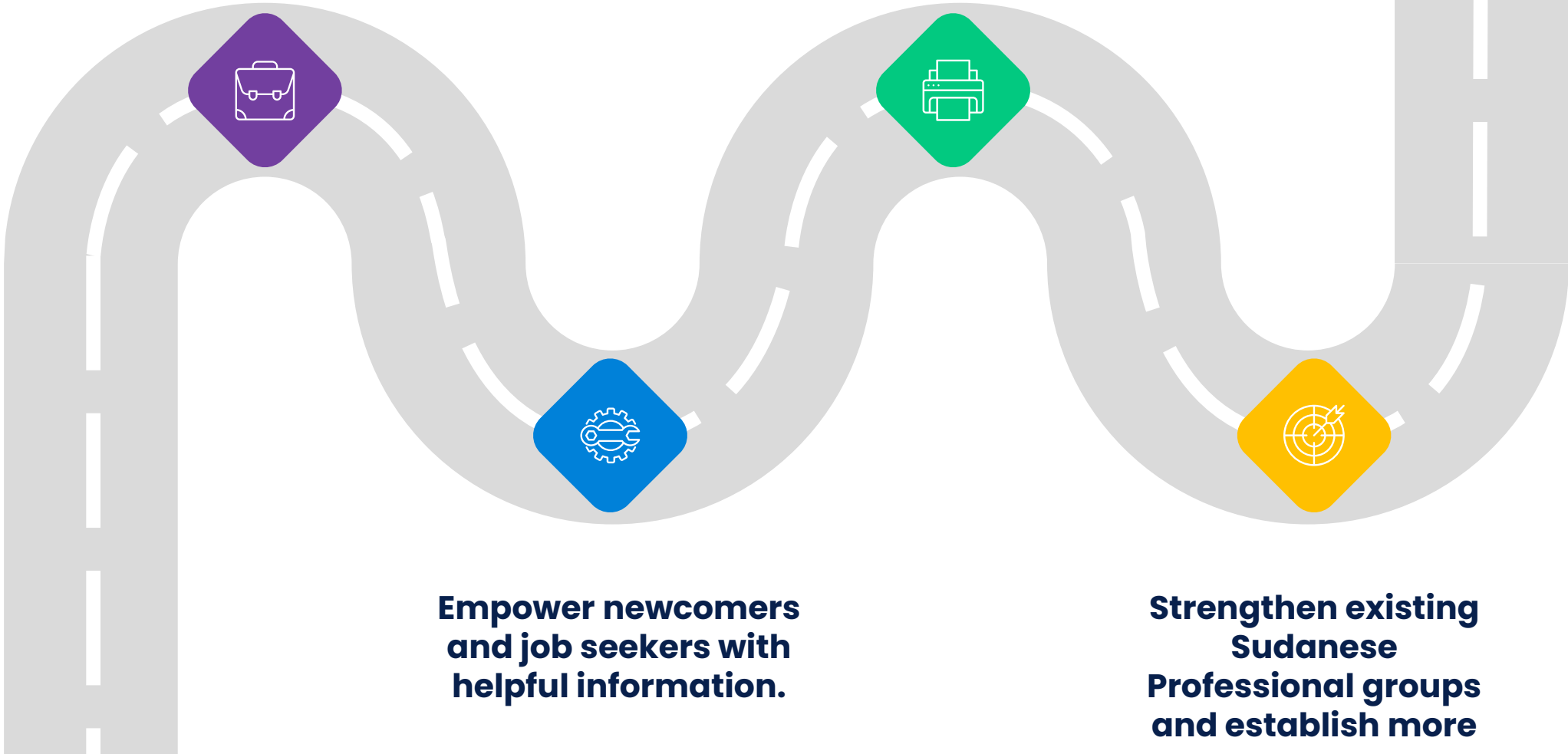
Wrap up



Event Objective

**Build a stronger
Sudanese
professional
community /network**

**Create a database
of Sudanese
businesses**



**Empower newcomers
and job seekers with
helpful information.**

**Strengthen existing
Sudanese
Professional groups
and establish more**

Sectors Overview sessions

15 minutes each



Architecture
by
Sara Hamid



Human Resources
by
Sawsan Bekab



Entrepreneurship
By
Nagwa ElMardi



Engineering
By
Reem Digna

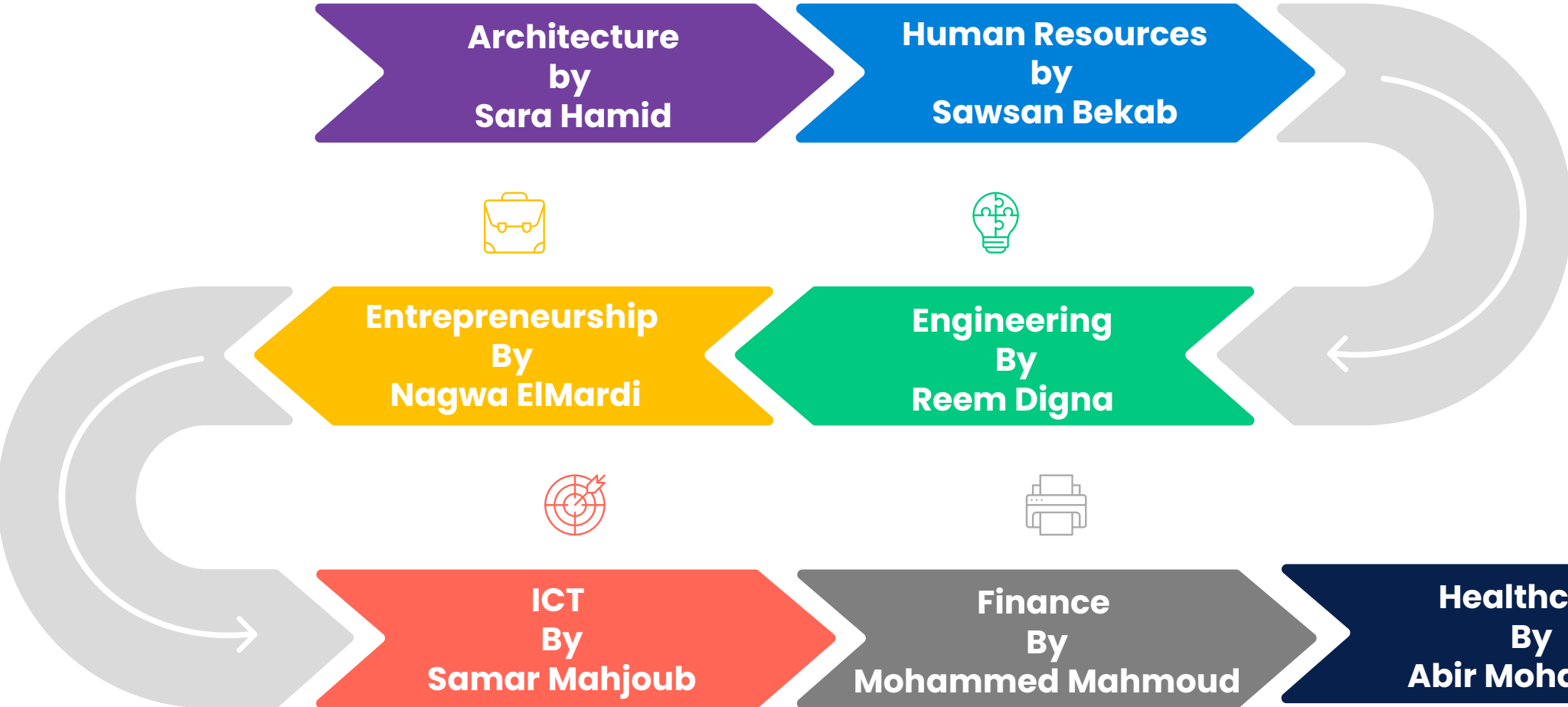


ICT
By
Samar Mahjoub



Finance
By
Mohammed Mahmoud

Healthcare
By
Abir Mohamed

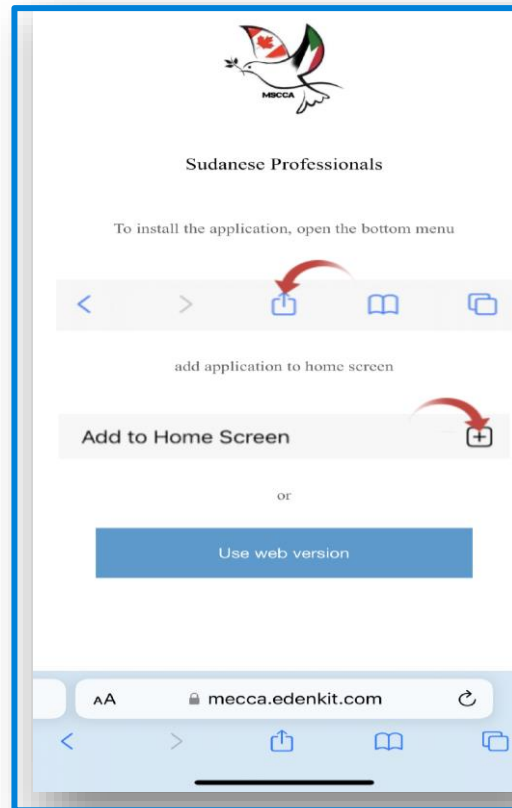


01

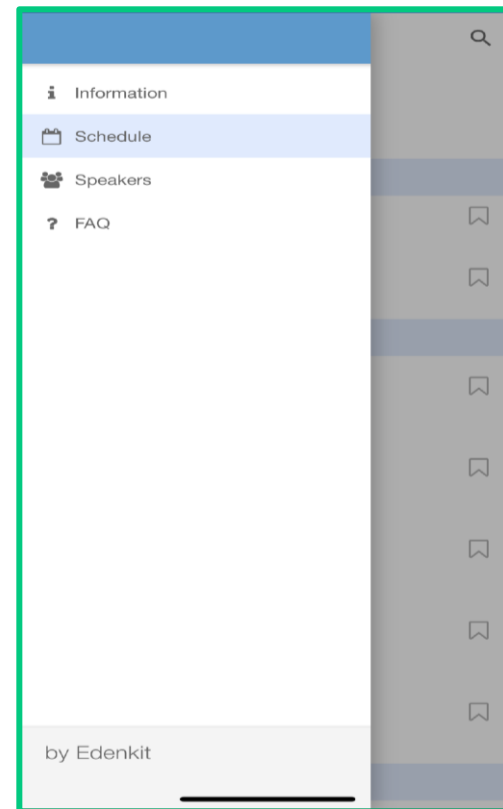
Go to:
<https://mecca.edenkit.com/app>



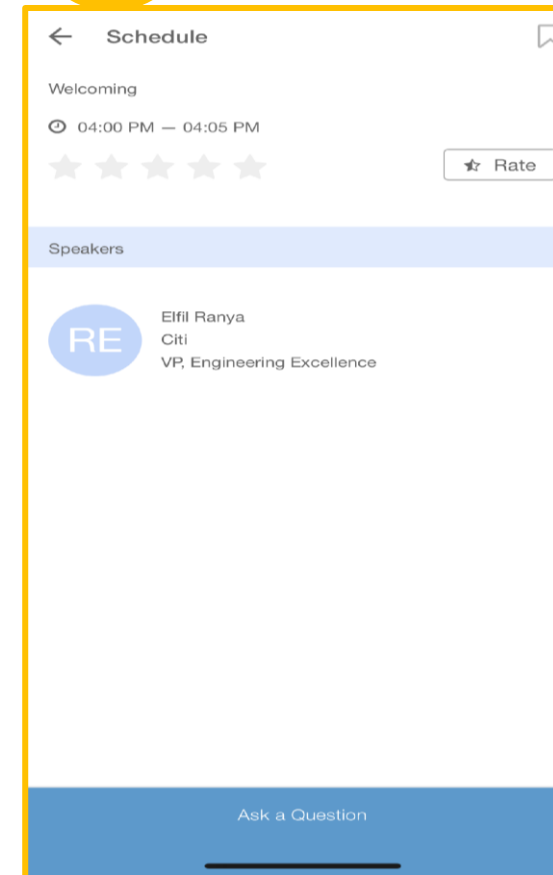
02



03



04



Shout Out! MSCCA PD & NC Office!

Special shoutout to
Aya and Eiman



Aya Ahmed
MSCCA Professional Development
Office lead



Eiman Al Widaa
Office member, Architect

CAREER PATH FOR ARCHITECTURE AND RELATED FIELDS

Presenter: Sarah Mahmoud

- Introduction
- Different paths to start your career
 - Work
 - Study (CE/2nd Career/Career Shift)
 - Get The License
- Resources

➤ **AGENDA**

- ▶ Work
- ▶ Study
- ▶ Get the License

Option-1	Option-2	Option-3
Work	Study	License
Bridging Program (OBPAP) IPLAN (JVS)	WES/IELTS	CABC
Humber College	BIM/Management	IPLAN Practice (JVS)
Co-op	CE/2 nd Career/Career Shift	Exams

➤ 3 DIFFERENT START-UP

▶ **Sectors You Can Work with them and you don't need a license (only if you want to work under the title Architect you need a license):**

- ▶ Architecture Firms (Draft Person, Designer, Technologist, BIM Specialist, ...)
- ▶ Construction with the contractors (Project Coordinator, Project Manager,....)
- ▶ Developer (Architecture side, Project Manager, BIM Lead, BIM Manager, 4D,)
- ▶ Interior Design and Decoration
- ▶ Education (Continuing Education Instructor, College Instructor, Blue Print Reading, Rendering, 3D MAX, Revit instructor, Math Tutoring,

▶ **Effective Ways to Secure a job:**

- ▶ Networking 80% of the jobs are not announced.
- ▶ Cold call (Show your Confidence)
- ▶ LinkedIn
- ▶ Job Search Platforms and websites

➤ **WORK OPPORTUNITIES**

- ▶ BIM George Brown
- ▶ Construction Management George Brown and Ryerson.
- ▶ Masters (Architecture- U of T, Building Science- Metropolitan University)
- ▶ 2nd Career Grant
- ▶ Difference between WES & CACB

➤ **STUDY (CE/2ND CAREER/CAREER SHIFT)**

There are 2 paths to get the license as an architect

(In Ontario with OAA but there is agreement between the other provinces with minor differences in the building code in other provinces):

- ▶ BEEFA
- ▶ IPA

There is another option to be a licensed designer/ Building Practitioner / Building Inspector by doing the Building Code required exams.

