



# Regulated Workers and Mobility Awareness

## QUANTITATIVE RESEARCH FINAL REPORT

*Ce rapport est aussi disponible en français*

Submitted to:

Human Resources and Social Development Canada  
[por-rop@hrsd-rhdsc.gc.ca](mailto:por-rop@hrsd-rhdsc.gc.ca)

### **MORE INFORMATION**

- Supplier name: EKOS RESEARCH ASSOCIATES INC.
- PWGSC contract number: V9863-060001/002/CY
- Public Opinion Research Registration Number: 012-06
- Award Date: 2006-04-28

To obtain more information on this study, please send an email to [por-rop@hrsd-rhdsc.gc.ca](mailto:por-rop@hrsd-rhdsc.gc.ca)

**EKOS RESEARCH ASSOCIATES INC.**

June 2007

## EKOS RESEARCH ASSOCIATES

Ottawa Office  
99 Metcalfe Street, Suite 1100  
Ottawa, Ontario  
K1P 6L7  
Tel: (613) 235 7215  
Fax: (613) 235 8498  
E-mail: [pobox@ekos.com](mailto:pobox@ekos.com)

Toronto Office  
480 University Avenue, Suite 1006  
Toronto, Ontario  
M5G 1V2  
Tel: (416) 598 8002  
Fax: (416) 598 2543  
E-mail: [toronto@ekos.com](mailto:toronto@ekos.com)

Edmonton Office  
9925 109th St. NW, Suite 606  
Edmonton, Alberta  
T5K 2J8  
Tel: (780) 408 5225  
Fax: (780) 408 5233  
E-mail: [edmonton@ekos.com](mailto:edmonton@ekos.com)

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# EXECUTIVE SUMMARY

## ***Methodology***

To examine labour mobility issues for regulated occupations, EKOS conducted a telephone survey with 626 workers in regulated occupations across Canada. The sample was drawn from randomly selected households from across the country, with each call being screened in order to select individuals who are members of one of 51 identified regulated occupations. The overall incidence of finding these workers in the general public was ten per cent. The primary purpose of the study was to provide greater insight into awareness, knowledge and behaviour of workers on labour mobility issues, particularly as they relate to Chapter 7 of the Agreement on Internal Trade.

## ***Awareness***

Awareness of the Agreement on International Trade (AIT) and Chapter 7 is fairly low. Less than one-quarter of workers are aware of the AIT or specifically of Chapter 7. Recall of AIT content is high among those workers who are aware of the AIT in general (at over two-thirds).

Workers have most often learned of Chapter 7 through word of mouth. Other sources of awareness identified less often include a regulatory body or provincial government, media, and education or training. Most obtained information on Chapter 7 when they were looking to satisfy licensing enquiries, although many others have learned of the AIT in a more passive manner (without seeking out information).

Awareness and knowledge of Mutual Recognition Agreement's (MRA) is also low. Just over four in ten workers report that an MRA exists for their occupation. Of those aware of an MRA for their occupation, close to half believe that this covers all provinces, three in ten do not know, and two in ten believe it covers just some provinces. Furthermore, the large majority of workers are unaware that under Chapter 7, workers can register a complaint if they disagree with the requirements for registration, licensing or certification in another province.

The vast majority of workers are unaware that the Committee on Internal Trade that oversees the AIT announced a deadline of April 1, 2009 for removing all labour mobility barriers for regulated workers. Awareness of the Trade, Investment and Labour Mobility Agreement between B.C. and Alberta (TILMA) that comes into effect April 1, 2007, is only slightly higher.

While awareness and knowledge is generally poor, most workers in regulated occupations are moderately or very interested in information about regulations and labour mobility issues for workers in regulated occupations.

### ***Mobility: Past and Future***

Only a small proportion of workers in regulated occupations have moved to, or worked in, another province or territory. Those that have worked in another province or territory tend to have done so several times, and more often have plans to do so again in the future.

Most workers who have moved in the past, or who plan to do so in the future, continue to work in the same regulated occupation following the move. Workers who move generally complete an application to work in their new province or territory before they begin working in the new province, or immediately after. Workers are most often required to provide documentation or complete a registration process to have their qualifications recognized in the new province, although many have had to complete an academic review, write an exam, or meet other requirements. The vast majority of workers are successful in having their qualifications recognized in their new province, and relatively few experience any difficulties. It is not surprising, therefore, that most are confident that their qualifications will be recognized in any future move. The length of time required to be licensed or registered in the new province or territory, however, varied significantly, from less than one month to over a year. Furthermore, most workers do encounter some costs or fees in the process.

### ***Assessment of Chapter 7***

Workers in regulated occupations do consider it important that they be able to work anywhere in Canada. Workers agree that having an MRA available to workers in their occupation is useful, and support government efforts to improve labour mobility. It appears, however, as though there is some room for improvement with regard to perceptions about labour mobility. Only two-thirds believe their MRA to be very effective, less than half feel that government regulators are doing a good job, and many believe that it is difficult for workers in their occupation to be licensed to work in other provinces.

Only just over half the workers in the survey said that they would file a complaint under Chapter 7 if they were not satisfied with the recognition of their qualifications in another province/territory, and just over one in ten indicated a need for more information on the complaint process.

### ***Additional Highlights***

Awareness and knowledge appear to go hand in hand, as those aware of the AIT are also more apt to be aware of MRA for their occupation, to know of the complaint process and of the existence of deadlines.

Not surprisingly, those with past mobility experience are also most apt than other workers to demonstrate higher awareness and knowledge levels (although even within this group, awareness is still quite low). On a positive note, those with past mobility experience tend to be more positive in their assessment of their MRA, and in their views on how well government regulators are doing to ensure labour mobility for workers in their occupation.

Workers in engineering occupations are more likely than those in other occupations to be aware of the AIT, to have past mobility experience, and to expect to move to or work in another province again in the future. Finally, awareness and knowledge appears to be weaker among workers from Quebec, in comparison with workers from other provinces.





# 1. INTRODUCTION

## 1.1 BACKGROUND AND PURPOSE

Approximately 15 per cent of workers in Canada are employed in regulated occupations or trades. This includes 51 occupations requiring licensure or certification in more than one jurisdiction in Canada (e.g., doctors, nurses, teachers, engineers and architects). In some cases, occupations are regulated directly by the provincial or territorial government, whereas in other cases, the occupation is governed by self-regulated non-governmental bodies. In addition, there are 65 trades regulated in more than one jurisdiction (e.g., electricians, plumbers). In most cases (44 of 65 trades) recognition of qualifications across jurisdictions is achieved through the Red Seal examination process, although the current study did not focus on these occupations.

In the 51 occupations noted above and trades not covered by the Red Seal, the potential exists for workers to be restricted in their inter-provincial mobility if there are barriers to having their qualifications recognized in another jurisdiction. To address this, the Agreement on Internal Trade (AIT) (1995) (specifically Chapter 7 – Labour Mobility Chapter) and the Framework to Improve the Social Union for Canadians (1999) committed governments (all provinces and territories except Quebec) to ensure that any worker qualified for an occupation in one jurisdiction should have access to opportunities in all other jurisdictions in Canada.

To support Human Resources and Skills Development Canada's (HRSDCs) mandate to address barriers to labour market transition to enable a flexible, efficient labour market, the purpose of this research is to provide greater insight into workers' awareness of and perspectives on labour mobility issues, particularly those surrounding Chapter 7 of the Agreement on Internal Trade.

The primary purpose of the study was to provide greater insight into awareness, knowledge and behaviour of workers on labour mobility issues, particularly as they relate to Chapter 7 of the Agreement on Internal Trade. Detailed questions the survey was intended to address include:

- Awareness (of the AIT and Chapter 7, and of Mutual Recognition Agreements (MRAs)/other dispute resolution mechanism);
- Incidence of mobility, including any previous moves, recognition process and any barriers to recognition encountered, application/registration under an MRA/incidence of invoking Chapter 7, additional requirements to meet licensing/certification requirements;
- Interest/future intentions to move jurisdictions (reason for intended move, importance of recognition in decision to move/not move, anticipated difficulties related to recognition, perceived importance of Chapter 7 in decision to move, likelihood of invoking Chapter 7);

- Assessment of Chapter 7 – usefulness, relevance; and
- Information needs – interest in more information.

## 1.2 METHODOLOGY

To examine labour mobility issues for regulated occupations and trades, EKOS conducted a telephone survey with 626 workers in regulated occupations across Canada. The sample was drawn from randomly selected households from across the country, based on a Random Digit Dial (RDD) method of sampling households. Each call was screened in order to select an individual in the household who is a member of one of 51 identified regulated occupations. The overall incidence of finding qualified workers for the survey was eleven per cent.

