

Mobility among regulated professions facing various institutions towards entry to professional practice: From an empirical to a literature-based analysis

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PAPRICA

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Partnership on the Analysis of Professions' Regulations:
Inclusion, Citizenship & Access

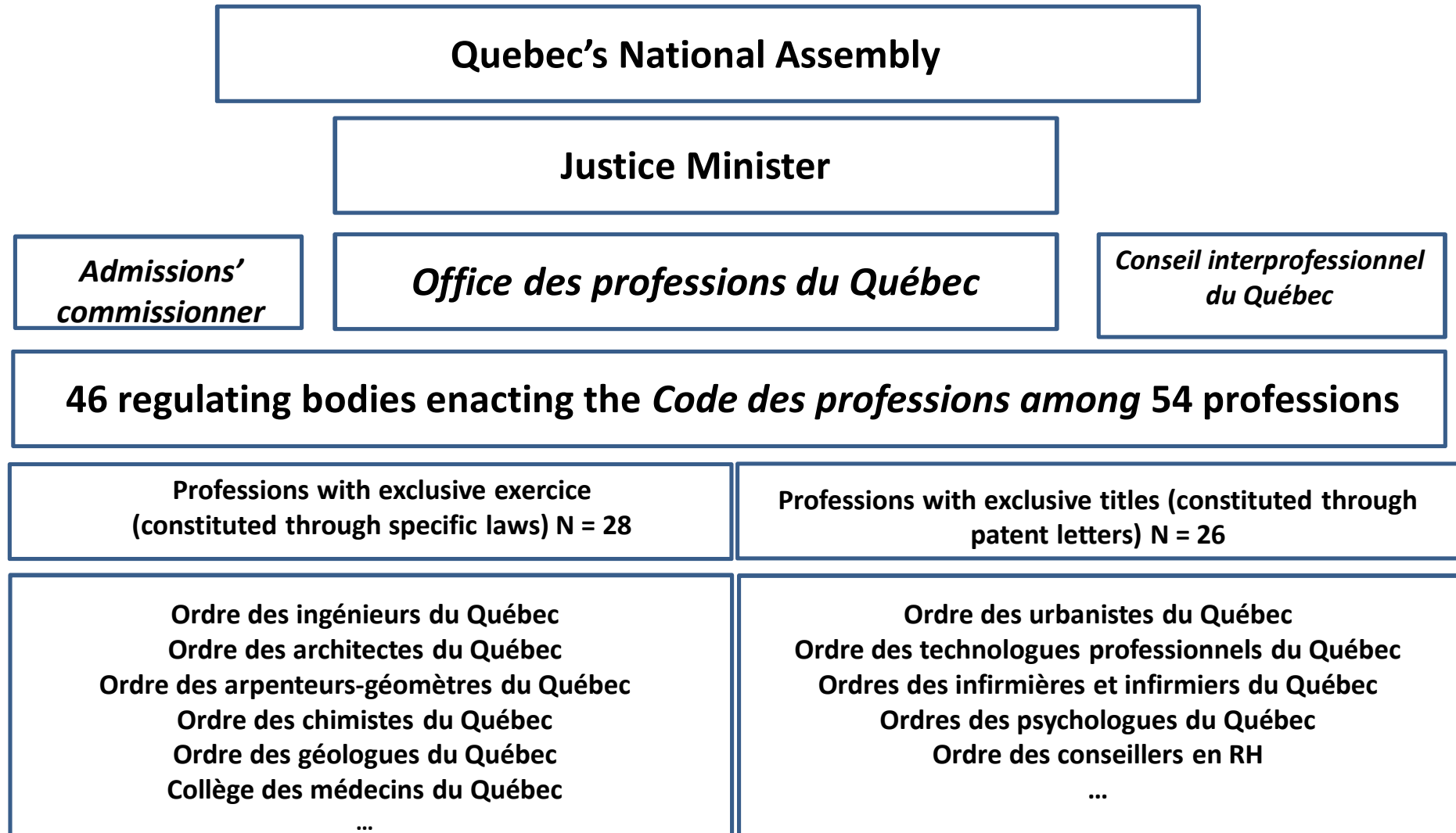
General considerations

- Two research projects (2012-2015, 2015-ongoing) with interviews and document analysis on French professionals' entry into professional practice of a regulated profession in Quebec.
- France-Québec mutual recognition arrangement: designed to facilitate mobility between the two territories; faster admission, although most professions in Quebec require partial training or internship
- The professional system aims at protecting the public regarding activities and services where risk is perceived as too important to skip its regulation.
- Our main question : how does the professional system assure this mandate AND open up to foreign-trained professionals (FTPs)?
- Still, again and again, noting lack of coordination between actors involved, from immigration to employers, through professional system, training establishments, workplaces and local professional and social organizations.
- Nothing new... lack of pertinent information, lack of coordination have been observed since at least 10 years. Amid some initiatives to alleviate it, this led to a review literature conducted in 2017 (SHRC knowledge synthesis grant).

