

as among the most important. IEGs and settlement agencies also acknowledged a cultural and language divide that can impede an IEG's ability to integrate into the engineering workforce.

**Resolving the integration issues faced by IEGs will take a collaborative and holistic effort on the part of many different organizations.**

The collaborative aspect of this project is key. CCPE – and Human Resources and Skills Development Canada<sup>3</sup> – readily acknowledge that the issues faced by IEGs will not be solved by any one group. It is crucial to look at the full experience and to understand the inter-relatedness of the issues faced by the IEG. Licensing cannot stand alone, for example, when success in obtaining

a P.Eng./ing. is so heavily influenced by language ability, work experience, information availability and community support. A collaborative approach has been the cornerstone of FC2I and is the basis on which the recommendations were developed. The overall strategy is to work collaboratively with partners on a four-pronged approach that deals with research; employment; information, language and culture; and licensing. The recommendations resulting from the committees' work are diverse, and each is at a different stage of readiness for implementation – something to be expected from such a large project that will be implemented by many different organizations.

### 3.0 Phase II Goal

The overall goal for the Phase II component of this project was to analyze the information from Phase I, determine where the process of integration

needed improvement and begin to build consensus among stakeholders on possible solutions.

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<sup>3</sup> Formerly Human Resources Development Canada -- HRDC