EKOS used Survey Sample software to produce the sample for this project. This software samples by Random Digit Dial (RDD) methodology and checks its samples against published phone lists to divide the RDD into "Directory Listed" (DL) and "Directory Not Listed" (DNL) RDD components. It should be noted that these published telephone listings do not include cellular phone numbers (which are not publicly available). Therefore, anyone with a cell phone and no land line would not be represented in the sample.

Prior to the interviewing period, the questionnaire went through a round of pre-testing on January 23, 2007 with a total of 30 respondents (in both official languages). The test was conducted in order to gauge the flow and clarity of the survey instrument. The pre-test cases were listened to in real-time by the project manager and recorded so that other EKOS survey experts could review. Before the final survey was fielded a small number of revisions were made to the survey instrument in close consultation with the client. The post test revisions were made in order to clarify certain questions, ensure that eligible respondents were accepted and to adjust the focus of others questions. The full survey questionnaire can be found in Appendix A.

The actual interviews were carried out between January 29, 2007 and February 21, 2007 and carry a margin of error of  $\pm 3.9$  per cent for the sample overall and  $\pm 5$  to 15 per cent<sup>1</sup> for most sub-groups that can be isolated in the analysis. The average time taken to complete an interview was roughly 15 minutes and the response rate was 26 per cent (details in Appendix B).

Fieldwork for this project was conducted by highly trained interviewers at EKOS' call centres in Ottawa and Edmonton. Throughout the data collection, survey supervisors continuously monitored interviewing to ensure consistency of questionnaire administration and interviewing techniques. Up to eight call-backs were made to each member of the sample for which initial attempts at contact were unsuccessful. Follow-up calls were made on subsequent days, at varying time periods to maximize the potential for

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<sup>1</sup> The margin of error is a measure of the accuracy of the results. It indicates how far the survey's results are likely to stray from the true value in the entire population most of the time (i.e., the finding will be accurate to within a certain number of percentage points 19 times out of 20).

reaching a respondent. Appointments were made for respondents wishing to reschedule a survey. Daily electronic records were kept of all calls made, whether successful (i.e. interviews completed or appointments made) or not.

Once the survey collection was completed, data were reviewed for the purposes of coding open-ended responses and general cleaning (e.g., based on skip patterns and for unusual outliers). The overall survey results were weighted in the analysis to reflect known population proportions in terms of region of certification or licensure. The regional proportions were derived from an occupation index that accounted for the majority of regulated occupations by province. The size of certain occupations (such as hunting guides, agrologists and community urban planners, to name a few) were not listed in the index due to there being not enough data to report. These unknown occupations, therefore, did not contribute to the calculation of the regional weight.

### 1.3 PROFILE OF SURVEY RESPONDENTS

As noted, the total survey sample includes 626 workers. Of these, over half are licensed in Ontario (39 per cent) or Quebec (24 per cent); over one in ten are licensed in B.C. (13 per cent), or Alberta (11 per cent); and smaller proportions are licensed in the Prairie provinces (seven per cent) or Atlantic provinces (seven per cent).

Most workers surveyed have obtained university education (68 per cent), and most obtained their post-secondary education and training in Canada (90 per cent). Close to two-thirds have 10 years experience or more in their occupation (64 per cent). The employment income of workers surveyed varies significantly, with one-quarter reporting an employment income of under \$40,000; 22 per cent report an income of \$40,000 to \$59,999; 21 per cent an income of \$60,000 to \$79,999; and 17 per cent report an employment income of \$80,000 or more.

The age of workers surveyed also varies widely, with over half who are 45 or older. Six in ten workers in the sample are women and four in ten are men. The majority (84 per cent) are Canadian born. Close to three in ten (29 per cent) are teachers, while 16 per cent are nurses and 15 per cent are engineers, and 11 per cent are health technicians. Less than one in ten report other occupations (professionals, accountants, social workers, service or technical, see Appendix C for the list of collapsed occupations). A comparison of the sample to the population of known occupations (as provided by HRSD) indicates that the sample is reasonably representative of licensed occupations. There is a marginal (i.e., less than five per cent) under sampling of accountants and engineers (traditionally male dominated occupations) and an over sampling of nurses, social workers and teachers (traditionally female dominated occupations), and is probably driven by the industry phenomenon of women generally being more responsive to requests for surveys than men.

A breakdown of the sample by background characteristics is provided in the following table.

**Table 1: Overall Sample Characteristics**

	Percentage	Sample Size	Margin of Error (%) <sup>2</sup>
<b>Overall</b>		<b>626</b>	<b>3.9</b>
<b>PROVINCE/TERRITORY</b>			
British Columbia	13%	81	11.0
Alberta	11%	67	12.1
Prairies	7%	38	16.1
Ontario	39%	252	6.2
Quebec	24%	141	8.3
Atlantic	7%	47	14.4
<b>EDUCATION</b>			
College or less	31%	193	7.1
University	68%	428	4.7
<b>POST-SECONDARY EDUCATION AND TRAINING IN CANADA</b>			
Yes	90%	526	4.3
No	10%	59	12.9
<b>YEARS IN THIS OCCUPATION</b>			
Less than 10 years	35%	217	6.7
10 years or more	64%	400	4.9
<b>EMPLOYMENT INCOME</b>			
<\$40,000	25%	156	7.9
\$40-\$59,999	22%	135	8.5
\$60-\$79,999	21%	135	8.5
\$80,000 or more	17%	111	9.3
<b>AGE</b>			
<35	20%	122	8.9
35-44	27%	169	7.6
45-54	30%	187	7.2
55+	23%	146	8.1
<b>GENDER</b>			
Male	40%	252	6.2
Female	60%	374	5.1
<b>CANADIAN BORN</b>			
Yes	84%	526	4.3
No	16%	98	10.0

<sup>2</sup> Calculated at the .05 level (i.e., 19 times out of 20).

	Percentage	Sample Size	Margin of Error (%) <sup>2</sup>
<b>OCCUPATION</b>			
Teachers	29%	181	7.3
Nurses	16%	101	9.8
Engineers	15%	97	10.0
Health technicians	11%	68	12.0
Professionals	9%	56	13.2
Accountants	6%	38	16.1
Social Workers	6%	40	15.7
Service	4%	22	21.4
Technical	3%	17	24.5

## 1.4 ORGANIZATION OF THE REPORT

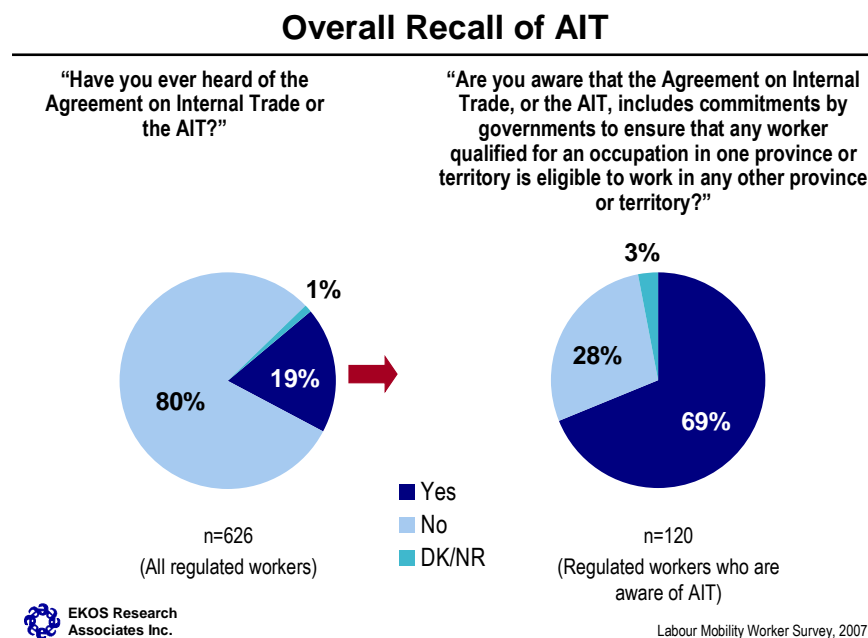
The remainder of the report is organized in three chapters. Chapter Two presents results pertaining to awareness and knowledge of the AIT, Chapter 7 and an MRA for their occupation. Chapter Three presents results pertaining to their past mobility experience or moves from one province or territory to another, and intentions or plans for future mobility. Chapter Four presents data pertaining to the assessment of Chapter 7 by workers, including perceived usefulness and effectiveness of the MRA, and more general attitudes towards labour mobility and barriers.



## 2. AWARENESS AND KNOWLEDGE

### 2.1 AWARENESS

Roughly one in five workers (19 per cent) reported that they are aware of the Agreement on Internal Trade (AIT). As a follow-up, those workers who are aware of the AIT were asked if they were aware of some specifics of the AIT content (i.e., its mandate to ensure that any worker qualified for an occupation in one province or territory is eligible to work in any other province or territory). Close to seven in ten workers (69 per cent) reported that they did know about the specifics of the AIT.