- ▶ BCIN

BCIN Designer is a licensed professional in the architectural field who is qualified to produce and approve building plans for construction in Ontario

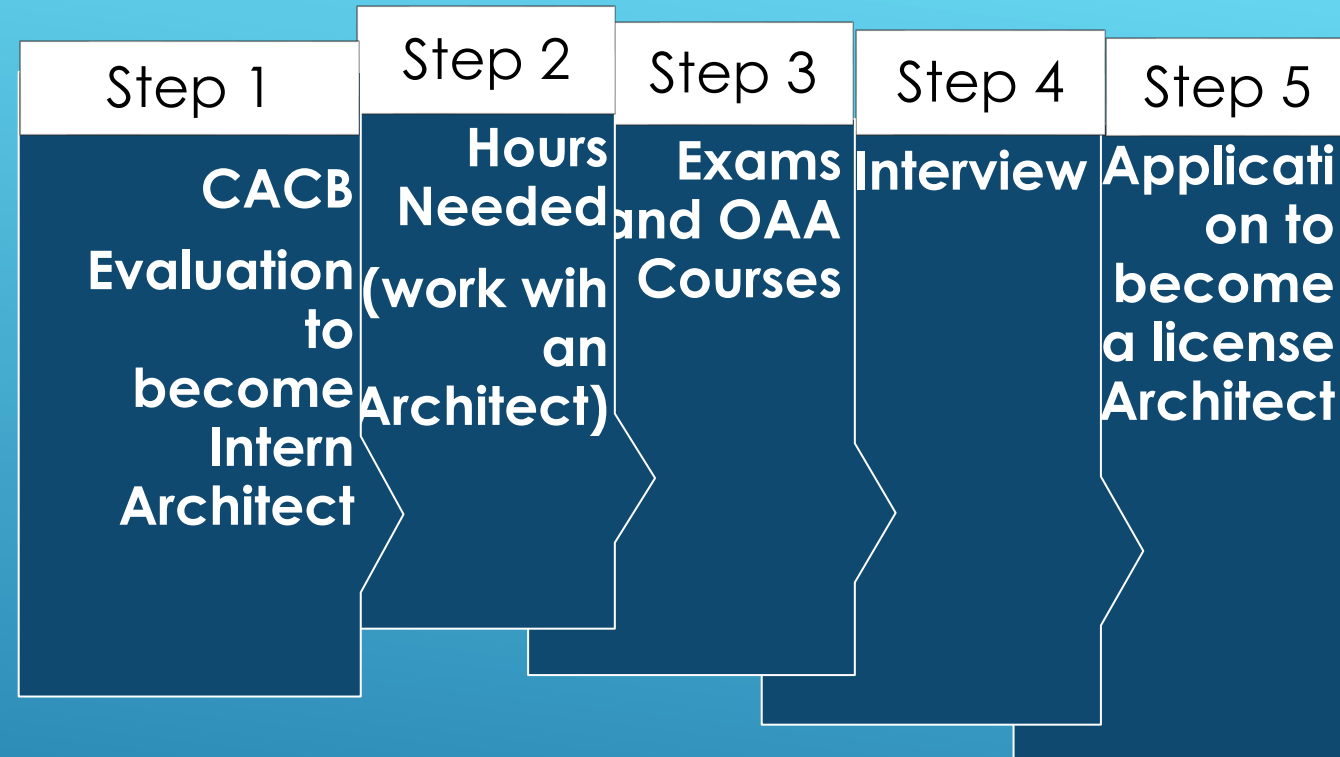
- ▶ Interior Designer License

ARIDO (Association for Registered Interior Designers of Ontario)

<http://arido.ca/>

➤ **GET THE LICENSE**

IPA



- ▶ You can get up to \$15K loan to support career development and licensing with very low interest if you are not on OSAP (Windmill micro lending program)

- ▶ CWC program
- ▶ LinkedIn Learning Courses
- ▶ Revit 2020: Essential Training for Architecture (Metric)

Paul F. Aubin

Author and Consultant

<https://www.linkedin.com/learning/revit-2020-essential-training-for-architecture-metric>

- ▶ Tacvoc details Book for Building Permit Sample
- ▶ Useful Books
https://drive.google.com/drive/folders/1nzsbdJfrA1nH4YjT1y_FLJHSyVhEjbJx?usp=share_link
- ▶ Sudanese Architects in Canada WhatsApp Group and
- ▶ Telegram Channel for Resources
- ▶ OAA Website
- ▶ Toronto Society of Architects

➤ **RESOURCES**

▶ Job titles that tell what architects can do

Architectural Critic	Graphic Designer
Architectural Photographer	Heritage Planner
Architectural Programmer	Illustrator
Architectural Renderer	Industrial Designer
Builder Inspector	Interior Designer
Building Envelope Scientist	Landscape Architect
CAD Coordinator	Market Researcher
Campus Planner	Model Maker
Carpenter	Municipal Architect
Cartographer	Museum Curator
Computer Presentation Designer	Printmaker
Computer Systems Analyst	Professor
Conservator	Property Assessor
Construction Inspector	Publisher
Construction Manager	Real Estate Agent
Contractor	Real Estate Project Manager
Corporate Consultant	Researcher
Design/Build Team Manager	Set Designer
Developer	Structural Engineer
Document Designer	Technical Writer
Environmental Planner	TV/Film Producer
Furniture Designer	Urban Planner

- ▶ Loan for education and training programs 2years or less.
- ▶ Fees for licensing and qualifying exams



Achieve career success in Canada

Affordable loans for skilled immigrants to reach their career goals.

- Receive up to \$15,000 to cover costs related to achieving career goals
- No Canadian credit history required
- Low income applicants are welcome
- Windmill clients on average more than triple their income

A Windmill microloan may be used for:

- Education and training programs of two years or less
- Fees for licensing and qualifying exams
- Living allowance during a period of study
- Courses to help you further your career
- Relocation costs for employment
- Travel expenses to take courses or exams not available in your area
- Books, supplies and course materials
- Professional association fees

To be eligible for a Windmill loan, you must:

Be internationally trained with status as a Permanent Resident, Provincial Nominee, Canadian Citizen, Protected Person or Convention Refugee.

A microloan from Windmill can help you establish a positive credit history in Canada.

Canada  Québec 
 Alberta  Ontario 
 Government

Check your eligibility and apply online at:
windmillmicrolending.org
 Toll-free: 1-855-423-2262


 Converting Potential Into Prosperity

Windmill is a charity accessible online and Canada-wide.

And we are here to help

Sarah Mahmoud

+1 647 853 6236

Amani El-Asadd

Amani.elasad@yahoo.com

Eiman Widaa

+1 647 467 2364

Khalid Ibrahim

+1 416 880 3313



Prepared by:

Sawsan Bekab

Hala Abdelrahman

Maha Alkheir

Sulafa Omer



QUOTES

Human resources (h-r)noun: the unofficial lawyer, psychologist, event planner, teacher, peace maker, career planner and detective ...Unknown

I don't believe that people get into the world of HR to push paper and to be full of bureaucracy and to defend, defend, defend. I believe that people that get into this world of HR get into it because they want to help. They want to provide and facilitate growth.

Claude silver

What Does HRM Include?

Employee
benefits

Recruiting and
staffing

Employee
compensation

Employee and
labor relations

Health and
Safety

Human
resources
compliance

Human
resources
information and
payroll

Employee
training and
development



Job Market

tion +++ News +++ Information +++ News +++ Information +++ N

Is HR in high demand in Canada?

- ▶ Human resources is an essential function across every industry and is highly valued by most Canadian businesses.
- ▶ There's always demand for HR managers, professionals, and recruiters throughout all provinces and territories.
- ▶ Based a study that was made Nov 3, 2022.

Which province in Canada is best for HR?



- ▶ Quebec
- ▶ British Columbia
- ▶ Ontario

What is the average annual salary for HR ?



- ▶ The National average for **junior HR** position is
- ▶ \$ 40,9072
- ▶ The National average salary for **HR leadership** positions is
- ▶ \$ 134,937

A close-up photograph of a person's hand holding a rectangular sign. The sign is white with the word 'JOB' in large, bold, red letters and the word 'SEARCH' in large, bold, dark blue letters below it. The background is a blurred light blue and white, suggesting a professional setting.

JOB
SEARCH

How To Find HR
Jobs In Canada As
A Newcomer?

Understand The Job Market

- ▶ Consider the local job market when determining which city to settle in. Urban centres, like Toronto and Vancouver (as well as their surrounding areas) typically have more job openings, but also higher competition compared to smaller cities.
- ▶ In smaller cities or less populated provinces, it may be easier to land a job you want.
- ▶ Researching the job market in advance can make your job search more efficient and fruitful.



SKILLS



Build Skills Canadian Employers Are Looking For

- ▶ Skills you leveraged in your profession in your home country will usually still be relevant
- ▶ Canadian employers may be looking for additional capabilities (specific to the Canadian market).
- ▶ Gaps in your skill set can make it harder to land a job in Canada
- ▶ You can improve your employability by understanding the skills that organizations seek

Build Skills Canadian Employers Are Looking For

- ▶ To compare your skill set against what is expected for the role, research job postings you're interested in and speak to HR professionals in Canada.
- ▶ HR roles require proficiency in specific platforms
- ▶ Human Resource Information Systems (HRIS)
- ▶ Ceridian or Workday,
- ▶ Talent Management Software (TMS),
- ▶ Application Tracking Systems (ATS).
- ▶ Familiarizing yourself with these platforms



Craft An Impressive Canadian-style Resume

- ▶ The Canadian-style resume may be different from the resumes used in your home country.
- ▶ There are three main types of Canadian resume formats—reverse chronological, functional, and hybrid.
- ▶ The ideal resume format for you will depend on the length and continuity of your work history.

Craft An Impressive Canadian-style Resume

- ▶ Start with a professional summary: highlighting key achievements, skills and strengths.
- ▶ Work experience: include all the relevant jobs you held in the past.
- ▶ Instead of listing your job responsibilities, highlight your accomplishments in each role.
- ▶ Key Skills: list relevant transferable skills you gained through work, in university, or developed through certifications or training
- ▶ Employers prefer applicants with some Canadian work experience it does not need to be paid—volunteer work counts!
- ▶ **Important:** An updated LinkedIn profile.

Expand Your Knowledge In HR Related Topics



Expand your knowledge in topics such as

- Pensions and benefits,
- Labour relations,
- Diversity and inclusion,
- Mental health through workshops/courses
- Coursera, Edx, LinkedIn, and Udemy are useful resources for developing HR related skills.

Obtaining an HR designation

Help your resume stand out.

The Chartered Professional in Human Resources (CPHR) designation is offered by Chartered Professionals in Human Resources Canada (CPHR)

It has member associations in Alberta, British Columbia and Yukon, Manitoba, New Brunswick, Newfoundland & Labrador, Nova Scotia, Prince Edward Island, Quebec, and Saskatchewan.

In Ontario, the Human Resources Professional Association (HRPA) offers three HR designations:

Certified Human Resource Professional (CHRP), Certified Human Resources Leader (CHRL), or Certified Human Resources Executive (CHRE).

Internationally trained HR professionals can join the HRPA if they've obtained landed immigrant (PR) status or an open work permit in Canada within the past 24 months.

Certified Human Resources Professional or CHRP

- ▶ Available exclusively through the HRPA, The Certified Human Resources Professional designation validates your knowledge of HR, your workplace readiness, and your commitment to career-long learning.
- ▶ In order to receive your CHRP designation, you must be an HRPA registrant in good standing and fulfil the following requirements:
 - ▶ **Coursework Requirement**
 - ▶ The coursework requirement consists of successful completion of courses in nine subject areas with a grade of 65% or better and an overall average of 70% or above, or qualifying via the Alternate Route.

Certified Human Resources Professional or CHRP

CHRP Knowledge Exam

CHRP Employment Law Exam

Certified Human Resources Professional or CHRP

Job Ready Program

Certified Human Resources Leader



- ▶ A multiple-choice exam consisting of 110 questions (also satisfies the CHRP employment law exam requirement).
- ▶ **Degree requirement**
- ▶ Applicants must have a degree from a recognized educational institution.
- ▶ Degree does not need to be in human resources.
- ▶ **Professional experience requirement**
- ▶ At least three years of demonstrated experience in hr at a professional level.

Certified Human Resources Leader

- ▶ The CHRL validates your knowledge of hr and of workplace and employment law and your ability to apply this knowledge to business solutions.
- ▶ **Designation Requirements**
- ▶ In order to receive your CHRL designation, you must be an HRPA registrant in good standing and fulfill the following requirements:

Certified Human Resources Leader

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- ▶ Coursework requirement
 - ▶ Successful completion of courses in 9 subject areas
 - ▶ with a grade of 65% or better,
 - ▶ overall average of 70% or above
 - ▶ Or qualifying via alternate routes for completing this requirement.
- ▶ CHRL knowledge exam
 - ▶ 250 multiple-choice questions.
 - ▶ Assesses knowledge required to perform at the chrl level (also satisfies the chrp knowledge exam requirement).
- ▶ CHRL employment law exam

Certified Human Resources Executive

The logo for Certified Human Resources Executive (CHRE) features the letters "CHRE" in a bold, black, sans-serif font. The text is centered within a light gray rectangular box. A thick black L-shaped line frames the top and right sides of the box, creating a partial border effect.

- ▶ Executive level designation.
- ▶ HR professionals at the CHRE level have, through personal attributes and achievements, reached the upper echelons of the profession.
- ▶ Although most senior HR professionals will be found in the corporate world, senior professionals are also found in other settings such as consulting.
- ▶ **Designation requirements**

CHRE designations are awarded after a review of a written application outlining the registrant's executive-level HR experience by a panel of CHRE designates trained in the designation assessment process.

▶ Written application

Complete the [CHRE application form](#).

Application will be reviewed by a panel who determine whether you have demonstrated the 15 competencies required for the designation.

You can view the evaluation grid [here](#).

Submission deadline for CHRE applications is the last business date of each month. Results are released via email in ten weeks.

To maintain your CHRE designation, you must:

Maintain continuous membership with HRPA that is in good standing, which includes agreeing to abide by the [registered human resources professionals act, 2013](#), [hrpa's by-laws](#), [hrpa's rules of professional conduct](#), and any other professional guidance issued or amended by HRPA from time to time.

Meet the ongoing continuing professional development (CPD) requirement. Learn more about [cpd here](#).

VOLUNTEER.

Give a lot. Get a lot.

EXPLORE CAREER OPTIONS

SHARE YOUR PASSION

CONNECT WITH YOUR COMMUNITY

CREATE CHANGE

volunteer Toronto
www.volunteertoronto.ca

Why you should volunteer?



1. Volunteering opens lots of doors and gives networking opportunities in the field.



2. It is considered as a Canadian experience.



3. Extremely beneficial to get Canadian References



4. Many workplaces give job offers for its volunteers.

Bridging Programs

- ▶ Designed for immigrants and refugees looking to continue their career in Canada.
- ▶ Eligible immigrants can use bridge programs to continue working in their career after immigrating to Ontario.
- ▶ Designed to "bridge" your international training, education and experience, to continue working in your field in Ontario.

Bridging Programs

- ▶ Available for eligible immigrants with training, education and experience in:
- ▶ A regulated occupation (for example, nursing, engineering, etc.)
- ▶ A highly-skilled, non-regulated occupation that is currently in demand (for example, information technology, financial services, etc.)
- ▶ Get you fast access to training and supports towards a license or certificate, and assist in finding employment in your profession or trade.

Bridging Programs

Through bridging training programs, you can get:

- ▶ An assessment of your skills and prior learning
- ▶ Technical and essential skills training specific to your occupation
- ▶ License or certification exam preparation
- ▶ Workplace culture and communication training
- ▶ Clinical or job placements to help you get Canadian workplace experience
- ▶ Mentoring or networking with employers
- ▶ Employment supports, like resume preparation, labour market orientation, mock interviews, job search supports, etc.
- ▶ Post-employment job retention supports, including career planning and management

Service providers and learning and schedule options

Service providers include:

- ▶ universities and publicly-funded colleges
- ▶ occupational regulatory bodies
- ▶ community agencies
- ▶ employer organizations
- ▶ for-profit organizations

Learning options include:

- ▶ in class
- ▶ online
- ▶ combination of in class and online

Bridging Programs – Eligibility

- ▶ To be eligible for the bridge training program, you must:
- ▶ be at least 18 years old
- ▶ a resident of Ontario
- ▶ have international post-secondary education
- ▶ have international work experience in your occupation
- ▶ have English language proficiency of Canadian Language Benchmark (CLB) Level 7 or higher

Bridging Programs

In addition, you must be one of the following:

- ▶ Refugee claimant with a valid work permit
- ▶ Permanent resident
- ▶ Naturalized Canadian citizen
- ▶ Service providers may have additional eligibility requirements.
- ▶ This program might be good for you if you:
 - ▶ Have already had a career in your home country
 - ▶ Would like to work in the same or similar field in Canada
- ▶ International students & temporary foreign workers are not eligible.

