ePortfolio for Skilled Immigrants: LIfIA Project Summary
March 31, 2006

… advocating for learning innovations
as they benefit
learners, organizations and communities

www.lifia.ca

Pan-Canadian Project

Purpose:

- **Apply the latest thinking about ePortfolios in the context of skilled immigrants coming to Canada AND employers**
- **Develop a recommended strategy for national implementation**

Phase 1 Timeline:

- **July 2005 to March 2006**

Sponsor: Learning Innovations Forum d'Innovations d'Apprentissage

Funding: Human Resources and Skills Development Canada

Consultants:

- **FuturEd**
- **Learning Agents**
- **Edmonton Mennonite Committee for Newcomers**

www.lifia.ca

ePortfolio Defined

An ePortfolio is (NLII, 2003)

- **"a collection of authentic and diverse evidence, drawn from a larger archive**
- **representing what a person or organization has learned over time on which the person or organization has reflected,**
- **and designed for presentation to one or more audiences for a particular rhetorical purpose"**

Project Rationale

- **Immigrants build Canada**
- **Immigrants must be skilled**
- **Having difficulties finding appropriate employment**

Therefore

- **Demoralizing for immigrants**
- **Loss of human capital**

Employers are having difficulty:

- **Understanding foreign credentials and foreign work experience**
- **Finding skilled workers in many industries**
- **Managing human capital in the knowledge economy**

Conclusions

ePortfolio can:

- **Interpret foreign work experience and workplace training to employers**
  - **Improve recruiting and placement**
- **Capitalize on entire bank of skills and knowledge for skilled immigrants**
  - **Hasten engagement with workforce**
  - **Increase productivity**
- **Utilize ePortfolio in the workplace and in lifelong learning**

www.lifia.ca

Research issues

Employer perspectives

- **What are they using?**
- **Would they use an ePortfolio?**
- **What is a recommended format?**
- **What content would they require?**
- **Would they expect external validation?**
- **Would they buy into a national strategy?**

www.lifia.ca

Study Conclusions

An ePortfolio for Skilled Immigrants would:

- **Be standards-based (occupational skill standards)**
- **Incorporate all forms of learning**
- **Be recognized and used by employers**
- **Be started before coming to Canada**
- **Not necessarily be easy to create (digital evidence)**

www.lifia.ca

LIfIA is Recommending

- **An ePortfolio tool/service**
- **An ePortfolio system**
  - **Production and consumption**
  - **More than creators and receivers**
- **A great deal of PR**
- **National coordination**
  - **Need for transportability**
  - **Need for quality and ROI**
- **Immediate action**

LIfIA Advocates for…

- **An ePortfolio for every Canadian.**
- **One ePortfolio for life.**
- **Quality ePortfolio tools and services.**
- **ePortfolio systems for creators and users.**
- **Collaboration and proactive leadership, making the pie bigger.**
- **Connections to the global ePortfolio effort.**
- **Common standards supporting a competitive environment.**
- **Learning innovations as they benefit learners, communities and organizations.**

www.lifia.ca

LIfIA Proposes to…

- **Become the non-governmental agent to champion the ePortfolio**
- **Work with the governments to provide focus in moving the concept forward nationally**
- **Provide collaboration and leadership across all sectors of stakeholders / users**
- **Engage partners for research, development, implementation and ROI**
- **Assist in meeting KBE - public policy goals**

LEARNING INNOVATIONS FORUM

L I F I A

FORUM d'INNOVATIONS d'APPRENTISSAGE

www.lifia.ca

Specifically, LIfIA could…

Promote user-based standards for:

- **Ownership (creation and access)**
- **Utility (effectiveness and efficiency)**
- **Flexibility and simplicity**
- **Storage and updating**
- **Content and format**
- **Processes and supports**
- **Transportability**

Support such learning innovations as:

- **Proficiency based education**
- **Seamless "education"**
- **Authentic assessment**
- **Effective learning management**
- **Personalized learning**
- **New learning products and service**
- **Convergence with media**
- **Recognition of all learning**
- **Sustainable learning systems for the KBE**

LEARNING INNOVATIONS FORUM

L I f I A

FORUM d'INNOVATIONS d'APPRENTISSAGE

www.lifia.ca

Governments could increase:

- **Labour mobility where credentials have served as barriers**
- **Targeted workplace skills training with improved gap analysis**
- **Enhanced workplace training and recognition of non-formal learning**
- **Transitions into and out of apprenticeship programs**
- **Individual responsibility and rewards for lifelong learning**
- **Human Capital development and management for the KBE**
- **First Nations HRD and Community Economic Development**
- **Accountability and ROI for learning expenditures**
- **Employment levels in all regions, particularly rural/remote**
- **Youth engagement in learning and the workforce**

www.lifia.ca

And build on investments in:

- **Workplace skills development**
- **Learning communities**
- **Sector councils**
- **Information Highway and Learning Technologies**
- **Occupational Skill standards,**
- **Essential Skills research and tools**
- **Prior Learning Assessment**
- **Adult, family, Aboriginal literacy**
- **Online learning and learning services**

For More Information…

- **LIfIA**
  - **Presentations from Working Forum in Vancouver www.LIfIA.ca**
  - **Upcoming Forum in Montreal, Nov. 13-14**
- **FuturEd eLibrary www.FuturEd.com**
  - **Policy papers – HRD and HCAM**
  - **Implementation strategies across sectors**
  - **ePortfolio system and rationale**
  - **ePortfolio quality standards**
  - **[Consumer's Guide to ePortfolio Tools and Services](#)**