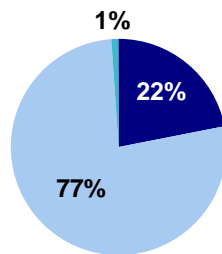
- Workers in engineering occupations report the highest level of awareness of the AIT in general (32 per cent), while workers in teaching occupations and workers in health occupations report the lowest (13 per cent in each occupation).
- Workers licensed in Quebec are less likely than workers in other provinces to display recall of the AIT.
- Men are more likely than women to be aware of the AIT
- The youngest workers (under 35) are less likely than older workers to recall the AIT.

- Those with the highest incomes (\$80,000 or more) report the highest level of awareness of the AIT in general (30 per cent).
- Naturally, workers who have worked outside their province or outside the country are more apt than those who have not to be aware of the AIT.

Recall of Chapter 7 of the AIT in particular shows similar proportions to recall of the AIT in general. Nearly one in four workers (22 per cent) indicated that they are aware of Chapter 7 of the AIT.

## Recall of Chapter 7

“It is called Chapter 7 or the Labour Mobility Chapter.  
Were you aware of this?”



■ Yes ■ No ■ DK/NR

(All regulated workers)

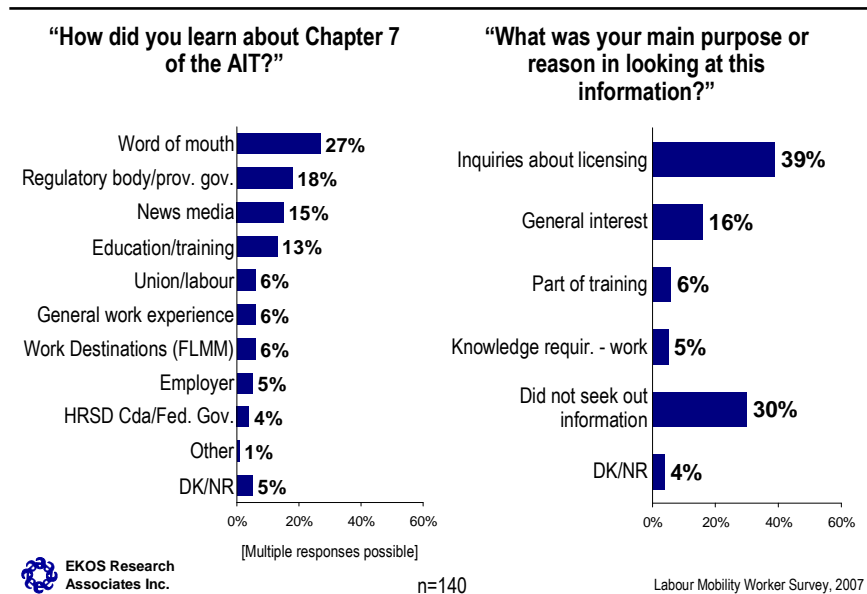
- Men are more likely than women to be aware of Chapter 7 in particular.
- Nearly half of workers who are aware of the AIT in general (49 per cent) are aware of Chapter 7.
- Workers with more experience (10 years in their occupation, or more) are more apt to be aware of Chapter 7 than less experienced workers.



Of those workers who are aware of Chapter 7 of the AIT over one-quarter (27 per cent) learned about it through word of mouth. Close to two in ten (18 per cent) report learning about Chapter 7 from their regulatory body or through their provincial government. This is closely followed by mentions of media and education or training as sources of knowledge of Chapter 7 (at 15 per cent and 13 per cent, respectively).

Workers who are aware of Chapter 7 of the AIT are most likely to have sought this knowledge in order to satisfy inquiries concerning licensing (39 per cent). This is followed by workers indicating that the reason for acquiring information on Chapter 7 was simply to satisfy general interest (16 per cent). Fewer than one in ten workers acquired this information as part of training (six per cent), while a similar proportion of workers required this information for their work (five per cent). Almost one-third of workers (30 per cent) reported that they did not seek out this information but that it was acquired passively.

### Source of Awareness



- Workers with less than 10 years experience in their occupation are more apt to have learned of Chapter 7 through education or training, while those with more experience are more likely to have learned about Chapter 7 from a regulatory body/provincial government, or through the media.

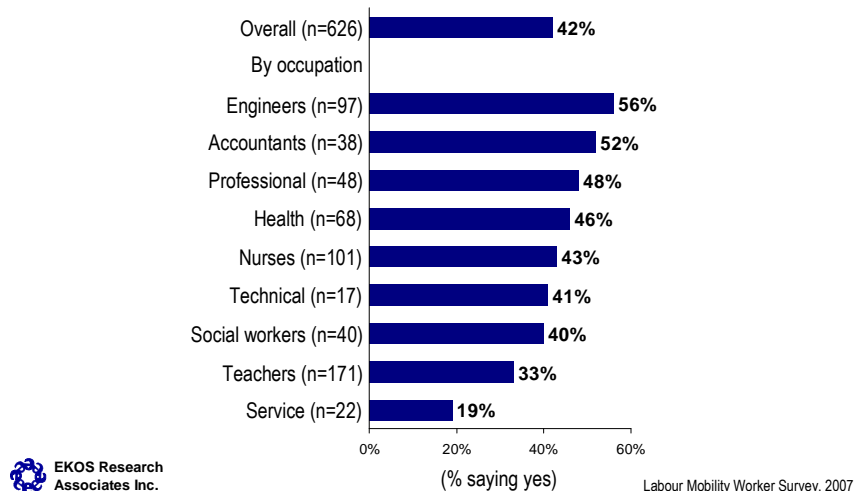
## 2.2 KNOWLEDGE LEVELS

Almost half of workers (42 per cent) report that a Mutual Recognition Agreement (MRA) exists for their occupation. One in three workers (29 per cent) report that an MRA does not exist for their occupation, while an equal proportion (28 per cent) either didn't know, or had no response.

More than half of workers in an engineering occupation (56 per cent) report that an MRA exists for their occupation, which is closely followed by workers in an accounting occupation (52 per cent). Only one-third of workers in a teaching occupation are aware of an MRA, while more than one-third (38 per cent) did not know, or could not indicate, if an MRA exists for their occupation.

### Awareness of Mutual Recognition Agreement in Occupations

“Under the AIT, a Mutual Recognition Agreement sets out the conditions for a credential or license obtained in one province or territory to be recognized in another province or territory. Does a Mutual Recognition Agreement exist for your occupation?”



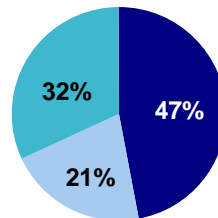
- Workers from Quebec are less likely than those from other provinces to be aware of an MRA for their occupation.
- Men are more likely than women to indicate that an MRA exists for their occupation.
- Not surprisingly, workers who are aware of the AIT are more apt to indicate that an MRA is in place for their occupation (54 per cent). Similarly, workers who have moved or worked outside their province, or who know somebody who has, are more likely to indicate that an MRA exists for their occupation (55 per cent do).
- Workers who feel that it is not difficult to be licensed to work in another province are more apt to be aware of an MRA for their occupation. Similarly, those who feel that it is important that

they be able to work elsewhere are more apt than others to be aware of an MRA for their occupation.

Of workers in occupations for which an MRA exists, nearly half (47 per cent) believe the MRA covers all provinces in Canada, while just one in five (21 per cent) believe that the MRA covers just some provinces. Nearly one-third of workers in occupations with an MRA did not know the coverage of the MRA (32 per cent).

### **Awareness of Coverage of Mutual Recognition Agreement**

“Do you know whether the Mutual Recognition Agreement covers all provinces and territories in Canada or just some provinces/territories?”



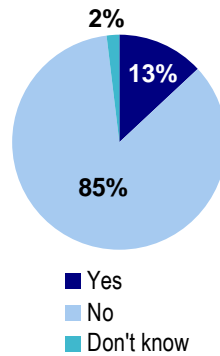
■ All provinces  
■ Just some provinces  
■ Don't know

- Workers in nursing and teaching occupations are less likely than workers in other occupations to know or be able to state the extent of coverage the MRA provides.

Most workers (85 per cent) are not aware of complaint channels included in the AIT. Fewer than one in seven workers (13 per cent) were aware that under the Labour Chapter of the AIT workers can register a complaint with a Labour Mobility Coordinator if they disagree with certain requirements for registration, licensing, or certification in another province.