Bridging Programs

Program cost

- ▶ Fees may apply. The amount varies and is established by the service provider.

Additional support

- ▶ You may benefit from the following:
- ▶ The Ontario Bridging Participant Assistance Program (OBPAP) is a bursary that helps eligible internationally trained professionals pay for bridge training.
- ▶ The Ontario Student Assistance Program (OSAP) is a financial aid program that helps eligible internationally trained professionals pay for college or university.

Bridging Programs

How to register

- ▶ To start your application for the Ontario Bridge Training Program:
- ▶ Review the following approved training programs to find one that meets your needs.
- ▶ Read about the program on the organization's website or contact the organization to learn more.
- ▶ Contact the organization to register.

ONLINE PROGRAM

JVS
JVS TORONTO

READY Recruitment for Equity, Accessibility and Diversity



Start a New Career in Recruitment & Job Development

READY is designed to assist internationally trained professionals with background in HR, sales, business development, hospitality, or marketing to pursue their careers as recruiters, talent acquisitions, and job developers in the non-profit or private sectors.

Open to Permanent Residents, Canadian Citizens, Refugee Claimants, Convention Refugees with an open work permit, and CLAET visa holders with English language proficiency of CLB 7 or higher.

This 14-week online program includes:

- Academic course delivered by George Brown College**
 - Employer engagement
- Practical e-learning modules delivered by industry experts ARES Staffing Solutions**
 - Customer relationship management (CRM)
 - Data management and ATS for HR/Recruitment
- Employment support delivered by JVS Toronto**
 - One-on-one job search and career coaching
 - Employer networking with industry experts
 - Mentoring
 - Internships and work placements

Apply today! Program starts January 23, 2023
Register at www.jvstoronto.org/ready - For inquiries: ready@jvstoronto.org

FREE SERVICES

JVS
JVS TORONTO

EMPLOYMENT SOURCE
Newcomer Services

Canadian Workplace Communication for Newcomers



Sector-Specific Communication Skills and Job Search Support

- Architecture (8 weeks)**
- Business/Finance (8 weeks)**
- Information Technology (6 weeks)**

Open to Permanent Residents, Convention Refugees with a CLB level 4 and above.

Get Hired Faster!

Improve your communication skills in your specific field with our enhanced language training (ELT) programs.

- Online English instruction
- Canadian workplace terminology
- Professional networks and Canadian mentors
- Updated Canadian Language Benchmark
- Internships and job placements
- One-on-one job search support
- Resume and interview preparation
- A certificate upon completion

Now accepting registrations. Seats are limited. Apply today!
Contact cwc@jvstoronto.org or 416-649-1603 www.jvstoronto.org

HR Connections: Strategies for the Canadian Workplace

Human Resources (HR) Connections: Strategies for the Canadian Workplace helps internationally trained human resources professionals to find work in Canada. It builds on your previous human resources expertise by providing an orientation to your sector in Canada. The program is in partnership with HRPA and Sheridan College.



“The program enriched me with valuable information, resources and connections needed to thrive in the Canadian labour market. I was able to secure a job consistent with my experience and background immediately after the program.”

—
ADEDOVINSOLA ABITOYE, HR MANAGER, MARATEK ENVIRONMENTAL
HUMAN RESOURCES CONNECTIONS ALUM

Program Benefits Delivered by a Team of Employment Experts in your Field

-  Orientation to the Human Resources sector in Canada
-  CHRP/CHRL Knowledge Exam and CHRP/CHRL Employment Law Exam preparation workshops
-  Business and workplace communication training in a Canadian context
-  One-to-one support from an Employment Consultant who is knowledgeable about the sector
-  Referrals to job openings and connections to employers
-  Invitations to attend recruitment and networking events
-  Referrals to Speed Mentoring® and The Mentoring Partnership™
-  Post-hire support - job retention and language coaching with an HR sector coach

Program Details & Eligibility

- 7-week program
- Academic training provided by Sheridan College
- CLB Level 8 or higher preferred
- Post-secondary education in relevant field
- Permanent Residence, Convention Refugee, or Refugee Claimant with one-year Canadian work permit
- Minimum two years of experience in human resources outside of Canada (with no relevant Canadian work experience). Have not been away from the field for a period longer than three years
- Must reside in Ontario

Visit us online for more information:
accessemployment.ca/human-resources-connections



List Of Approved Bridge Training Programs 2021-2023

Program name and website	Organization
<u>Business Edge Career Shift</u>	University of Toronto - Rotman School of Management
<u>Business Edge Change Management</u>	University of Toronto - Rotman School of Management
<u>Competency-Bridging Program of Study</u>	Trent University
<u>HR Strategies for the Canadian Workplace</u>	Accessible Community Counselling and Employment Services (ACCES)
<u>Immigrants Serving Immigrants: Bridging to Employment in Services for Immigrant Populations (BESIP)</u>	Mennonite New Life Centre of Toronto a
<u>Professional Access into Employment</u>	Toronto and Region Conservation Authority/ Office De Protection De La Nature De Toronto
<u>Professional Certificate Bridging Programs for Internationally Educated Professionals</u>	York University
<u>Recruitment for Equity, Accessibility and Diversity (READY)</u>	Jewish Vocational Service of Metropolitan Toronto
TRIEC <u>Mentorship</u> Project (TMP)	Toronto Region Immigrant Employment Council (TRIEC)

Useful links

- ▶ - [Adult learning: Ontario Bridge Training Program | ontario.ca](https://www.ontario.ca)
- ▶ [Bridging Program - C-Women – MNLCT](https://www.mnlct.com)
- ▶ [Newcomer Services \(jvstoronto.org\)](https://www.jvstoronto.org)
- ▶ - HRJOBS.CA
- ▶ - Federal Internship (FINP): <https://www.canada.ca/en/immigration-refugees-citizenship/services/new-immigrants/prepare-life-canada/prepare-work/federal-internship/eligibility.html>
- ▶ - [WES Gateway: https://www.wes.org/ca/about-the-wes-gateway-program/](https://www.wes.org/ca/about-the-wes-gateway-program/)
- ▶ - New Brunswick Government Jobs: <https://www.nbjobs.ca/jobs>

Useful links

- ▶ The National Occupational Classification website, where you can find anything about job descriptions in Canada, this one is useful to tailor the resume according to job descriptions that appear here (more or less), it is also helpful to know about trends in different provinces: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/find-national-occupation-code.html>
- ▶ The job bank is also very rich in labour market <https://www.jobbank.gc.ca/home>
- ▶ Windmill Microlending: <https://windmillmicrolending.org/>
- ▶ AICLF Loan: <https://aiclf.ca/>

Thank You



ROADMAP FOR ENGINEERING PROFESSIONALS IN ONTARIO

November 26, 2022



Startup Options

Bridging Programs, Careers & Education

- **Accessible Community Counselling and Employment Services (ACCES)**



- [Engineering Connections](#)

- [Engineering Connections \(Project Management\)](#)



- **Humber College Institute of Technology and Advanced Learning**



- [Engineering Software Skills Enhancement Program](#)

- ▶ Job search strategies, workplace communication and Ontario employer expectations.

- ▶ Workshops on Canadian Engineering Codes, software for engineers and project management

- ▶ Canadian project management field

- ▶ fundamentals of project management

- ▶ Microsoft Project software.

- ▶ Focuses on civil, electrical and mechanical engineering,

- ▶ Training in AutoCAD, Solidworks, PLCs, MS-Project and other such software.

- ▶ Job search assistance, educational counselling and communication skills development.

Startup Options

Bridging Programs, careers & Education

- **Ontario Society of Professional Engineers (OSPE)**

- [Examination Skills Preparation for Internationally Trained Engineers](#)



- ▶ Prepares for the Professional Practice Examination, including technical information needed to pass the exam.
- ▶ Learn legal and ethical Canadian workplace practices.

- **Ryerson University**

- [International Educated Engineers Qualification Bridging \(IEEQB\) Program](#)



- ▶ Obtain the academic requirements for getting licensed with the PEO.
- ▶ Take English as a Second/Additional Language courses as well.

Startup Options

Bridging Programs, careers & Education

- **Toronto and Region Conservation Authority**

- [Professional Access and Integration Enhancement \(PAIE III\) Program: Environmental Engineers and Geoscientists for a Green Economy](#)



- ▶ Technical training & occupation-specific language and workplace culture training.
- ▶ Complete a one-year paid work placement to gain Canadian work experience.
- ▶ Take the Professional Practice Exams to become licensed Professional Engineers and Professional Geoscientists with the Professional Engineers of Ontario (PEO) and the Association of Professional Geoscientists of Ontario (APGO).

- **University of Toronto**

- [Licensing International Engineers into the Profession \(LIEP\)](#)

- **University of Waterloo**

- [Bridging Programs for Internationally Trained Professionals](#)



- ▶ Currently not available → Alternative Program ?????

Startup Options

Work

- **Internationally-Trained Professional Co-op:**

- **Dufferin-Peel Catholic District School Board**

<https://www3.dpcdsb.org/programs-services/adult-education/work-experience-co-op-programs/internationally-trained-professional-co-op>



- ▶ Classroom Learning (7 weeks)
- ▶ Co-operative Education Placement (14 weeks, unpaid)

- **Toronto District School Board**

[City Adult Learning Centre > Home > Career Connection / CanEx Co-op \(tdsb.on.ca\)](http://tdsb.on.ca)



- ▶ 18 week program (Incl. in-school classes and a volunteer work placement)

Professional Engineering License



Professional Engineers
Ontario

How to become a
Professional Engineer
in Ontario



<https://peo.on.ca/sites/default/files/2019-10/ApplicationProcess.pdf>



The Licensure Process



<https://peo.on.ca/sites/default/files/2019-10/ApplicationProcess.pdf>



What do you need to apply to PEO?

Application form and type

Name and proof of identity

Current residence address

Academic background

Current employment

Experience record

Referees

Good character

Applicant's declaration

Application fee

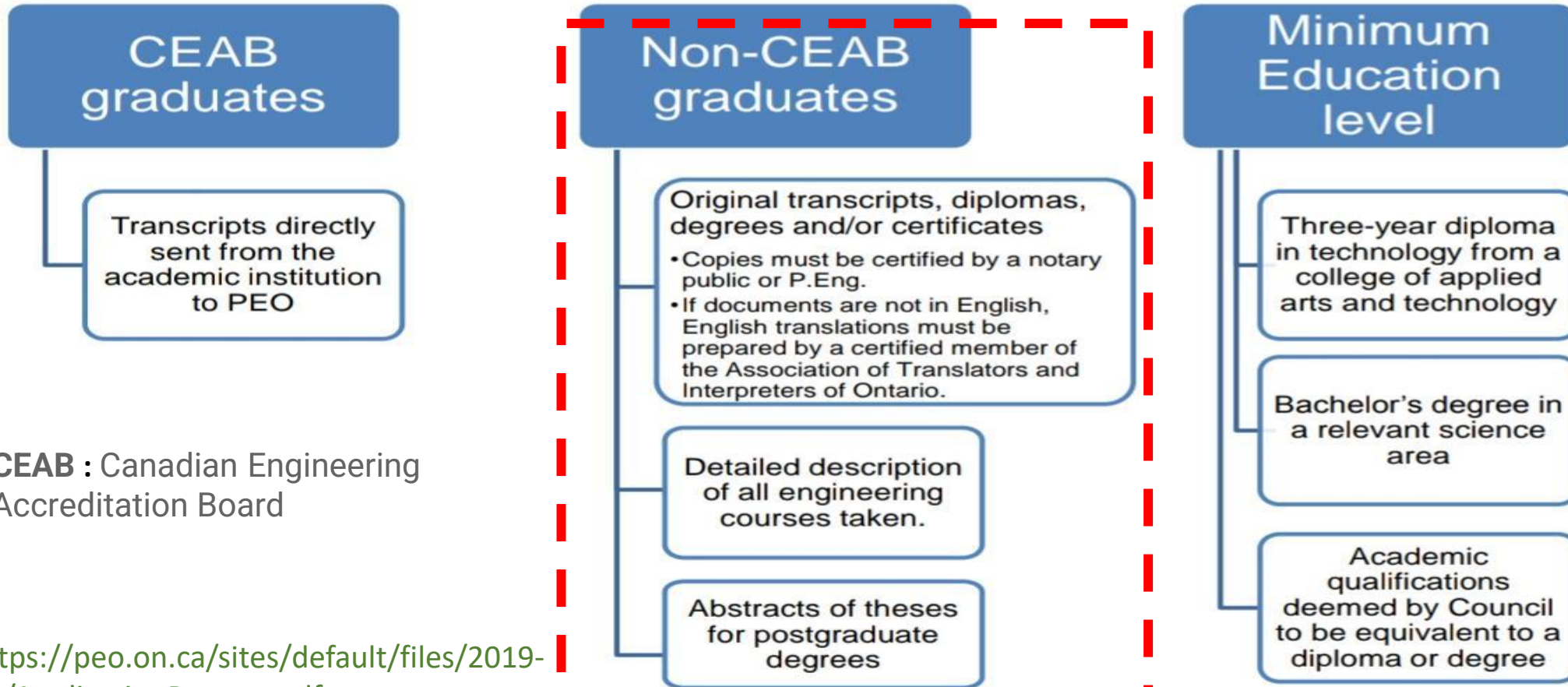


WES Accreditation
is **NOT** required

<https://peo.on.ca/sites/default/files/2019-10/ApplicationProcess.pdf>



Academic Background



CEAB : Canadian Engineering Accreditation Board

<https://peo.on.ca/sites/default/files/2019-10/ApplicationProcess.pdf>



Academic Requirements—non-CEAB

PEO will assess academic background to determine equivalency to established standards

- Confirmatory Examination Program: to confirm academic equivalency
- Specific Examination Program: Remedy any identified deficiencies in academic requirements

Technical exams

- Offered twice a year
- Can be written across and outside of Canada
- Applicants have up to eight years to write exams

