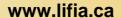
# ePortfolio for Skilled Immigrants: LIfIA Project Summary March 31, 2006



FORUM d'INNOVATIONS d'APPRENTISSAGE

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



# 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

## 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

## 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?



## 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)



# 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.

# 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



# Specifically, LlfIA 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

## 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



### 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.LlflA.ca
- Upcoming Forum in Montreal, Nov. 13-14
- FuturEd eLibrary <u>www.FuturEd.com</u>
  - Policy papers HRD and HCAM
  - Implementation strategies across sectors
  - ePortfolio system and rationale
  - ePortfolio quality standards
- Consumer's Guide to ePortfolio Tools and Services