### Awareness of Complaint Channels

“Are you aware that under the Labour Mobility Chapter of the AIT, workers can register a complaint with a Labour Mobility Coordinator if they disagree with the requirements for registration, licensing or certification in another province?”

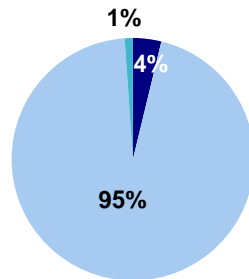


- Not surprisingly, workers aware of the AIT are much more likely than those who are not to also be aware of complaint channels included in the AIT (24 per cent are aware, compared to ten per cent of those not aware of the AIT). Similarly, workers who are aware that an MRA exists for their occupation are more likely to be aware of complaint channels included in the AIT than those who are not.
- Workers with less than ten years experience in their occupation are less likely to be aware of complaint channels than those with more experience.

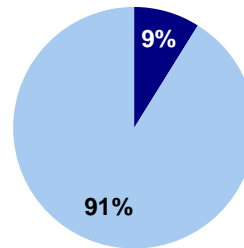
The vast majority of workers are not aware that a deadline has been set to remove provincial barriers for regulated workers. Only four per cent of regulated workers reported awareness of the announcement made by the Committee on Internal Trade (who oversees the AIT) that the deadline of April 1, 2009 has been set for removing all labour mobility barriers for regulated workers. Awareness of the Trade, Investment and Labour Mobility Agreement between British Columbia and Alberta (TILMA) was marginally higher, with close to one in ten being aware that the agreement will come into effect April 1, 2007 (nine per cent).

### Awareness of Deadline for Removal of Provincial Barriers

“Are you aware that the Committee on Internal Trade who oversees the AIT, recently announced a deadline of April 1, 2009 for removing all labour mobility barriers for regulated workers?”



“Are you aware of the Trade, Investment and Labour Mobility Agreement between British Columbia and Alberta (TILMA) that will come into effect April 1, 2007?”



■ Yes  
 ■ No  
 ■ DK/NR

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Labour Mobility Worker Survey, 2007

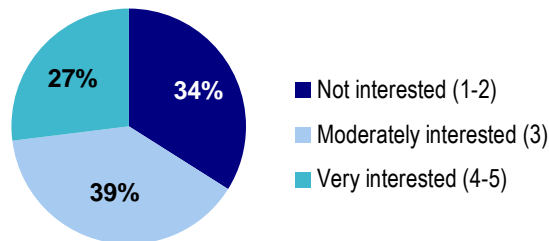
- Workers from British Columbia report the highest level of awareness of TILMA (at 22 per cent).
- Men are more likely than women to report awareness of TILMA.
- Those who were aware of the AIT unprompted are more likely than those who were not to be aware of TILMA (20 per cent).
- Those who have moved or worked in another province are also more apt to report awareness of TILMA.

## 2.3 INFORMATION NEEDS

Workers in regulated occupations exhibit an interest in information about labour mobility and regulations. A majority of workers are either moderately interested (39 per cent) or very interested (27 per cent) in personally having information about regulations and labour mobility issues for workers in regulated occupations. Roughly one-third (34 per cent) of workers reported not being interested in this type of information.

### Level of Interest in Information

“We are exploring the demand for information about regulations and labour mobility for workers in regulated occupations moving within Canada. How interested would you personally be in having this type of information?”



- Workers who have worked outside of Canada at some point in their careers are more likely to be interested in labour mobility information, compared with those who have not.
- Workers who believe that it is difficult to be licensed to work in another province are more apt than other workers to express an interest in this type of information.

# 3. MOBILITY

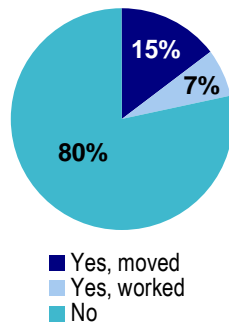
## 3.1 PAST MOBILITY EXPERIENCE

Since entering their current occupation, 15 per cent of workers have moved to a different province or territory, and a further seven per cent have worked in another province or territory without moving there. Most workers (80 per cent) have not moved to or worked in another province or territory.

Of those who have moved to another province or territory, most (63 per cent) have only moved once, while close to one-quarter (23 per cent) have moved twice and 14 per cent have moved three or more times. Those who have worked in another province or territory without moving have done so more often, with over half working in another province or territory two or more times (17 per cent twice and 39 per cent three or more times) and 39 per cent having done so once.

### Personal Experience with Labour Mobility

“Since you have been working in this occupation, have you ever moved to a different province or territory, or worked for a period of time in another province or territory?”

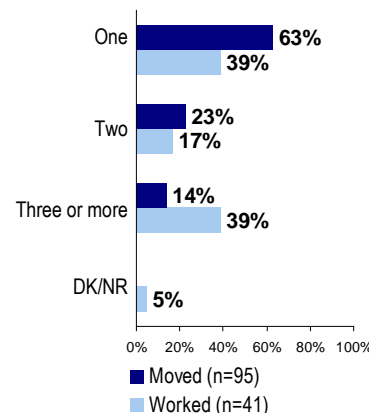


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[Multiple responses possible]



“How many times have you MOVED/WORKED IN ANOTHER provinces or territories since you've been working in this occupation?”



Labour Mobility Worker Survey, 2007

- Workers in engineering occupations are more apt to have worked in another province or territory, while teachers are least likely to have done so.
- Workers from Atlantic Canada are most likely to have moved to another province or territory (38 per cent have). Those from Alberta are also more apt than workers from other provinces to have moved (25 per cent) or worked in another province/territory without moving (13 per cent), while workers from Ontario and Quebec are least likely to have done either (moved or worked in another province).

- Men are more likely than women to have worked in another province (without moving).
- The oldest workers (55 and older), and those with 10 or more years of experience in their occupation are more likely to have worked in another province or territory, while the youngest (under 35) are least likely to have moved or worked in another province/territory.
- Workers with the highest household incomes (\$80,000 or more) are more apt than others to have worked in another province or territory.
- Self-employed workers are more apt than other workers to have worked in another province or territory.
- Not surprisingly, workers who are unaware of the AIT are less likely to have moved or worked in another province/territory.
- Workers who have worked outside the country are also more apt to have worked in another province or territory compared to workers who have not.
- Those who have moved to another province or territory are somewhat less likely to consider it difficult for workers in their occupation to have their qualifications recognized outside their province.



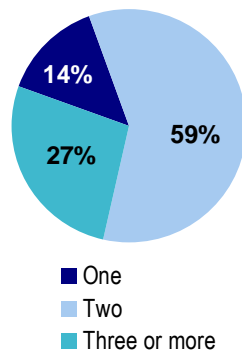
Of those workers who have moved to another province or territory, the vast majority (93 per cent) continued to work in the same regulated occupation following their most recent move.

Workers who have moved to or worked in another province or territory in their occupation tend to have worked in several provinces or territories, with 59 per cent indicating that they have worked in two, 27 per cent in three or more, and only 14 per cent have worked in or moved to one other province/territory in addition to the one where they began.

The length of working experience of workers who have moved/worked prior to their most recent move to another province or territory varies significantly. Two in ten had one year experience or less in their occupation before their most recent move; four in ten (39 per cent) had between two to nine years of work experience; and close to four in ten (37 per cent) had ten or more years experience in their occupation.

### Prior History

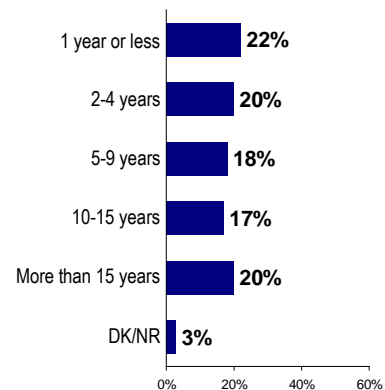
“In how many different provinces or territories have you worked in this occupation?”



n=126

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“Prior to this work experience, how long had you been working in this occupation?”



n=100

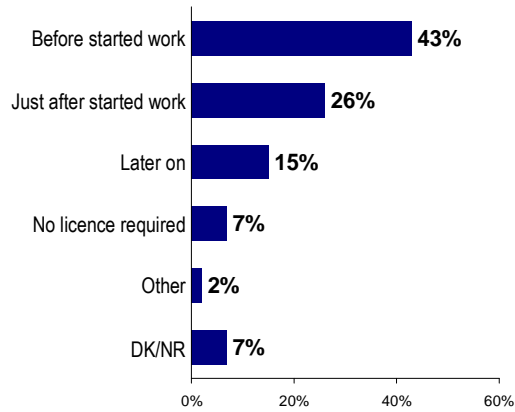
Labour Mobility Worker Survey, 2007


- Men have typically worked in more provinces than women.
- Those with less than 10 years experience in their occupation are more apt to have worked in only one province than workers with more experience.