<https://peo.on.ca/sites/default/files/2019-10/ApplicationProcess.pdf>

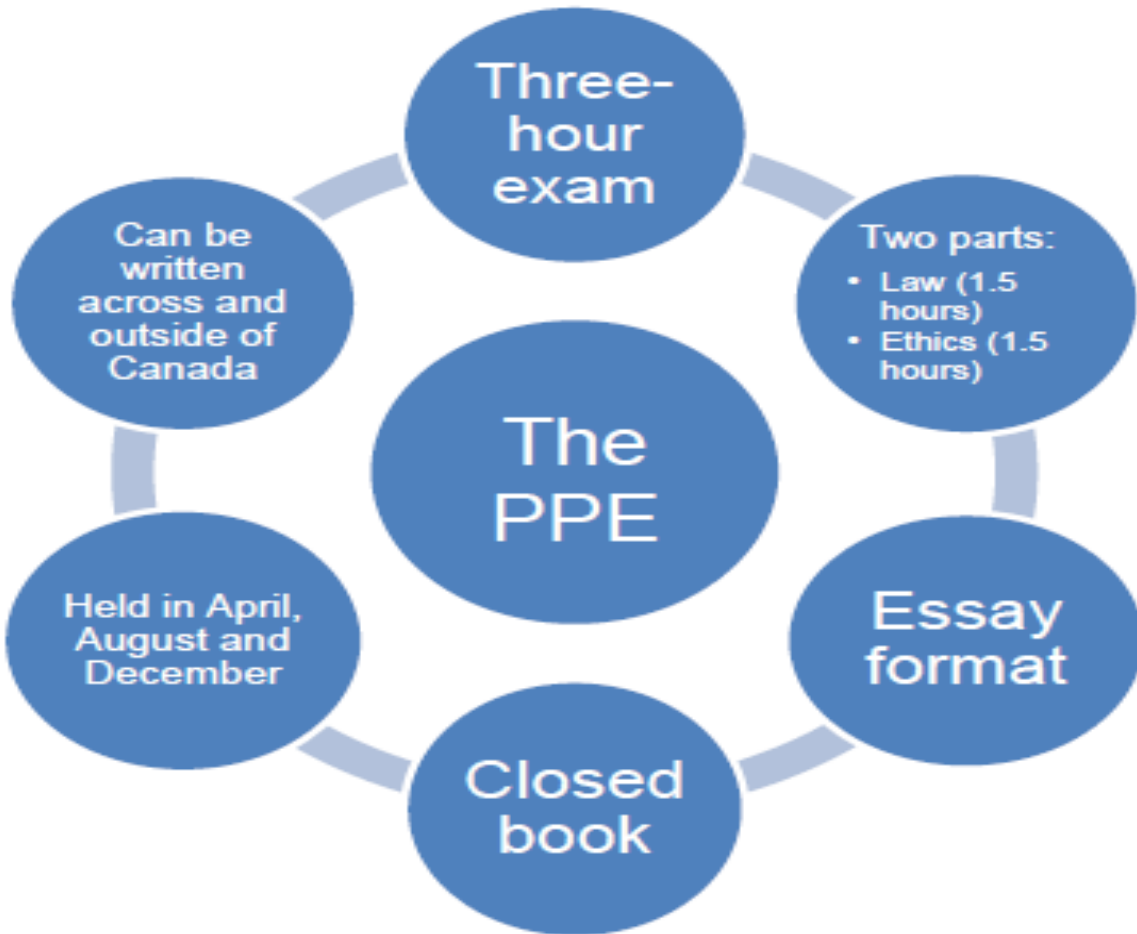


Experience Requirements Committee (ERC) Interview





Professional Practice Exam



All applicants must pass the PPE (minimum mark of 50 percent)

Only failed portions have to be re-written (law or ethics)



If the PPE is failed three times, candidate must wait one year before a fourth and final attempt to write the exam is granted

- Applicant must submit two sample responses from past exams for PEO to review before fourth and final attempt



Engineering Experience Requirements & References

Experience Record

48 months of verifiable,
acceptable engineering
experience in a
summary

- 12 months minimum in a Canadian jurisdiction under a licensed P.Eng.
- Include names/dates of employment and location of employers
- Job title/position
- Description of engineering activities that meet the 5 criteria

- Application of theory
- Practical experience
- Management of engineering
- Communication skills
- Social implications of engineering

<https://peo.on.ca/sites/default/files/2019-10/ApplicationProcess.pdf>



Referees

At least three referees
needed, with at least
one P.Eng. for 12
months in a Canadian
jurisdiction

Referee supervisor
required for each
place of employment

PEO mails
questionnaire to
referees who fill it out
and return directly to
PEO



Experience Assessment–Experience Requirements Committee (ERC) Interview

Interview if the applicant's engineering experience is doubtful or not supported by referees

- Applicant given guidance to address deficiencies in collaboration with the applicant's selected P.Eng. supervisor.



Costs to become licensed

Application fees

• \$300 + HST (total \$339) cheque or money order

PPE

• \$165

Technical examinations

• \$580 (administration & first examination fee); \$165 (each subsequent examination); \$300 (submission of a thesis)

EIT annual fee

• \$75 + HST (total \$84.75)

Final registration/licensing fee

• \$250 + HST (total \$282.50)

Annual licence fee

• \$220 + HST (total \$248.60)

<https://peo.on.ca/sites/default/files/2019-10/ApplicationProcess.pdf>



THANK YOU

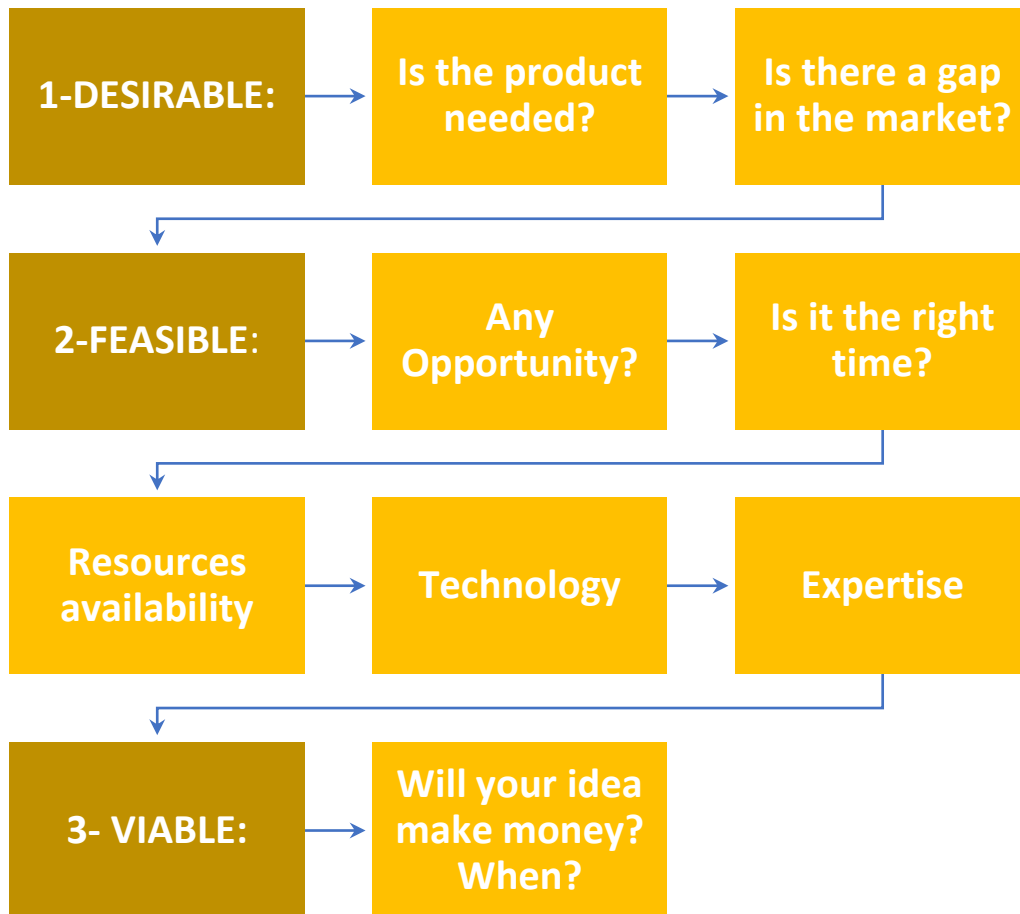


Start-up, Market and Grow-up Your Business In Canada

November 26, 2022



The Golden Keys to develop your BUSINESS IDEA



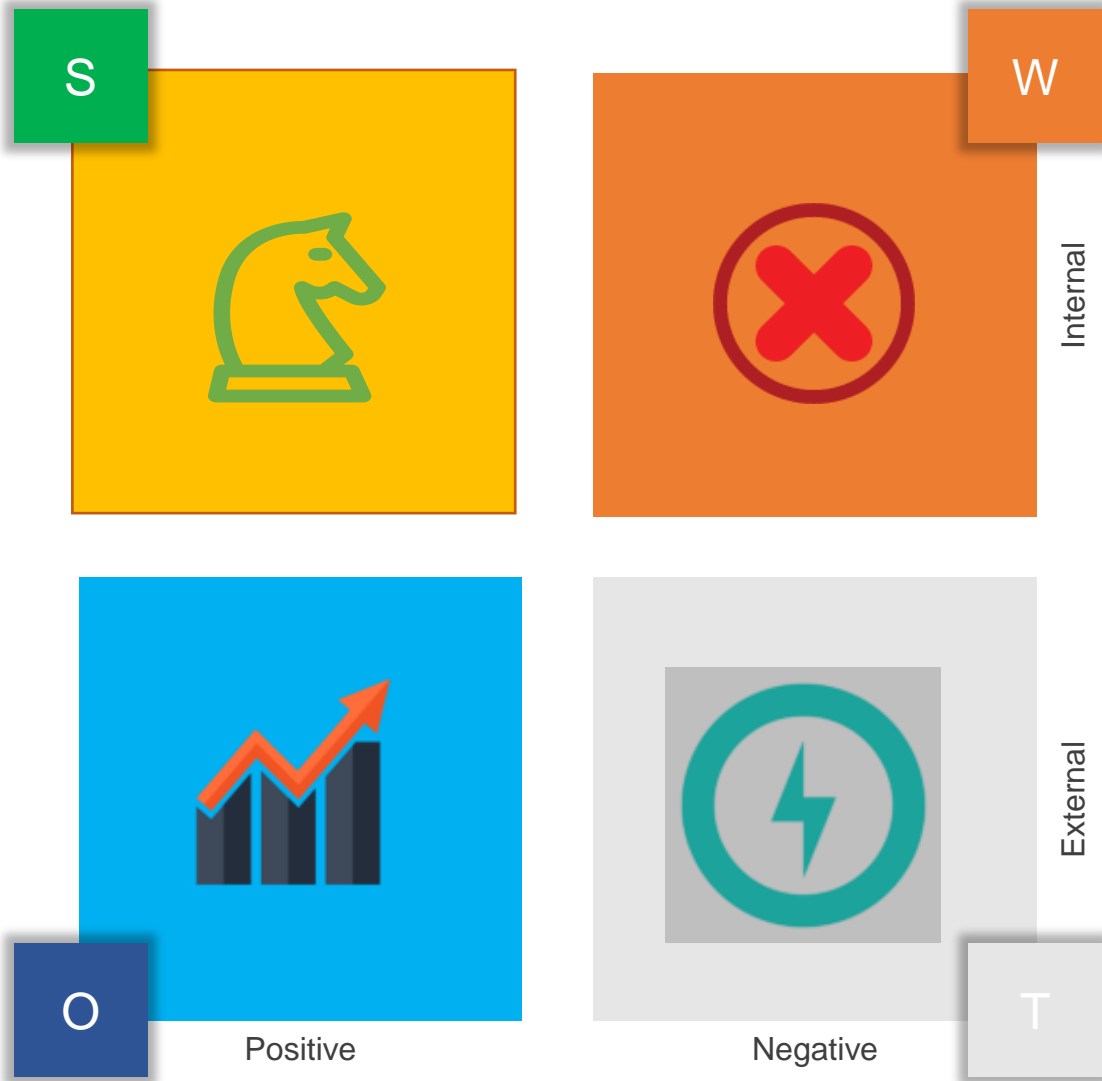
**They don't buy WHAT you do,
they buy WHY you do it.**



Know your Product/Service

- Think of what is the problem **(The Gap)**
- Discover what do your customers need and how to help them get it **(The Product)**
- How to attract customers to your product **(Value Added)**

Personal SWOT Analysis



Strengths

What you are good at
Unique assets and resources

Weaknesses

Improvements you need to make
Resources you lack

Opportunities

Open doors you can capitalize on

Threats

Harmful hazards
Obstacles coming up

Customer Segmentation Analysis:

**KNOW YOUR
CUSTOMER**

- **BEHAVIORAL:** **WHAT do they Value?** What matter to them when they shop/buy your product? • Consumption habits • Product/Service usage.
- **PSYCHOGRAPHIC:** **WHAT do they like to do?** WHICH media do they prefer to engage in – what are their media habits? • Qualitative attributes • Values/Opinions • Lifestyle Preferences • What problems do they face?
- **DEMOGRAPHIC:** **WHO are they?** • Gender • Age • Marital Status • Education Level • Income • Religion • Spoken mother tongue
- **GEOGRAPHIC:** **WHERE are they?** • Location • Lifestyle • Status

Market Research Tools

HOW TO
GATHER
DATA?

1- *Qualitative Research*: Focus groups, In depth Interviews, Observation, network, social groups.

2- *Quantitative Research*: Survey Monkey, Google forms, Qualtrics...etc

3- *Data Sources*:

Statistics Canada: www.statcan.gc.ca

Public Libraries: www.Mississauga.ca /library

Nielsen Survey: www.Nielsen.com

SEO, www.google.ca

Social Media: YouTube, Instagram, Facebook, TikTok

Business Models:



HOME BASED



ONLINE
BUSINESS



STORE

Importance of a Business Plan

- Prove the viability of your business.
- Helps you secure funding for your business.
- Helps you to avoid mistakes and minimize risks.
- Helps you make critical business decisions and adequately plan for the future.

Develop Your Business Plan

- The Business Plan is a roadmap for your business that generally projects 3-5 years ahead and outlines the route the company intends to take.
- A Business Plan should have six sections:
 - Executive Summary
 - Company Overview
 - Market Analysis
 - Products or Services
 - Marketing and sales approach
 - Financials Projections
- Business Plan Template:
<https://learn.marsdd.com/articles/create-a-business-plan-to-win-investors>



Determine your Financing Options

LOANS

- Apply for a Small Business Loan through your Bank/Financial Institution
- [Business Line of Credit](#)
- [Business Development Canada](#)
- <https://canadabusiness.ca/grants-and-financing/government-grants-and-financing/>
- Funding for Businesswomen <https://www.tradecommissioner.gc.ca/businesswomen-femmesaffaires/funding-financement.aspx?lang=eng>

-

Determine your Financing Options

GRANTS

- [Black Entrepreneurs - Financing, Advice & Resources | BDC.ca](#)
- [Funding for Small Businesses \(City of Toronto\)](#)
- [www.canada.ca - Business Benefits Finder](#)
- [HER Startup \(her-startup.ca\)](#)
- [Access Community Capital Fund | \(accessccf.com\)](#)
- [The DMZ \(ryerson.ca\)](#)
- [Female Entrepreneur Grants](#): 18 Current Programs for Women-Owned Businesses.
- **Farm Credit Canada** is dedicated to helping women entrepreneurs in the agriculture, agri-food, and agri-business sectors.
- [Invest Ontario](#) is focusing on three strategic sectors; advanced manufacturing, life sciences, and technology.
- **CanExport SMEs** provides up to \$50,000 to SMEs registered in Canada for international business development activities. The program helps develop export opportunities in new international markets
[CanExport SMEs Program - Applicant's Guide](#)

Register Your Business - Types of Business Structures

- **Sole Proprietorship** is an unincorporated business that is owned by one person. The owner of a sole proprietorship has sole responsibility for making decisions, receives all of the profits, claims all losses, and does not have separate legal status from the business.
- **Partnership** is an association between two or more people who join together to carry on a trade or business. Each partner contributes money, labour, property, or skills to the partnership.
- **Corporation** is an incorporated entity with its own rights and responsibilities as a distinct person under the law. A corporation is owned by the shareholders and managed by directors chosen by the shareholders. The owners of a corporation are not personally responsible for the debts of the corporation. The corporation is responsible for its debts.