Entry into professional practice

- Different from admission into profession
- Regulating a profession is one step among others
- In Quebec as elsewhere in Canada, a number of professions are regulated (54 in Quebec)
- Admission into profession allows to hold the title and apply for a position (as engineer, dentist, etc.)
- Entry into professional practice = securing a position

Actors of Quebec's professional system



Disjunction between institutions

- Stemming from empirical data analysis
- Articulated mainly between:
 - Immigration
 - Professional system
 - Training establishments
 - Job market
- Disjunctions are well known and documented, but keep on being studied because of their continued presence (somewhat similar to zombie concepts in economic theory) (Quiggin, 2010)
- Some research tend to repeat this disjunction by looking at a small part of the process

Information

- Related to disjunction, the availability of reliable and up-to-date information is crucial
- Important for foreign-trained professionals (FTP) to know how to navigate through the « maze »
- Important for the various institutions involved, to be aware of the other institutions' actions and roles

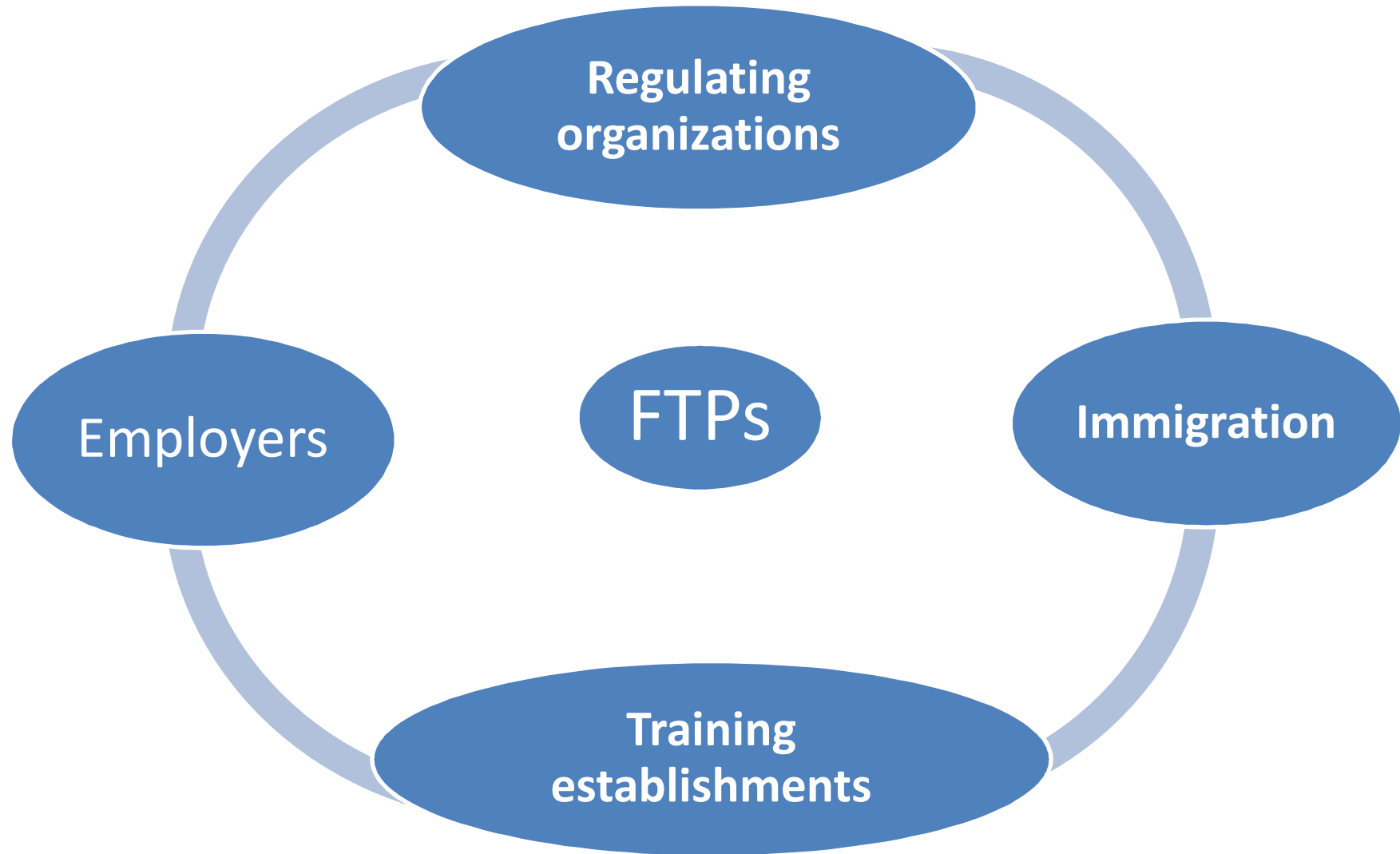
Institutional disjunctions and lack of adequate information...



... are well-known and documented
problems encountered by highly
skilled immigrants trying to integrate and
secure a position related
to their skills and competence

zzzzzzzz

Institutional context



Solutions

- Our knowledge synthesis identified some initiatives that aimed at resolving those well-known problems
- Ontario's Fairness Commissioner Report « Academic Requirements and Acceptable Alternatives... » (2013) points out 11 recommendations aimed at resolving these issues;
- Quebec's « Pole of coordination » animated by the Conseil interprofessionnel du Québec is a step in the right direction;
- Kristensen and Morgan (2012) use of institutional innovation to face challenges brought by globalisation in the workplace also seems to identify commonalities across various issues, to which entry into professional practice for FTPs could be added;

Analytic perspective: Neo-institutionalism

- Neo-institutionalist perspective: aspiring to look at professional system and its environment (migration, training and employment institutions) as an ethnographic field, with its web of histories, knowledge and power claims;
- Varying, disputing interpretations (Rizza, 2008)
- Constructivist orientation, where institutions are supra-individuals, cognitive apparels (mainly following Powell and DiMaggio)

Main findings

- Institutions seem stuck and limited by their respective mandates, operating in the new public management paradigm
- Cases of experimentation show institutions going beyond their traditional mandate to coordinate their action with the global aim (entry into professional practice of FTPs)
- Political leadership is key;
- Institutions extend power (Weber, through Arendt)
- Norms and rules are important and can be useful to argument for institutional changes and motivate political leadership;
- However, legal analysis and conclusions must be complemented by neo-institutionalist analysis to understand dynamics of change among institutions;
- Institutions can contribute to the social dynamics through an ethical approach (Ricoeur, 1990)

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