The license application to work in the province or territory moved to was most often completed by workers before they began working in the new province or territory (43 per cent), while one-quarter completed the application just after starting to work in the new province (26 per cent), and 15 per cent completed it later on. Only seven per cent indicated that they were not required to obtain a license to work in their new province or territory.

### Timing of Application

**“When was the license application completed for you to work in this province?  
Was it before your most recent work experience in another province/territory,  
soon after it started, or some time later?”**



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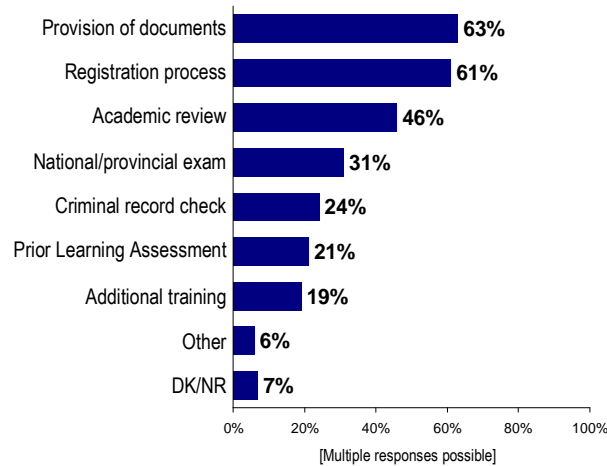
n=100


Labour Mobility Worker Survey, 2007

Workers moving to a new province or territory were most often required to provide documentation (such as academic transcripts, certificates, letters of reference) or to complete a registration process to have their qualifications recognized (63 and 61 per cent, respectively). Close to half (46 per cent) needed to complete an academic or credential review, 31 per cent had to write a national or provincial exam (31 per cent), one-quarter needed to obtain a criminal record check (24 per cent), and roughly two in ten had to complete a prior learning assessment (21 per cent) or obtain additional training (19 per cent).

## Process of Application

**“Which of the following did you have to do to get your qualifications recognized to be able to work in your current province?”**



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n=100

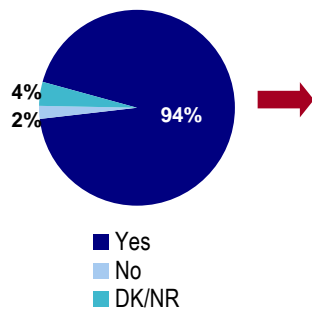
Labour Mobility Worker Survey, 2007

The vast majority of workers who have moved to another province or territory were successful in having their initial application to be licensed or registered approved (94 per cent). A very small number were not successful in their initial application (two per cent), and four per cent did not respond or know (possibly because their application is still pending).

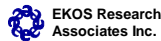
Furthermore, most workers (89 per cent) experienced no difficulties in getting their qualifications recognized in their new province or territory, although 11 per cent did. A total of five per cent indicate that they experienced difficulties in that their qualifications were not initially recognized, four per cent had to take a course or exam before having their qualifications recognized, and three per cent experienced other difficulties.

### Outcome of Application

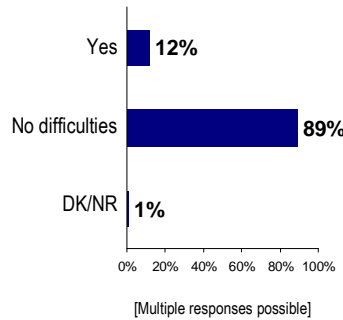
“Was your initial application approved? That is, were you able to be licensed or registered?”



n=100



“Were there any difficulties in getting your qualifications recognized?”



n=94

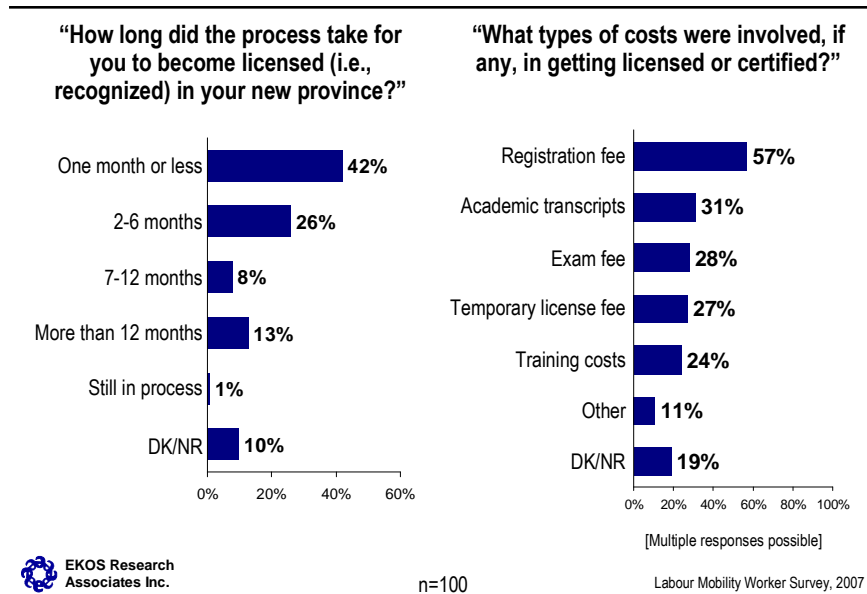
Labour Mobility Worker Survey, 2007

- Workers aware of an MRA are more apt than those who are not aware to indicate that their initial application was approved.

The process to become licensed in their new province or territory most commonly required a month or less (42 per cent), and for one-quarter of workers it required between two to six months. However, a substantial minority indicate that it took from seven months to a year (eight per cent) or more than a year (14 per cent) to become licensed in their new province or territory.

Just over half of workers who have relocated were expected to pay a registration fee to be licensed/registered in their new province (55 per cent), and over one-quarter had to pay a fee for a temporary license (27 per cent). Others workers experienced other costs or fees in the process of becoming licensed, including fees to obtain academic transcripts (31 per cent), exam fees (28 per cent), or training costs (24 per cent).

### Timing and Costs of Application



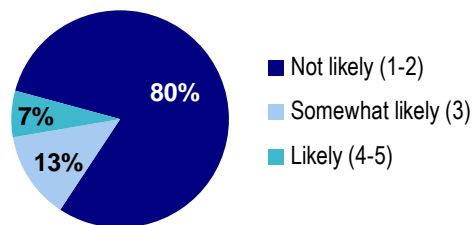
- Workers with university education are more apt than those with college education to have incurred a cost to obtain academic transcripts.


## 3.2 FUTURE MOBILITY INTENTIONS

Most workers have no plans to work in another province or territory in the next five years (80 per cent), although 13 per cent consider it somewhat likely and seven per cent think it is very likely that they will work in another province/territory.

### **Likelihood of Working In/Moving to Other Provinces**

“As far as you know now, how likely is it that you will work in another province or territory in the next five years?”



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n=626

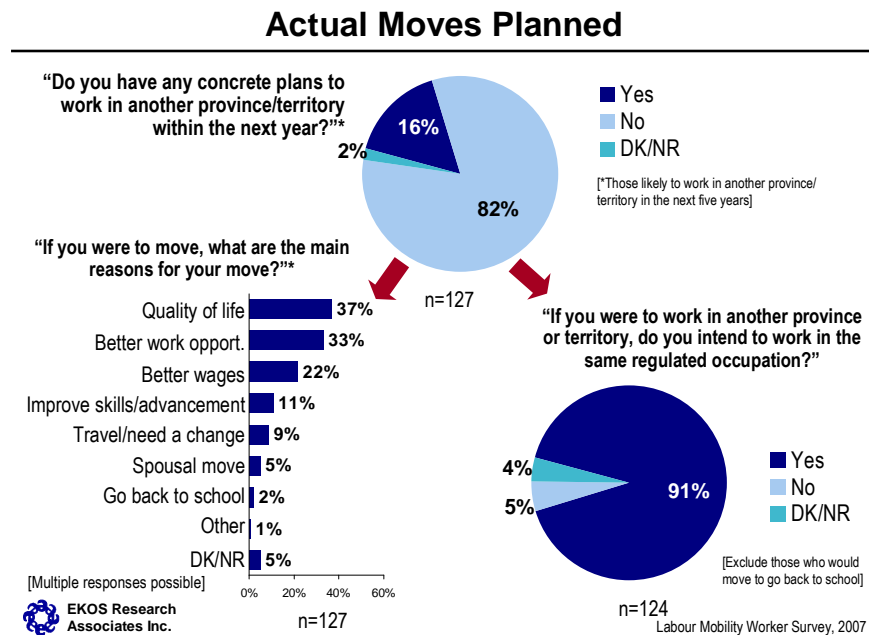
Labour Mobility Worker Survey, 2007

- As with past mobility experience, workers in engineering occupations are more apt than those in other occupations to expect to work in another province/territory in the next five years, while teachers are least likely to do so.
- As with past mobility experience, men are more apt than women to expect to work in another province or territory in the next five years.
- The youngest workers (who were less apt to have experienced mobility in the past) and those with less than 10 years experience are more apt than older or more experienced workers to consider it very likely that they will work in another province/territory.
- Full-time workers are less likely than other workers to work elsewhere in the next five years.
- Canadian-born workers are less likely to be considering working elsewhere compared to those born outside Canada. Similarly, those who have worked outside the country or moved/worked in another province in the past are more apt to consider it very likely that they will work in another province/territory in the coming five years.