Taxation Benefits of Business Entrepreneurship

- Tax Benefits of Proprietorship vs. Corporation
- Lower Tax Rates
- Ability to claim business expenses
 - Home office expenses, transportation costs, business trips, health insurance, etc.
- Your business type, location and legal structure will determine which taxes will apply to you and what you will need to submit.
- The below link will give you an overview of the different taxes that may affect your business and provide you with information on tools, programs and services that can help you meet your business tax obligations. <https://sbs-spe.feddevontario.canada.ca/taxation-guide>

Service Platforms

Service providers with reasonable prices:

Website domains:
GoDaddy –
WordPress –
Squarespace

Scheduled Paid
Ads
Social Media

<https://quickbooks.intuit.com/ca>

www.freelancer.com

<https://www.cannva.com/free>

www.legalshield.ca

Free Service Providers

- [Invest Ontario](#) is focusing on three strategic sectors; advanced manufacturing, life sciences, and technology.
- **Community Service Providers**
Our Sudanese community comprises of numerous talented service/product providers.
- We encourage you to reach out to MSCCA to explore providers within the community.

MEET OUR TEAM



Nuha Khairy
DecoGenic In. Decorating
info@decogenic.ca



Nagwa ElMardi
ICON Consult
nagwamardi@yahoo.com



Nada Nouman
Nile Trading Co.
nnouman2013@gmail.com



Eman Gerais
Gerais Cargo
eman4387@gmail.com



Dalia Al Tom
Mosaic Essentials
daliaaltom007@gmail.com



ICT Sector



Agenda

01



Canadian ICT Landscape & Driving Trends

02



How to Get There & Outreach tools

03



Technology Employers in GTA

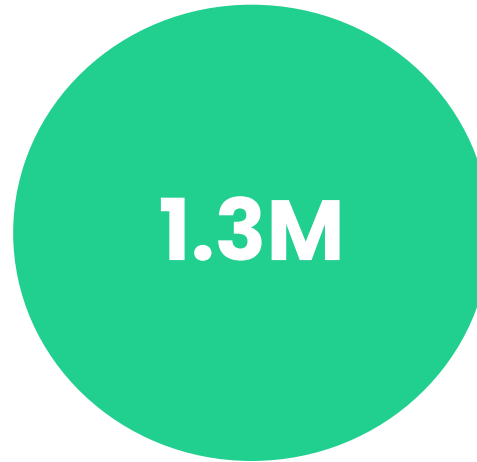
04



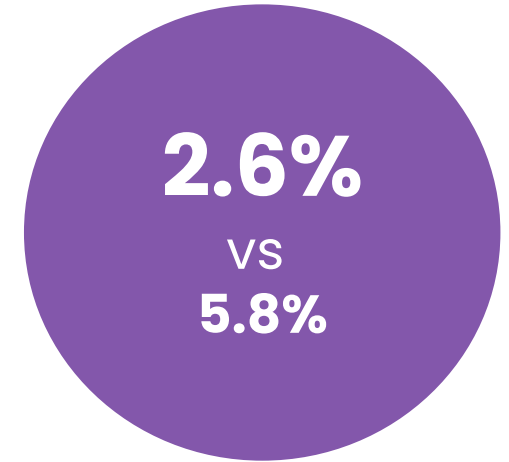
Summary

Canadian ICT Landscape

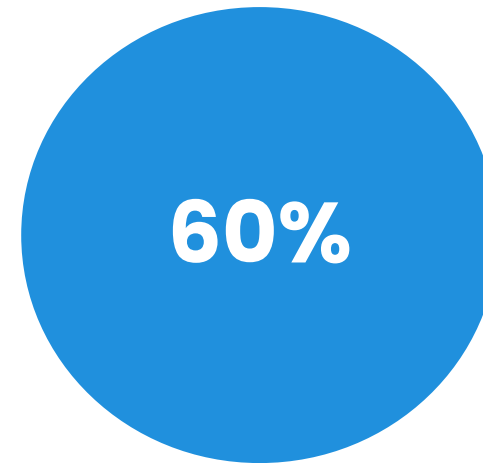
- The demand for ICT talent continues to be very strong in all provinces and across all sectors.
- The Canadian labour market absorbs almost all of the available supply of ICT talent.
- Low ICT unemployment rate of 2.6% compared to 5.8% unemployment rate in the overall Canadian labour market.
- Focusing on building skills on new industry trends, helps to land a job in the Canadian competitive market.



Employed



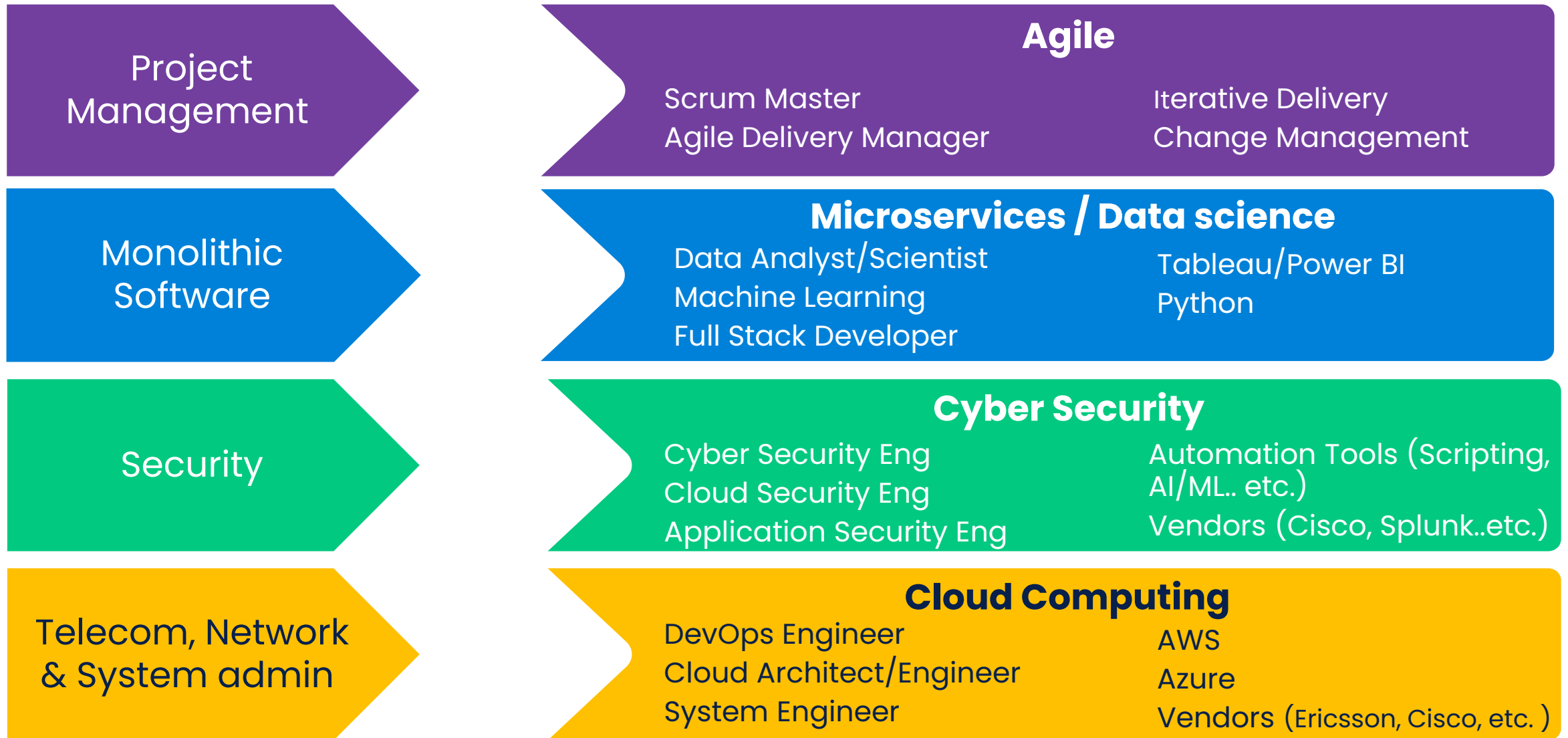
Unemployment
rate



working in non
ICT industries

ICT Legacy vs Driving Trends

93



ICT trends in Canada (Randstad, 2022)

94



Trending Jobs

Developer
IT Project Manager
Business Analyst
Cloud Architect
Network Engineer
Security Analyst/Architect
Quality Assurance Analyst
Business System Analyst



Trending Skills

Java
Linux
Javascript
SQL
Python
C#/.net
C/C++
Agile
Cloud Technology



Trending Certificates

PMP
CISSP
CSM
CISM
CCNA
CISA
IAM

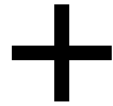
How to Get There



Colleges
(e.g., Humber College)

ICT specialized bridging programs

Technical hands on learning

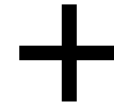


Professional Training

AWS, Azure

CISSP, SANS

CSM, CSPO, SAFe



Bridging Programs
(e.g., Acces Employment)

Workplace culture and communication

Resume preparation

Mock interviews

Mentoring and Networking with ICT employers

Outreach Tools



Build your brand
Build connections
Get a job
Learning



in-person & virtual
gatherings and events
Toastmasters
Ten Thousand Coffees



Explore job openings
company reviews
Salary Insights

Recruiting Agencies

Procom	Xylog
Randstad	Modis
TekSystems	Experis
Robert Half	Eagle



Black Tech Professionals
Community across North America
Mentorship, skill-building, peer
networking



Mentoring and Networking
with Sudanese ICT
professional in Canada

LinkedIn A Powerful Tool

- **#1 platform** for **professional networking** and **career development**
- **Recruiters** and **hiring managers** use LinkedIn to **find talent**
- Use LinkedIn to **build** your **personal brand**, grow **connections** and **get a job**
- Your LinkedIn **profile** is a **key**, ensure it is strong and effective with a professional online presence.
 - Great professional photo >> First Impression
 - Headline >> Keywords for visibility and outreach
 - Summary >> Tell your story with a personal content
- Grow your connections with **personalized connection invitations**
- Be "**Active**" not just "On"

LinkedIn Resources

How to build your brand on LinkedIn <https://youtu.be/gbRVqhay6ls>

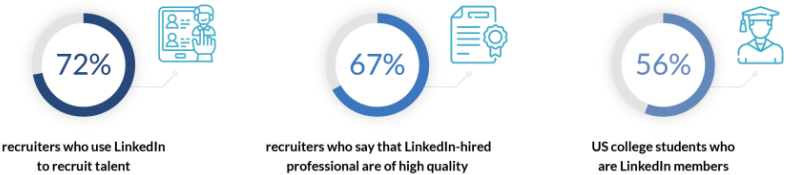
Best Practices by LinkedIn Talent <https://www.linkedin.com/business/talent/blog/linkedin-best-practices>

How to Build Great Profile [linkedin-profile-summaries-that-we-love-and-how-to-boost-your-own](#)

3 LinkedIn Statistics You Should Know

1 LinkedIn as A Major Social Media Platform

Source: Jobvite 2020, LinkedIn 2021



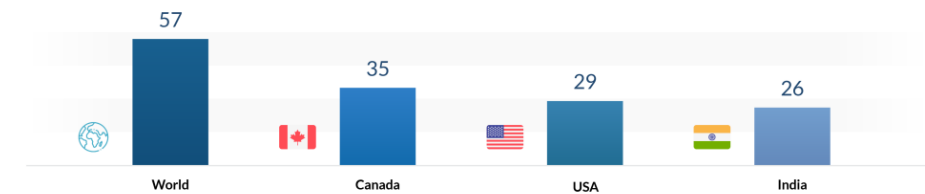
2 LinkedIn During the Pandemic

Source: Srinivasan, LinkedIn 2020



3 LinkedIn Alexa Rankings per Visitor Engagement as of August to October 2020

Source: Alexa 2020



Sources: <https://financesonline.com/linkedin-statistics/>

Technology Employers in GTA

Banking, Insurance & Fintech



Consulting



Public Sector



Telecommunication



Technology



Retail



Full-Time Jobs

Contract Jobs

Onsite

Hybrid

Fully Remote

Summary

Sharpen your skills,
most skills are
transferrable
among industries

Build on your
knowledge and
learn each industry
new trends and
technologies

Continue build your
network and
leverage all
available resources

Thank You



Sudanese Professionals Development & Networking Event - Finance Group



Content

- 01 Finance Careers
- 02 Qualification Exams
- 03 Duration
- 04 Fees
- 05 Post-Covid Updates





Finance Careers

- ➔ Mortgage Agent
- ➔ Real Estate Agent
- ➔ Accountant
- ➔ Financial Planner
- ➔ Other





- ➔ Mortgage - FSRA
6 days to 6 months (1 course)
\$400 via REMIC
- ➔ Real Estate - RECO
8 to 24 Months (5 courses)
\$5,000 via Humber College
- ➔ Accountant
- ➔ Financial Planner- CSC
- ➔ Others



Real Estate

A career in Real Estate includes working as a Real Estate Agent and/or Mortgage Agent

Average salary (source Glassdoor):

Mainly commission based

Career Education path:

Mortgage Broker:

Real Estate Agent: <https://humber.ca/realestate/become-a-salesperson/>

For more information visit the Canadian Securities Institute at www.csi.ca



Accountant

Accountants compile, analyze, verify and prepare financial records for their department or organization as a whole

Average salary (source Glassdoor):
\$60,000 - \$150,000+ (salaried)

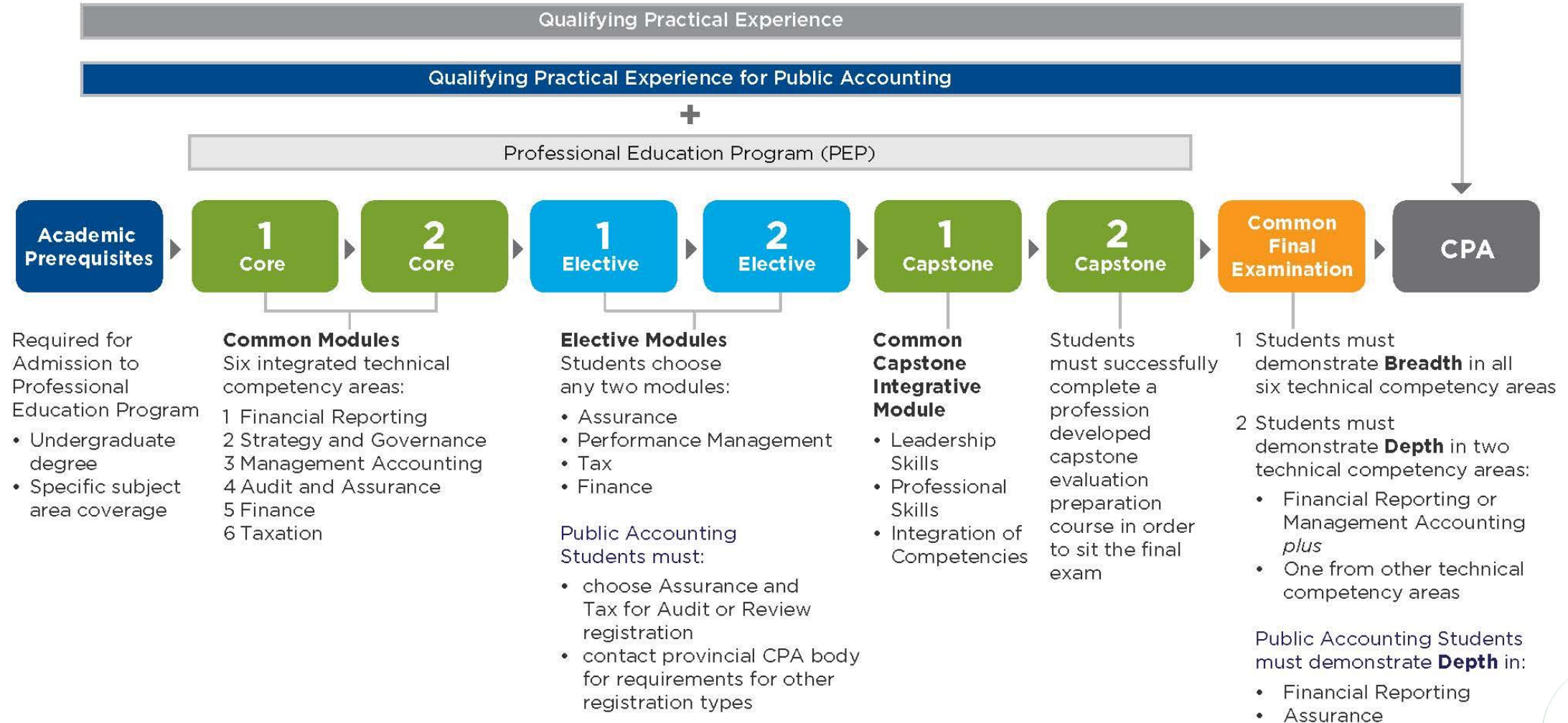
Unlike other careers in Canada, if you are an immigrant with an accounting degree or with foreign experience it would be recognized.