- Not surprisingly, workers who express a high level of interest in information on mobility are more apt to expect to work in another province/territory in the next five years.

Of workers who expect to work in another province/territory in the next five years, a total of 16 per cent have more immediate plans to work in another province within the next twelve months.

The primary motivations to move (for workers likely to work in another province/territory in the next five years) are to improve their quality of life (37 per cent), for better work opportunities (33 per cent), better wages (22 per cent) or to improve their skills/increase chances of advancement (11 per cent).



- Workers in engineering occupations are more apt than those in other occupations to move for better work opportunities.
- Workers who have already worked in another province/territory in the past are more apt to have plans to do so again within the next year.

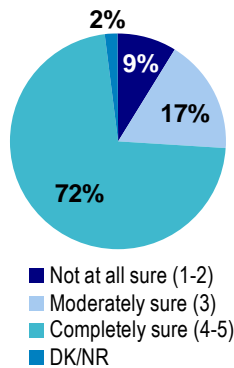
Workers who expect to work in another province or territory in the next five years were asked what province they are most likely to work in. Over the next five years British Columbia (43 per cent), Alberta (37 per cent), Ontario (12 per cent) or Quebec (seven per cent) are the provinces in which workers are most likely to work in. Migration to adjacent provinces is the most likely. For example, those anticipating a move to British Columbia as a possible future work destination are most likely to come from Alberta. Similarly, those expecting to go to Alberta are more apt to be from the Prairies and workers who would consider moving to Quebec to work are most likely to be from Ontario. Most workers who expect to work in another province or territory in the next five years expect to work in the same regulated occupation in their new province or territory (91 per cent).

Close to three-quarters of workers (72 per cent) are very confident that their qualifications will be recognized in the province or territory they expect to move to in the next five years, while 17 per cent are only moderately confident and nine per cent are not at all certain that their qualifications will be recognized.

In order to have their qualifications recognized and be able to work in their new province or territory, workers most commonly expect that they will have to provide required documentation (54 per cent), complete a registration process with a regulatory body (47 per cent), complete an academic/credential review (39 per cent), pass a criminal record check (28 per cent), or take a national/provincial exam (23 per cent). Less than two in ten expect to have to undertake additional training (18 per cent), or a prior learning assessment (15 per cent). A total of six per cent expect to be able to work in their new province without taking any action to have their qualifications recognized.

### Issues of Recognition of Credentials

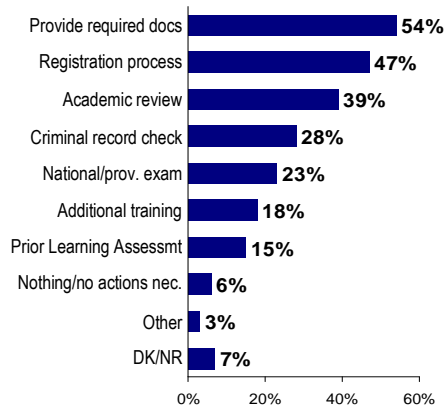
“If you were to work in another province or territory, how sure are you that your qualifications will be recognized in the new province or territory?”



[Those who intend to work in a regulated occupation]



“As far as you know, what will you need to do to have your qualifications recognized and be able to work in this province/territory?”



[Multiple responses possible]

Labour Mobility Worker Survey, 2007

n=118

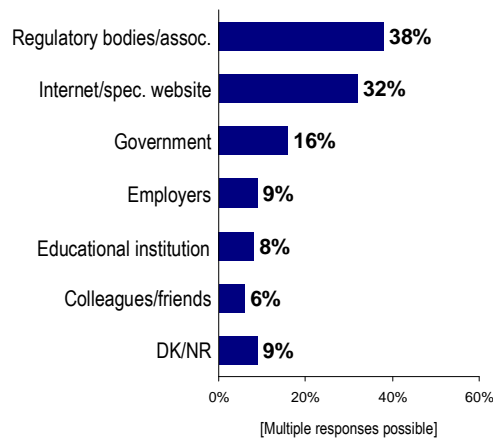


- Workers who are aware of an MRA for their occupation are more likely than those who are not aware to be very confident that their qualifications will be recognized.
- Those who have moved or worked in another province or territory in the past are more likely than those who have not to be very confident that their qualifications will be recognized.
- Workers who do not believe it is difficult to have their qualifications recognized in another province or territory are more apt than others to believe that they can work in their new province without taking any action to have their qualifications recognized.
- Those who have not moved or worked in another province in the past are more likely than those who have to expect to have to complete an academic review, take additional training, or write a provincial/national exam.

Workers who expect to work in another province or territory in the next five years commonly expect that they will find more information on how their qualifications will be recognized by going to their regulatory body or association (38 per cent), by performing Internet searches in general, or to go to specific websites (32 per cent), or by obtaining the information from government (16 per cent). Fewer than one in ten workers expect to obtain the information from employers (nine per cent), while a similar proportion expects to obtain the information from educational institutions (eight per cent) or from friends or colleagues (six per cent).

### Sources of Information on Process

“Where did you go/where would you go to find more information on how your qualifications will be recognized?”



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n=118

Labour Mobility Worker Survey, 2007

- University-educated workers are more likely to seek this information from their regulatory body or association than college-educated workers.

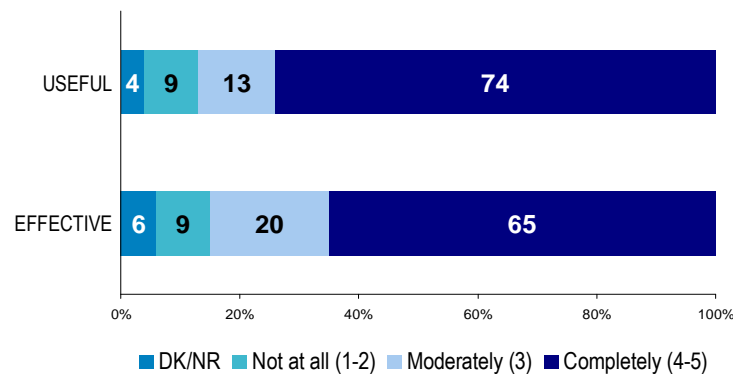


## 4. ASSESSMENT OF CHAPTER 7

Workers strongly support the existence of a Mutual Recognition Agreement for their occupation, with almost three-quarters (74 per cent) indicating that this Agreement is completely useful to workers in their occupation moving from one province or territory to another. Workers are somewhat less convinced that the Mutual Recognition Agreements are effective in enabling workers to move around the country, although two-thirds (65 per cent) agree that they are effective.

### Perception of Mutual Recognition Agreement

“How USEFUL/EFFECTIVE do you think your Mutual Recognition Agreement is to workers in your occupation who would like to move from one province or territory in Canada to another?”

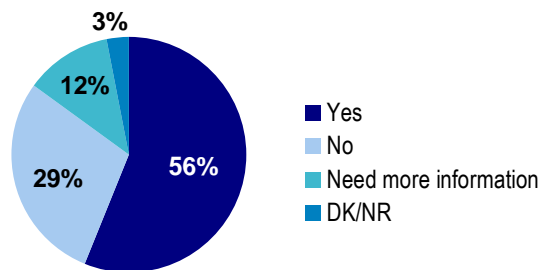


- Workers with college education are somewhat less apt than those who are university-educated to rate their MRA as useful.
- On a positive note, those with direct experience with their MRA, having moved or worked in another province or territory, provide higher ratings of usefulness than other workers.
- Those who believe that it is **not** difficult for workers in their occupation to be licensed to work in other provinces, and those who support government efforts to remove regulatory barriers are more apt than others to believe that their MRA is useful. Similarly, those who feel that it is not difficult to be licensed to work elsewhere are more apt than other workers to believe that their MRA is effective.
- Workers who have been in their occupation for 10 years or more are much more likely than those with less experience to indicate that their MRA is effective.