If you want higher professional recognition then pursue CPA, a Certified Public Accountant (CPA)

For more information visit: canadian-accountant.com and cpacanada.ca



Accountant



Financial Advisor

A financial advisor helps you make decisions about what you should do with your money, which includes investments, savings, planning for retirement, and other courses of action.

Average salary (source Glassdoor):

\$56,515 /yr

Range: \$35K - \$677K per year

Career Education path:

- The Canadian Securities Course (CSC) is the cornerstone of education in this profession.
- The Certified Financial Planner (CFP) or the Personal Financial Planner (PFP) are desired designations.

For more information visit the Canadian Securities Institute at www.csi.ca





CAREER PATH



Meet Our Team



Mohamed Mahmoud
Mortgage Agent



Mohamed Ali
Realtor



Mutaz Dirar
Financial Planner



Hala Sharaf
Financial Planner



Ayman Abdelrahman
Accountant
(Regional Finance Controller)

Don't Aim to be "Self-Made"... If you have a community, you have a Network. Go after it!



Useful Links

Website

- csi.ca Canadian Securities Institute
- Remic.ca Real Estate and Mortgage Institute of Canada
- Reco.on.ca Real Estate Council Of Ontario
- canadian-accountant.com Accounting Resources
- cpacanada.ca



The End

Questions?





Healthcare Professionals



Regulated Health Professions

<u>Audiologists</u>	<u>Chiropodists</u>	<u>Chiropractors</u>	<u>Dental Hygienists</u>	<u>Dental Technologists</u>	<u>Dentists</u>	<u>Denturists</u>
<u>Dietitians</u>	<u>Homeopaths</u>	<u>Kinesiologists</u>	<u>Massage Therapists</u>	<u>Medical Laboratory Technologists</u>	<u>Medical Radiation Technologists and Sonographers</u>	<u>Midwives</u>
<u>Naturopaths</u>	<u>Nurses</u>	<u>Occupational Therapists</u>	<u>Opticians</u>	<u>Optometrists</u>	<u>Pharmacists</u>	<u>Pharmacy Technicians</u>
<u>Physicians</u>	<u>Physiotherapists</u>	<u>Podiatrists</u>	<u>Psychologists</u>	<u>Psychotherapists</u>	<u>Respiratory Therapists</u>	<u>Speech-Language Pathologists</u>
			<u>Traditional Chinese Medicine Practitioners and Acupuncturists</u>			

Objectives

Overview of roadmaps to how to pursue a career in 6 health professions

Dentists

Dieticians

Medical Lab technologists

Nurses

Pharmacist

Physicians

Connections and networking

Dentists

- DR. Hind Babiker

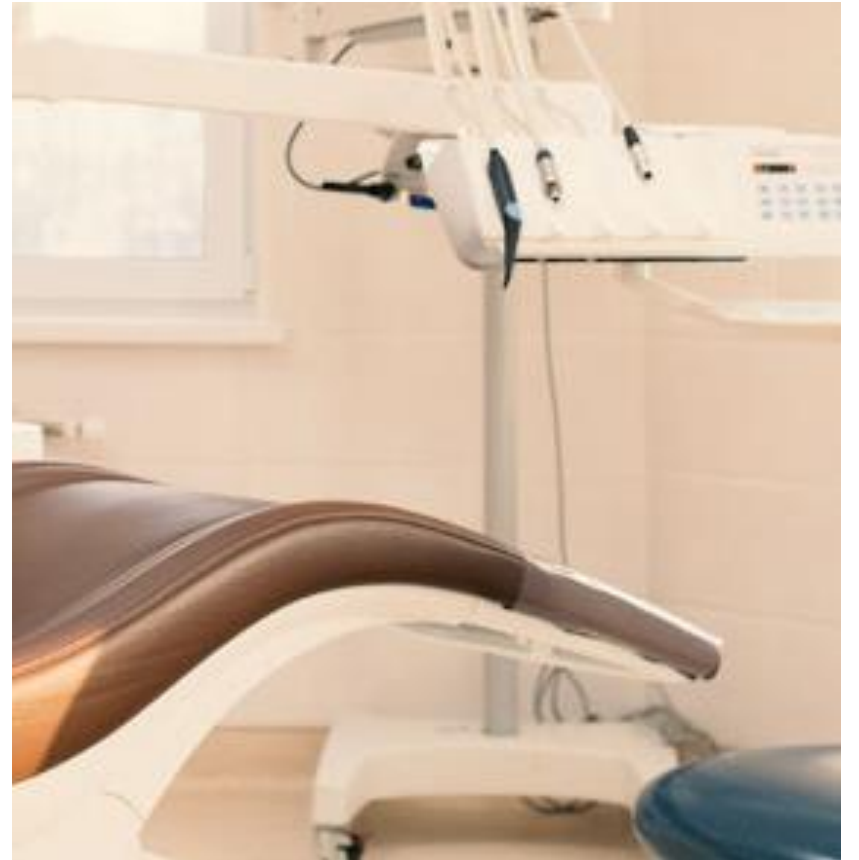
BDS University of Khartoum

Completed NDEB (National Dental Examination Board of Canada) equivalency process



How to Become a Licensed Dentist in Canada

- NDEB (National Dental Examination Board of Canada) is the organization that is responsible for licensing internationally trained dentists.
- There are two pathways to getting licensed:
 1. The NDEB equivalency process (Exams pathway)
 2. An accredited qualifying/degree completion program (University Pathway).



NDEB Equivalency Process



- There are four exams. You have three attempts to clear each one of them.
1. **AFK** (Assessment of Fundamental Knowledge).
 2. **ACJ** (Assessment of Clinical Judgment).
 3. **NDECC** (National Dental Examination of Clinical Competence, assessment of clinical skills and situational judgment).
 4. **Virtual OSCI** (objective structured clinic examination).

NDEB Equivalency Process



The National Dental
Examining Board of Canada

Le Bureau national d'examen
dentaire du Canada

- **How to apply for the NDEB equivalency process**

- I. Create an online profile on the NDEB website <https://ndeb-bned.ca/>
- II. Prepare the documents, download them and submit your application.
- III. After approval, you can register for the first exam.

- **Required documents:**

- I. Notarized photocopy of dental degree BDS
- II. Academic record
- III. Good standing letter

- **Some documents should be sent directly from the University, not from the applicant.**

- **Internship completion is not required.**

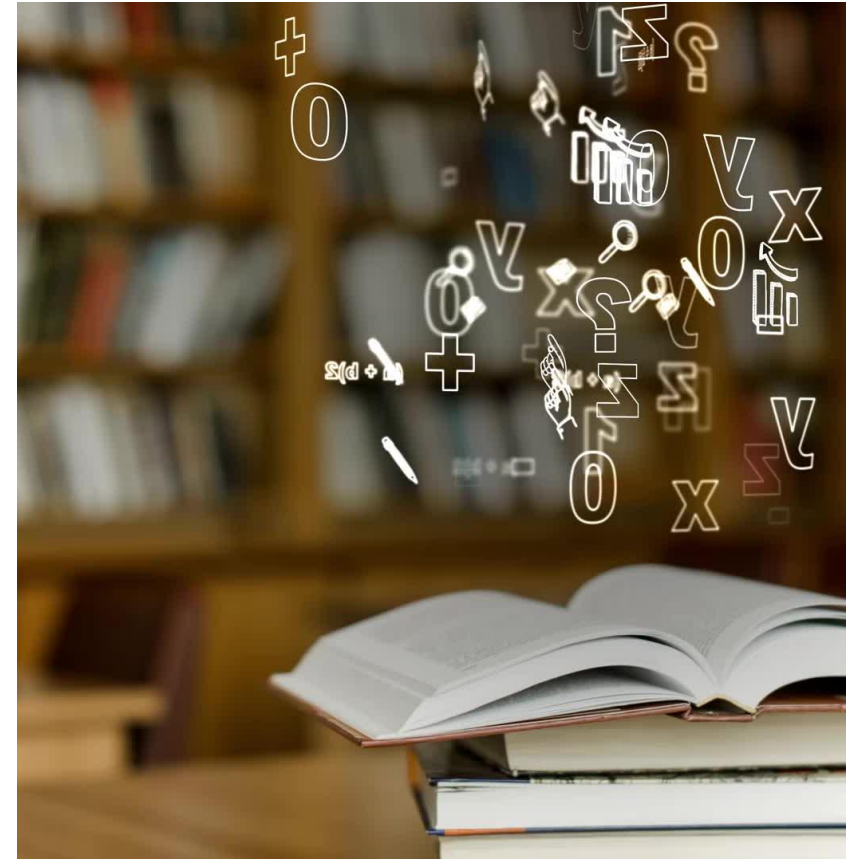
University Pathway

- Highly competitive (7 Universities across Canada).
- It takes 2-3 years to complete the program.
- Should take the AFK exam (Assessment of Fundamental Knowledge) or ADAT (Advanced Dental Admission Test) and get a high score to apply for the program(depending on the University).



Planning to Register for Exams?

- There are a lot of institutions that can help you prepare for the exam
- PrepDoctors (Mississauga).
- Confidentist (Toronto)
- JADE (online)
- DSTC (Mississauga)
- CIDE (Mississauga)



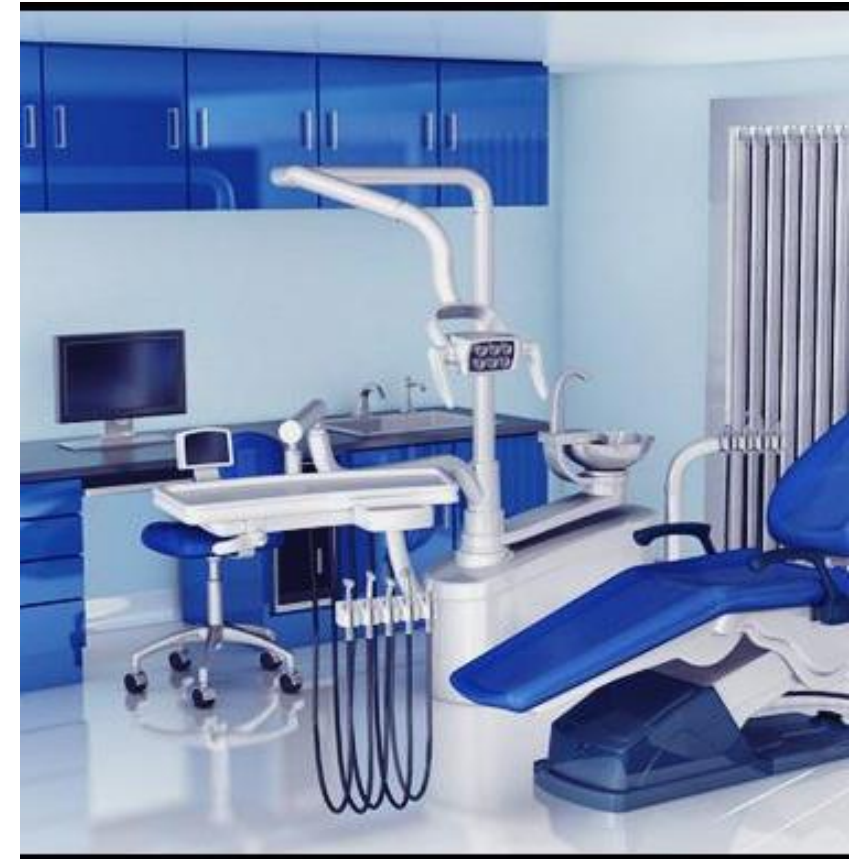
Alternative Pathways for Internationally Trained Dentists

- **Dental assistant:**

You may need to take HARP (Healing Arts Radiation Protection Certification) to find a job in a dental clinic in the GTA area.

- **Dental hygienist:**

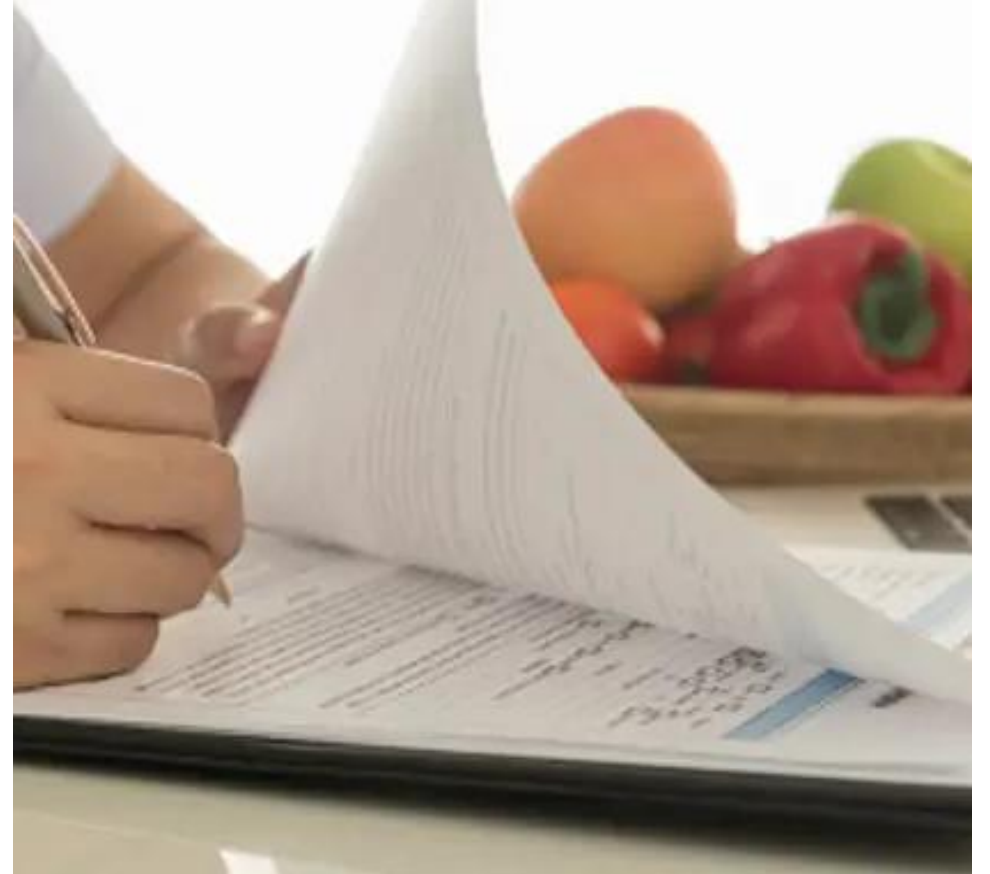
Require studying a dental hygiene program (18 months – 3 years depending on the college).