Over half the workers surveyed (56 per cent) indicated that they would file a complaint under Chapter 7 of the AIT if they were not satisfied with the recognition of their qualifications in their new province/territory, while three in ten (29 per cent) said that they would not file a complaint and 12 per cent feel that they need more information on the complaint process before making a decision as to whether they would complain.

### Likelihood of Complaints If Dissatisfied

“If you were not satisfied with the recognition of your qualifications in the new province/territory, would you file a complaint under Chapter 7 of the Agreement on Internal Trade?”

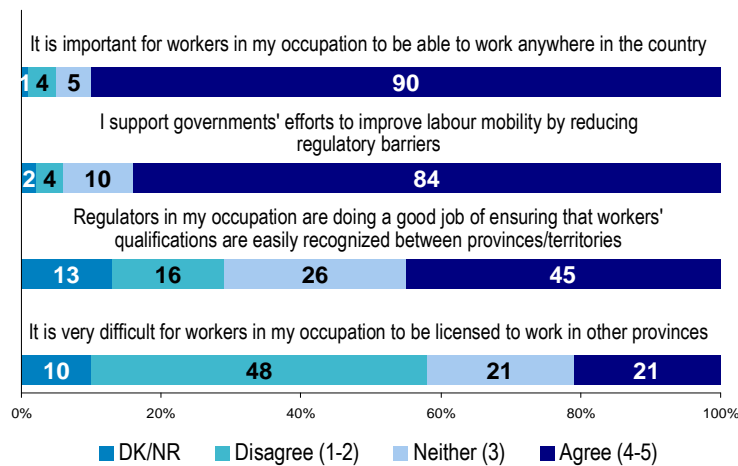


- Workers who are not aware of the existence of an MRA are somewhat more apt than those aware to have reported a need for additional information, which is not surprising given their lack of familiarity.

While there is strong support for government efforts to remove regulatory barriers, results suggest that workers believe there is still room for improvement. Workers agree strongly that it is important for people working in their occupation to be able to work anywhere in Canada (90 per cent), and support government efforts to improve labour mobility by reducing regulatory barriers (84 per cent). They are less convinced, however, that regulators are actually doing a good job of ensuring that qualifications are recognized from one province or territory to another (only 45 per cent agree). Furthermore, only half (48 per cent) believe that it is *not* difficult for workers in their occupation to be licensed to work in other provinces.

## Attitudes Regarding Credential Mobility

“To what extent do you agree or disagree with the following?”



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n=626

Labour Mobility Worker Survey, 2007

- Workers in professional occupations are more apt to find it difficult for workers in their occupation to be licensed to work elsewhere, while accountants and engineers are least apt to indicate this is a concern compared to workers in other occupations. Similarly, workers in professional occupations are less than others likely to agree that regulators are doing a good job of ensuring that qualifications are recognized between provinces in their occupation.
- Those from Quebec are far less apt than workers from other provinces to believe that it is difficult for workers to be licensed to work in other provinces.
- Self-employed workers are more likely than other workers to find it difficult to be licensed to work in other provinces (36 per cent).
- University-educated workers are more apt than those with college education to support government efforts to improve labour mobility.
- Workers who are not aware of an MRA are considerably more likely than those who are aware to indicate that it is difficult to be licensed to work in other provinces (39 per cent), and are less

apt to place importance on workers being able to work anywhere in Canada. Those who are aware of an MRA are more likely to believe that regulators in their occupation are doing a good job of ensuring recognition of qualifications.

- Those who have actually moved or worked in another province and those who know of someone who has moved are far more apt than those who have not had this direct or indirect exposure to indicate that it is *not* difficult to be licensed to work in other provinces, and are more apt to believe that regulators in their occupation are doing a good job.
- Workers who do not consider it difficult to be licensed to work in other provinces are more apt to consider it important that they be able to work anywhere in Canada, and are more inclined to believe that regulators in their occupation are doing a good job of ensuring the recognition of qualifications.
- Not surprisingly, workers who agree that it is difficult to be licensed to work in other provinces are far more interested in information on mobility of workers than are workers who do not believe it is difficult to be licensed to work elsewhere in Canada.
- Naturally, those who feel it is important to be able to work anywhere in Canada are more apt to support government efforts to improve mobility.

APPENDIX A  
QUESTIONNAIRES  
(ENGLISH AND FRENCH)





Hello, my name is \_\_\_ from EKOS Research. We're conducting a survey of Canadians on behalf of Human Resources and Social Development Canada on issues related to movement between provinces and territories within Canada. Your participation is completely voluntary and your decision to participate or not will not affect any dealings you may have with the federal Government. The information is being collected under the authority of the Privacy Act and other applicable privacy laws. The names of respondents will not be provided to the government or any other party. Also, the government will only receive the final results of the study in the form of a report, which will contain non-identifying aggregate information. The survey will take about 15 minutes to complete. Is now a good time?

---



---

**23:**

**PROVI**

Computed province based on area code	
BC.....	01
Alberta.....	02
Saskatchewan .....	03
Manitoba.....	04
Ontario.....	05
Quebec.....	06
New Brunswick.....	07
Nova Scotia .....	08
PEI.....	09
Newfoundland/Labrador.....	10
Territories .....	11

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---

**24:**

**SEX**

<i>DO NOT ASK</i>	
Record gender of respondent	
Male.....	1
Female .....	2

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**25:**

**SCRN1**

**READ LIST**

First I would like to start by asking you about your MAIN ACTIVITY. Which of the following categories best describes your CURRENT MAIN ACTIVITY?

Self-employed .....	01
Employed full-time (permanent) .....	02
Employed part-time (permanent).....	03
Seasonal employment.....	04
Term/contract/temporary employment .....	05
Unemployed .....	06
Student/Attending school full-time .....	07
Retired .....	08
Not in work force/Full-time Homemaker .....	09
Volunteer .....	10
Disability .....	11
Maternity/Paternal leave/Sick leave .....	12
Other (please specify).....	77 O
DK/NR .....	99

**26:**

**SCRN2**

=> ESTAT if SCR1=#1-#5

Have you been employed in the past 12 months?	
Yes.....	1
No.....	2
DK/NR .....	9

**27:**

**SCRN3**

=> ESTAT if SCR2=#1

Do you plan to enter the workforce in the next 12 months?	
Yes.....	1
No.....	2
DK/NR .....	9

**29:**

**SCRN4**

Are/were you working in a regulated occupation? By regulated, I mean an occupation where a special certification or license is required before you can practice your occupation?

Yes.....	1	=> SCR5
No.....	2	
DK/NR .....	9	

**31:**

**OCCUP**

=> +1 if NOT (ROT5=#1); 1/4 SAMPLE

What is your occupation?	
Response.....	77 O
DK/NR .....	99

**32:**

**THNK2**

Thank you very much for your time those are all the questions I have for you this evening!

Thanks and terminate ..... 1

=> INT

**33:**

**SCRN5**

What is your occupation? (\*NOTE: Press F2 to access the list of occupations. Type the first characters and hit "Enter" to search the entry. Hit "Enter" again to confirm the selected code)

- Acupuncturists ..... 01
- Accountants (Including CGA, CMA, CA and Public Accountant) ..... 02
- Agrologists ..... 03
- Architects..... 04
- Audiologists and Speech Pathologists ..... 05
- Chiropractors ..... 06
- Community Urban Planner ..... 07
- Dental Assistants ..... 08
- Dental Hygienists ..... 09
- Dental Specialist..... 10
- Dental Technicians or Technologists ..... 11
- Dentists..... 12
- Denturists ..... 13
- Dieticians/Nutritionists..... 14
- Embalmers/Funeral Directors ..... 15
- Engineering Technicians and Technologists ..... 16
- Engineers ..... 17
- Foresters ..... 18
- Geoscientists..... 19
- Hearing Aid Practitioners ..... 20
- Home Economists..... 21
- Hunting Guides..... 22
- Land Surveyors..... 23
- Landscape Architects..... 24
- Lawyers ..... 25
- Massage Therapist..... 26
- Medical Laboratory Technologists ..... 27
- Medical Radiation Technicians ..... 28
- Midwives ..... 29
- Naturopathic Physicians ..... 30
- Nurses - Licensed Practical ..... 31
- Nurses - Psychiatric ..... 32
- Nurses - Registered..... 33
- Occupational Therapists ..... 34
- Opticians..... 35
- Optometrists ..... 36
- Paramedics..... 37
- Pharmacists..... 38
- Physicians ..... 39
- Physiotherapists ..... 40
- Podiatrists/Chiropodists..... 41
- Psychologists ..... 42
- Real Estate Agents..... 43

Respiratory Therapists.....	44
Social Workers .....	45
Teachers .....	46
Translators.....	47
Veterinarians .....	48
Other (Specify).....	77 O
DK/NR .....	99

**34:** **PRVC**

Our records indicate that we have reached you in <provi >. Is this the same province (or territory) that you are certified or licensed in?