International Educated Dietitians

**Salma Abdelsattar Mahmoud,
RD,CSNM**

- Registered Dietitian, Credit valley family health team, Mississauga (Full time)
- Registered Dietitian, IM-OT company, GTA (Par time)



Dietitians or Nutrition students educated outside of Canada

If you have been a qualified dietitian in another country, contact the [provincial dietetic regulatory body](#) in the province where you plan to work to determine the requirements for registration to practise. <https://www.collegeofdietitians.org/home.aspx>



If you have not been a registered dietitian in another country and don't meet the academic or practicum requirements, you can contact a [PDEP accredited academic university program](#) and seek admission to their program.

<https://www.pdep.ca/accreditation/accredited-program-list.aspx>



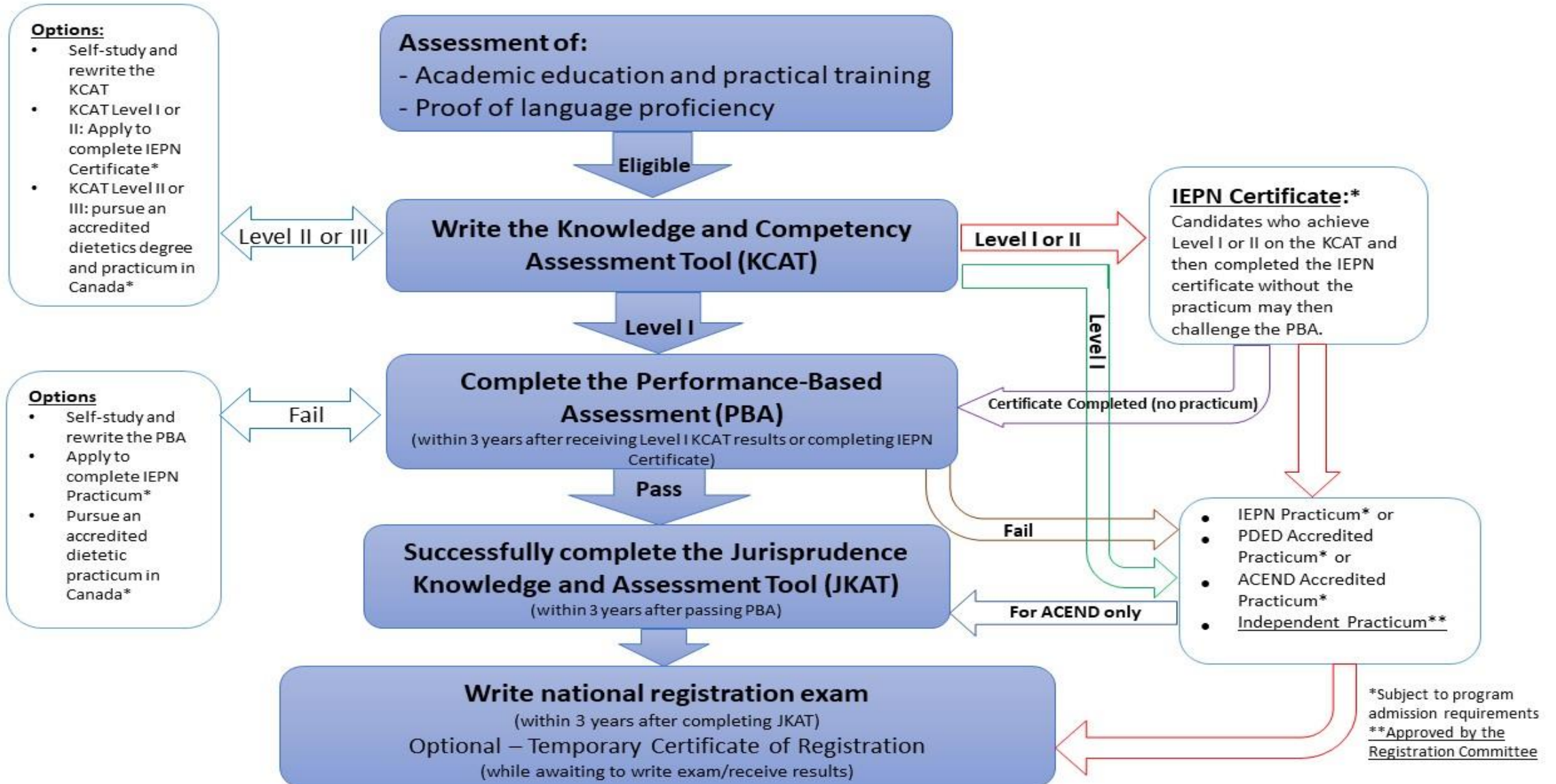
Accredited Programs in Canada



The following registration requirements must be met by all applicants to the College:

- EDUCATION AND PRACTICAL TRAINING IN NUTRITION AND DIETETICS
 - CURRENT DIETETIC KNOWLEDGE AND SKILLS
 - LANGUAGE PROFICIENCY IN ENGLISH OR FRENCH
 - AUTHORIZATION TO WORK IN CANADA
 - PAST OFFENCES, FINDINGS AND CONDUCT
 - HEALTH *You must declare whether have a physical or mental condition or disorder that could affect your ability to practise dietetics in a safe manner.*
 - CANADIAN DIETETIC REGISTRATION EXAMINATION (CDRE)
-

PRIOR LEARNING ASSESSMENT AND RECOGNITION (PLAR) PROCESS



Dietitian Support programs Ontario:

- ❑ Let's kickstart your career. <https://continuing.torontomu.ca/>



- ❑ Canadian Dietetic Practice Orientation and Self-Assessment Tool (OSAT)!
<https://dietitianselfassessment.ca/home.aspx>

It will give you a general overview of dietetic practice in Canada and will help you assess your knowledge and skills against the standards required to practice dietetics in Canada.

- ❑ The Internationally Educated Dietitians Network of Canada (IEDNC)



is an organization of Internationally Trained Dietitians. Registered Dietitians, Dietitian students in Canada and abroad. <https://www.iednc.ca/>

Other choices:

If you have nutrition study in another country and don't meet the academic or practicum requirements to be a dietitian you can join:

- Canadian Society of Nutrition Management (CSNM)

<https://www.csnm.ca/index.html>



- Canadian School of Natural Nutrition (CSNN) <https://csnn.ca/>.



CANADIAN
ASSOCIATION OF
HOLISTIC NUTRITION
PROFESSIONALS

- Canadian Association of Holistic Nutrition Professionals

<https://cahn-pro.org/#>

- Canadian Food Inspection Agency

<https://inspection.canada.ca/eng/1297964599443/1297965645317>



- Public Health Ontario

<https://www.publichealthontario.ca/en/laboratory-services/public-health-inspectors-guide>

Public
Health
Ontario

Santé
publique
Ontario

Medical Laboratory Profession

Aladdin Elzubeir

MS. PhD, MLT (CSMLS), Toronto

Shima Elsheikh, MSc. MLA,

Toronto.



Medical Laboratory Profession

First steps toward Canadian licencing

Application Requirments

Exam prepration and Materials

Next step

Alternative career options

Profession, Role, Job Specs

MLT performs routine tests in medical laboratories to provide data for use in diagnosis and treatment of disease, ensuring validity and accuracy of test results.



"More than 70% of doctors' clinical decisions are based on proper test results being performed by the MLTs"

Medical Lab Technologist (MLT)

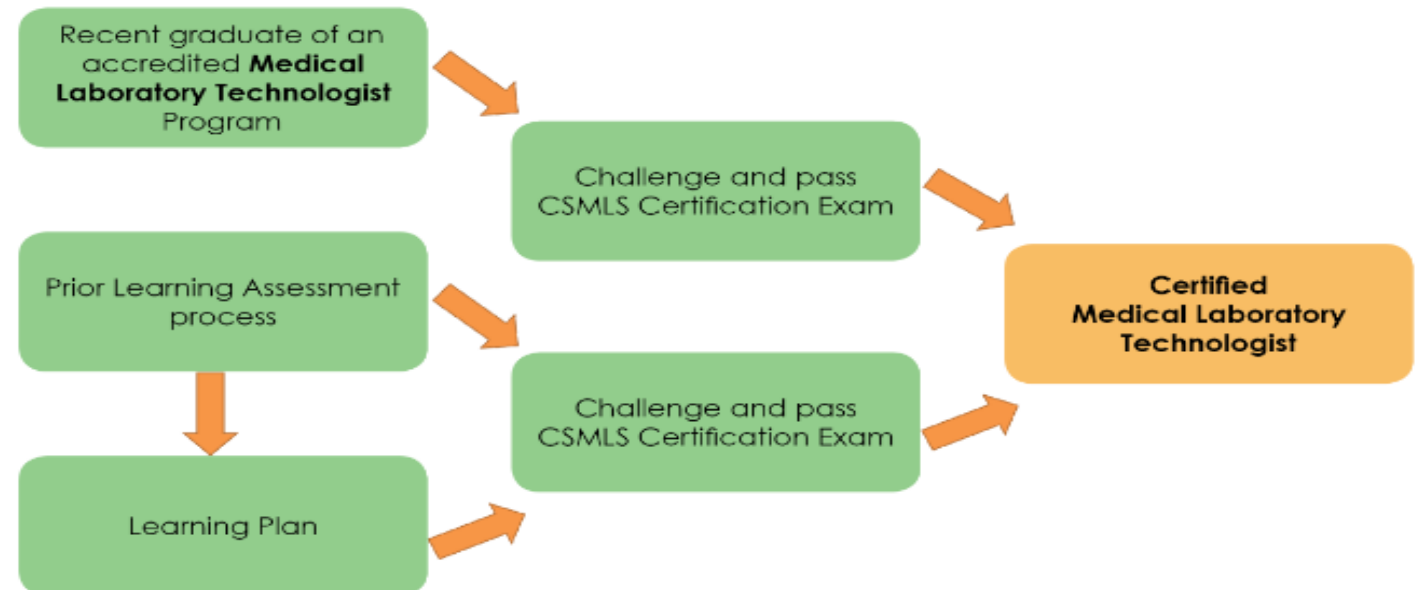
Medical Lab Specialist/Scientist (MLS)

Medical Lab Technician/ Lab Assistant (MLA)

Steps and application for the Exam

- MLT is a regulated healthcare profession by The Canadian Society of Medical Laboratory Science CSMLS www.CSMLS.org
- Applications
- Requirements (PLA)
 - Education (degree)
 - Language Proficiency
 - Practical experience and training
- Writing the Exam
- Provincial Registration
- Continuous Competency

- Studied MLT outside Canada Vs In Canadian Institutes
- Prior Learning Assessment (PLA)



First Steps to Certification

To work in Canada as a medical laboratory technologist, you must become certified through the CSMLS.

We offer a certification examination, which is to be written in-person, at a designated examination site in Canada.

! Before you can write the exam, you must establish your eligibility. [Learn More.](#)



If you have been educated and/or trained as a medical laboratory technologist outside of Canada, you can have your experience assessed through a [Prior Learning Assessment \(PLA\)](#). This process reviews your education, training and work experience and evaluates it in comparison of the expectations of a Canadian educated professional.

****Your education and experience in another country do not automatically make you eligible to write the certification exam.**

Next steps

- Exam preparation and Materials
- Job hunting
- Networking and connections (Social Media)
- Alternative career options
- Scholarships
- Others

To be discussed in
the round table
discussion



A Guide for the International Educated Nurses to Work in Canada

Samia Sayed Mursi
PhD Community Health Nursing

Current position
Student U of T
Hospice & Palliative HealthCare





Six Steps

- There are 6 main steps to Pursue Nurse career in Canada
 1. Education and Knowledge
 2. Valid nursing registration
 3. Work experience
 4. Application to a province where you want to work
 5. Registration
 6. Work in Canada
-

Preliminary Requirements

1- Education and Knowledge

- Must be graduated from an organized and approved nursing program

2- Valid nursing registration

- Registration in Sudan from the National Council for Medical and Healthcare Professionals
- Must be a registered nurse or midwife

3- Work experience

At least 2-5 years



Application



4- Application to a province where you want to work

- Create an account in the National Nursing Assessment Service (NNAS)

<https://www.nnas.ca/>, which is a governmental organization for IENs

NNAS will do the credential evaluation

- Upload your Certificates for evaluation and source verification
- NNAS will send certificates to your college asking for the curriculum, subjects, and credit hours. The curriculum is important not the grades

Application

- Apply to your preferred Province
- Equivalency:
Each province has a specific standard

The province will decide whether the curriculum is equivalent to Canadian- educated nurses

- English Proficiency Requirements

IELTS Academic

Canadian English Language Test for Nurses (CELBAN)

Registration

5 -Registration

- The first step is to sit for the National Council Licensure Examination for Registered Nurses (RN),(NCLEX-RN)
- There are different qualification standards in different provinces
- There are 3 different categories

Registered nurse RN

Licensed Practical Nurse LPN

Registered Psychiatric nurse RPN

- Evaluation is according to the province's standards
- College of Nurse Ontario will write a recommendation if there is any gap in experience or curriculum
Recommendations e.g finish certain courses or skills (ethics, communication and Public Safety)

6- Join Work

Important Links

International Nurses Group-NNAS

- <https://www.facebook.com/groups/216825125559012/?ref=share&mibextid=S66gvF>

Internationally Educated Nurses in Canada (IEN, RN, NNAS)

- <https://www.facebook.com/groups/2238321699826636/?ref=share&mibextid=S66gvF>

International Pharmacy Licensing Process

Dr. Manal Adam

Clinical Pharmacist, Credit Valley Hospital

Dr. Anas Mustafa ,
Pharmacist





PHARMACISTS'
GATEWAY
CANADA
for international pharmacists®



PORTAIL POUR
PHARMACIENS
CANADA
pour pharmaciens formés à l'étranger®

- Enroll with Pharmacist Gateway Canada
 - <https://www.pharmacistsgatewaycanada.ca>
- You will be provided with the (National Identifier Number) that is to be used in the subsequent process
- Specify the province you plan to register in
- Each province in Canada is responsible for issuing a license to practice pharmacy in that province
- Each province has additional licensing requirements. These may include English or French language skills, and jurisprudence examinations (academic ILETS overall 7, or TOEFL, MELAB or CanTEST)

Step 2: Pharmacy Examining Board of Canada

- Applying for Documentation
 - Usually takes about 6-8 weeks
 - You will need to submit the following to be considered for Document Evaluation
 - **Application fee:** \$675
 - **ID Documents** to support identity (certified copy of valid Passport or birth certificate)
 - Documents to support graduation and licensing including:
 - **University Degree Certificate** (Certified Copy)
 - **Transcript** (new, within one month of receiving by PEBC)
 - **Licensing Statement such as the full registration certificate** (new, within one month of receiving by PEBC)
 - **Two, identical, passport-acceptable photographs** (with the date taken, stamped, or written on the back by the photographer). They must have been taken within the last 12 months
 - **Notarized application form and a certified copy of your passport:**
 - Notary Public
 - Commissioner for Oaths
 - Lawyer
 - Embassy/Consulate Official



Pharmacy Evaluation Examination

- Takes place in Jan & June each year
- Apply for Document Evaluation to get PEBC ID number
- Apply for the Evaluation Examination online and submit the hard copies of the applications together in the same envelope
- Application fee: \$870
- All questions are MCQ, computer-based
- The pass rate is around 47% for the first time, 44% for repeat test takers.
- Pass mark 60%





Pharmacist Qualifying Exam Part 1

- Preparation Courses
 - PharmaPrep (Dr Misbah): <https://www.pharmacyprep.com>
 - PharmAchieve: <https://pharmachieve.com>
- Pharmacist Qualifying Exam Part 1, MCQ (May & Nov)
 - All questions are MCQ
 - Pass mark unknown, pass rate < 50%
 - It is more difficult than Evaluation Examination
 - If you fail any attempt, you will need to take a 6 month bridging program (IPG) at the University of Toronto to be registered in Ontario (IPG cost about \$15,000 - \$16,000)

Pharmacist Qualifying Exam Part 2

- Preparation Courses
 - Pharmspirit (Dr. Osama): <https://www.pharmspirit.com>
 - PharmAchieve: <https://pharmachieve.com>
- Pharmacist Qualifying Exam Part 2
 - Different OSCE stations including interactive and non-interactive
 - Interactive stations may involve patients, doctors, or nurses
 - Pass rate is around 40%



Provincial College Pharmacists

- After passing the 3 exams you will receive a PEBC Certificate of Qualification
- You start the registration process with the college depending on the province
- Each province has a different jurisprudence exam
- Some provinces have a mandatory bridging program such as British Columbia
- Some provinces, such as Manitoba, have a mandatory internship period of 4 months
- Ontario has a 3–4-week assessment period at a community pharmacy under a college-trained assessor (PACE) instead of an internship



Work opportunity

- As a pharmacist, there is a good work opportunity, especially outside the GTA
- In the GTA, it is highly competitive and not easy to find a full-time permanent job, especially in the big cities.
- The salary range is \$40-\$55/hour
- In GTA, mostly \$40/hour, but outside the GTA is higher
- **Before getting the license, you can work as a pharmacy assistant at any pharmacy, the rate is \$16-20/hour**
- During the bridging program or internship, you can apply for a student license or intern license and work at a higher rate compared with the assistant
- Working in hospitals is very competitive and may require further qualifications to get a job like a hospital internship program or PharmD for pharmacists programs



Education

- Masters programs are available and accessible (may be competitive at certain universities such as UofT)
- Ph.D. and academic careers are very competitive, and usually Ph.D. positions go to those who obtain master from Canadian Universities



International Medical Graduate

- Abir Mohamed

Case Manager, Ministry of Health, Ontario Public Health

MRCPCH-UK



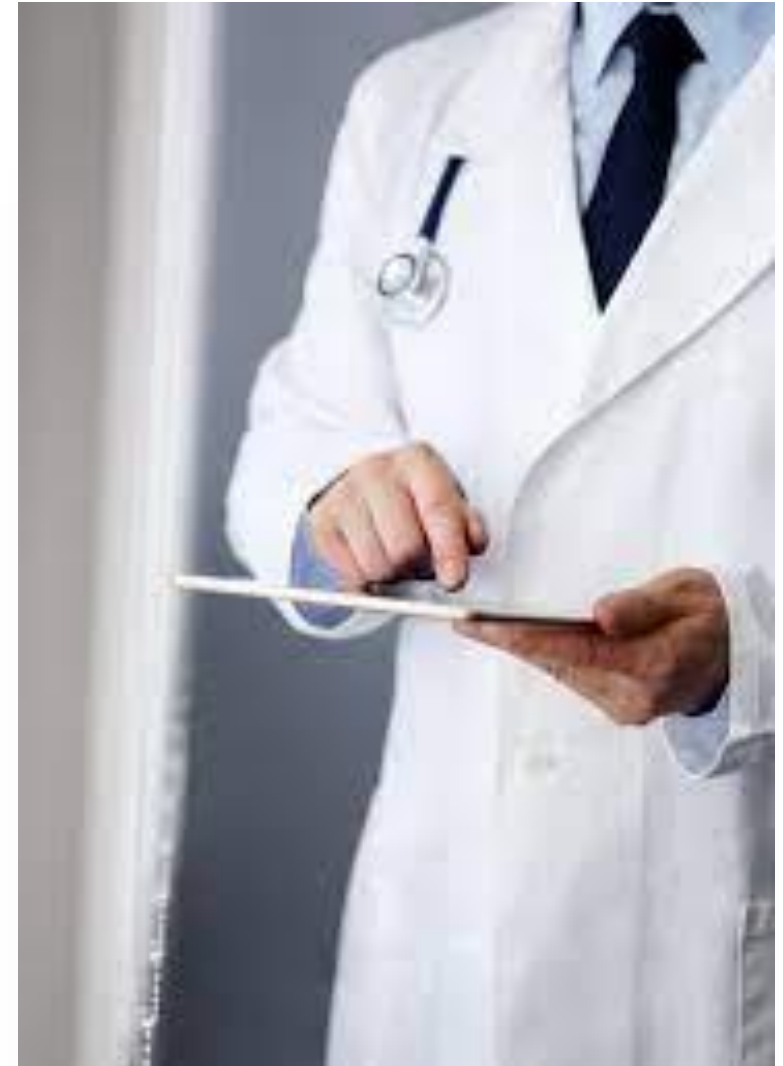
How to work as a Physician in Canada

- Three main pathways

1- Residency program

2- Practice Ready Assessment

3- Fellowship programs

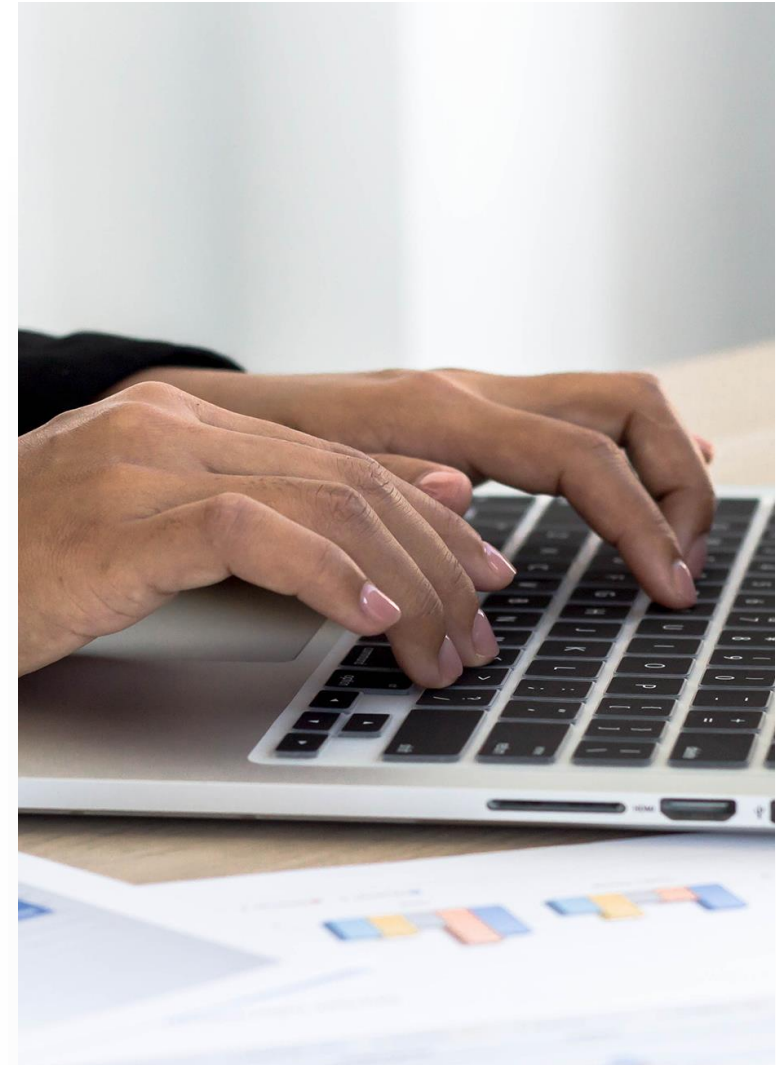


Physiciansapply Account

1. Confirm that your medical degree is recognized in Canada
- 2- Open an account on physician apply <https://physiciansapply.ca/>
 - This will be your portal to communicate with The Medical Council of Canada <https://mcc.ca/>

Services

1. Apply for Medical Council of Canada Exams
2. View and share your documents and exam results
3. Submit a Source Verification Request (SVR)
4. Request document translation
5. Get an Education Credential Assessment Report



MCCQE1



- It is a computer-based exam offered through our vendor Prometric at test centres in Canada and in over 80 countries,
- Main reference Toronto Notes, Canada Q bank and U world
- Aim for a high Score
- Study in Groups

MCCQE part 1

Multiple Choices questions 210 questions

Clinical decision making 38 cases

- Computer-based
- one day exam
- 8 hours two testing sessions

National Assessment Collaboration (NAC) Examination



- IMG needs to pass this exam to apply for a residency position in Canada
- This exam is administered twice a year and offered only in Canada.
- The Canadian Resident Matching Service (CaRMS) accepts NAC Examination results as part of the match application process.
- Practical courses for this exam are useful along with the study groups



Canadian Resident Matching Service

- Apply for the carms at <https://www.carms.ca/>
- Carms application needs a lot of work and time
- Start your application early
- There is a fee for the application process together with 4 positions, if you want to apply for more than once you will pay more
- Please read the requirements for each program carefully
- Tailor your personal letter according to the program requirement
- Reference letters are very important.





11/22/22, 7:09 PM

Program Descriptions - First Iteration - CaRMS

11/22/22, 7:09 PM

Program Descriptions - First Iteration - CaRMS

Program description

All

2023 R-1 Main Residency Match - first iteration

Quota Overview by Discipline

DISCIPLINE	CMG STREAM	REGULAR STREAM	IMG STREAM	CMG STREAM INCLUDING MOTP/MMTP	MOTP-MMTP	REGULAR STREAM INCLUDING MOTP/MMTP	CMG ROS STREAM	COMPETITIVE STREAM	F	S
Anatomical Pathology	16	10	5							
Anesthesiology	76	34	5							
Anesthesiology - Clinician Investigator Program										
Cardiac Surgery	4	3	1							
Dermatology	10	10	1							
Diagnostic Radiology	38	23	2							
Emergency Medicine	50	10	3							
Family Medicine	249		100	239	12	515	2	10		
Family Medicine integrated Clinician Scholar	1									
Family Medicine integrated Emergency Medicine										
General Pathology	6		1							
General Surgery	49	15	1							
Hematological Pathology	4									
Internal Medicine	222	149	29							
Medical Genetics and Genomics	3	4								
Medical Microbiology	5		1							

Neurology	27	11	4							
Neurology - Pediatric	4	1								
Neuropathology	1									
Neurosurgery	9	2	1							
Nuclear Medicine	3	5								
Obstetrics and Gynecology	52	16	2							1
Ophthalmology	17	12	1							
Orthopedic Surgery	26	8	4							
Otolaryngology - Head and Neck Surgery	11	7	2							
Pediatrics	79	30	11							2
Pediatrics - MD-PHD stream										
Physical Medicine & Rehabilitation	17	8	1							
Plastic Surgery	10	5	1							1
Plastic Surgery - Research Track	1									
Psychiatry	91	46	15							
Psychiatry - Research Track	2									
Public Health and Preventive Medicine	2	8	1							
Public Health and Preventive Medicine including Family Medicine	10		1							
Radiation Oncology	11	3								
Urology	17	7	1							
Vascular Surgery	4	3								
Total	1127	430	194	239						4

Thank you for answering this Poll. Your feedback is highly appreciated!

Practice Ready Assessment

Candidates work under supervision and are evaluated over a period of 12 weeks with an aim of obtaining an independent licence to practise in Canada.

The focus is on meeting rural and remote needs in Canada with return of service commitments ensuring employment for successful PRA candidates.

- **Participating in the NAC PRA framework:**

1. Practice Ready Assessment –**Physicians for BC(PRA-BC)**
2. Practice Ready Assessment- **Alberta** (PRA-Alberta)
3. **Saskatchewan** International Physician Practice Assessment (SIPPA)
4. University of **Manitoba** International Medical Graduate Program (PRA MB- Family Practice & PRA MB- Speciality Practice)
5. Practice Ready Assessment– **Newfoundland and Labrador**
6. **Nova Scotia** Practice Ready Assessment Program (NSPRAP)
7. Collège des médecins du Québec



Saskatchewan (SIPPA)

1. Medical degree source verified

2. Post-graduate/internship/residency training program in Family Medicine that is a minimum of 12 months in duration.

minimum of 8 weeks of **General Surgery, Pediatrics, Internal Medicine, Obstetrics & Gynecology and Psychiatry.**

If you are deficient in some of the rotations and you can prove that you have experience practicing in the area of deficiency as an independently practicing family physician, the College may accept this experience in lieu of training.

1. Have 3 years of full-scope practice as a family physician if your post-graduate/internship/residency training program was less than 24 months in length.

2. Pass (MCCQE1).

3. NAC Examination (NAC OSCE) score is as follows: minimum score of 75 or 414 Or 1400

4. Have been **current in practice by being in active**, independent practice as a family physician in the last three years with a minimum of **three months** of full-time family practice.

5. English Language Proficiency¹

(IELTS) Academic Version, Occupational English Test (OET) Medicine Version, Canadian English Language Proficiency Index Program (CELPIP) General



Fellowship

- Medical Fellowships are held through universities
- Search for your preferable program
- Read the eligibility criteria and requirements carefully
- Contact the office of the fellowship Program Director, they will send the application form
- Apply for as many programs as you can
- Don't be discouraged by rejections
- Apply every year



Alternative Careers

- Will be discussed during Q&A sessions
- Medical Office Assistant.
- Clinical Assistant in Alberta
<https://www.albertahealthservices.ca/medstaff/Page7094.aspx>
- Physician Assistant
- Clinical Research Assistant/Associate
- Ultrasound Technician/Diagnostic Medical Sonographer.
- Health Promotor



Sudanese Canadian Health Professionals (SCHP)

- <https://www.facebook.com/groups/3548823355161541/>
- WhatsApp group SCHP
- WhatsApp group for QE1 study , NAC OSCE and IELTS/OET