Yes.....	01
No, it's BC .....	02
No, it's Alberta.....	03
No, it's Saskatchewan .....	04
No, it's Manitoba .....	05
No, it's Ontario .....	06
No, it's Quebec .....	07
No, it's New Brunswick.....	08
No, it's Nova Scotia .....	09
No, it's PEI.....	10
No, it's Newfoundland/Labrador .....	11
No, it's Territories.....	12
DK/NR .....	99

**35:** **PRVRC**

Computed province based on PRVC

BC.....	01
Alberta.....	02
Saskatchewan .....	03
Manitoba.....	04
Ontario.....	05
Quebec.....	06
New Brunswick.....	07
Nova Scotia .....	08
PEI.....	09
Newfoundland/Labrador.....	10
Territories .....	11

**36:** **SEG1**

This first series of questions deals with the issue of labour mobility - that is, the ability of those who are working in regulated or licensed occupations to work in different provinces or territories in Canada.

**37:** **AWAR**

Have you ever heard of the Agreement on Internal Trade or the AIT?

Yes.....	1
No.....	2
DK/NR .....	9

**38:****AWAR1**

=&gt; +1 if NOT (AWAR=#1);SKIP IF NEVER HEARD OF AIT

Are you aware that the Agreement on Internal Trade, or the AIT, includes commitments by governments to ensure that any worker qualified for an occupation in one province or territory is eligible to work in any other province or territory?

Yes..... 1  
 No ..... 2  
 Unsure ..... 9

**39:****AWAR3**

The AIT is an agreement among federal and provincial governments, which includes a commitment to ensure that workers who are qualified in one province or territory should be able to have their qualifications recognized. That is they should be able to work in any province in Canada. It is called Chapter 7 or the Labour Mobility Chapter. Were you aware of this?

Yes..... 1  
 No ..... 2  
 DK/NR ..... 9

**40:****AWAR4**

=&gt; MRA2 if NOT (AWAR3=#1); SKIP IF NOT AWARE OF CHAPTER 7

How did you learn about Chapter 7 of the AIT?

Work Destinations (FLMM)..... 01  
 Human Resources and Social Development Canada/ federal government ..... 02  
 Regulatory body/provincial government/ professional association ..... 03  
 Employer ..... 04  
 Union/labour ..... 05  
 Word of mouth/colleague/family/friend ..... 06  
 Other (specify)..... 77 O  
 DK/NR ..... 99 X

**41:****AWAR6**

What was your main purpose or reason in looking at this information?

Response..... 77 O  
 (DO NOT READ) Did not seek the information ..... 98  
 (DO NOT READ) DK/NR ..... 99

**42:**

**MRA2**

Under the AIT, a Mutual Recognition Agreement sets out the conditions for a credential or license obtained in one province or territory to be recognized in another province or territory. Does a Mutual Recognition Agreement exist for your occupation?

- Yes..... 1
- No..... 2
- DK/NR ..... 9

**43:**

**MRA3**

=> +1 if NOT (MRA2=#1); SKIP IF UNAWARE OF MRA EXISTENCE

Do you know whether the Mutual Recognition Agreement covers all provinces and territories in Canada or just some provinces/territories?

- All provinces ..... 1
- Just some provinces..... 2
- I don't know..... 3
- No response ..... 9

**44:**

**AWAR8**

Are you aware that under the Labour Mobility Chapter of the AIT, workers can register a complaint with a Labour Mobility Coordinator if they disagree with the requirements for registration, licensing or certification in another province? This complaint may then be resolved through consultation or a dispute resolution process.

@awar8  
 1-Yes  
 2-No  
 9-DK/NR

**45:**

**PREAS**

=> AWAR9 if NOT (MRA2=#1); SKIP IF UNAWARE OF MRA EXISTENCE

Based on your previous knowledge, or on our discussion today, I would like you to rate your Mutual Recognition Agreement on a number of dimensions. You can respond by using a scale where 1 means not at all and 5 means completely.

**46:**

**AS1**

How USEFUL do you think your Mutual Recognition Agreement is to workers in your occupation who would like to move from one province or territory in Canada to another?

- 1. Not at all..... 1
- 2..... 2
- 3. Moderately..... 3
- 4..... 4
- 5. Completely ..... 5
- DK/NR ..... 9

**48:**

**AS2**

How EFFECTIVE do you think your Mutual Recognition Agreement is to workers in your occupation who would like to move from one province or territory in Canada to another?

- 1. Not at all..... 1
- 2..... 2
- 3. Moderately..... 3
- 4..... 4
- 5. Completely ..... 5
- DK/NR ..... 9

**49:**

**AWAR9**

Are you aware that the Committee on Internal Trade who oversees the AIT, recently announced a deadline of April 1, 2009 for removing all labour mobility barriers for regulated workers?

- Yes..... 1
- No..... 2
- DK/NR ..... 9

**50:**

**AWR10**

Are you aware of the Trade, Investment and Labour Mobility Agreement between British Columbia and Alberta (TILMA) that will come into effect April 1, 2007?

- Yes..... 1
- No..... 2
- DK/NR ..... 9

**51:**

**RECO**

Since you have been working in this occupation, have you ever moved to a different province or territory, or worked for a period of time in another province or territory?

- Yes, moved to other province/territory..... 1
- Yes, worked in another province/territory (but did not move there) ..... 2
- No..... 3 X => INTEN
- DK/NR ..... 9 X => INTEN

**52:**

**REC1A**

=> +1 if NOT (RECO=#1); SKIP IF NEVER MOVED

How many times have you moved provinces or territories since you've been working in this occupation?

- DK/NR ..... 99

**53:**

**REC1B**

=> +1 if NOT (RECO=#2); SKIP IF NEVER WORKED OUTSIDE PROV

How many times have you worked in another province or territory (without moving there, since you've been working in this occupation)?  
DK/NR ..... 99

**54:**

**RECO2**

In how many different provinces or territories have you worked in this occupation?  
DK/NR ..... 99

**55:**

**REC2B**

=> +1 if NOT (RECO=#1); SKIP IF NEVER MOVED

In your most recent move, did you continue to work in the same regulated occupation?  
Yes..... 1  
No..... 2  
DK/NR ..... 9

**56:**

**REC2C**

=> +1 if REC2B=#1

Did you work in a different regulated occupation, an unregulated occupation or not work at all?  
Worked in a different regulated occupation ..... 1  
Worked in an unregulated occupation ..... 2  
Did not work at all..... 3  
DK/NR ..... 9

**57:**

**RECO3**

=> INTEN if REC2C=#2-#4; SKIP IF NOT A REGULATED OCCUPATION

The following series of questions deal with your most recent work experience in a different province or territory.

**58:**

**RECO4**

In what year did you start your most recent work experience in another province or territory?  
DK/NR ..... 9999



**59:****RECO5**

In which province or territory did you originally work in?	
BC.....	01
Alberta.....	02
Saskatchewan .....	03
Manitoba.....	04
Ontario.....	05
Quebec.....	06
New Brunswick.....	07
Nova Scotia .....	08
PEI.....	09
Newfoundland/Labrador.....	10
Nunavut .....	11
Northwest Territories.....	12
Yukon.....	13
DK/NR .....	99

**60:****ENTRY**

Prior to this work experience, how long had you been working in this occupation? (NOTE: Accept response in number of years; if less than 1 year = 1; for all other values, when needed, round up)	
DK/NR .....	99

**61:****APPL2**

When was the license application completed for you to work in this province? Was it before your most recent work experience in another province/territory, soon after it started, or some time later?	
Before started work .....	01
Just after started work.....	02
Later on .....	03
Other (specify).....	77 O
DK/NR .....	99

**62:****RECO7****READ LIST; ACCEPT ALL THAT APPLY**

Which of the following did you have to do to get your qualifications recognized to be able to work in your current province?	
Registration or application process/fee with local regulatory body.....	01
Provision of documentation -academic transcripts, certificates, letters of reference, proof of citizenship .....	02
Academic/credential review .....	03
Take a national/provincial exam.....	04
Prior Learning Assessment.....	05
Take additional training/refresher course/ presentation.....	06
Criminal record check .....	07
Other (specify).....	77 O
DK/NR .....	99 X

**63:****APPR**

Was your initial application approved? That is, were you able to be licensed or registered?

- Yes..... 1  
 No..... 2  
 DK/NR ..... 9

**64:****APPR2**

=> +1 if NOT (APPR=#2); NOT APPROVED

Do you know why your application was not approved?

- Yes (specify)..... 01 O  
 Don't know ..... 98 X  
 No response ..... 99 X

**65:****RECO8**

How long did the process take for you to become licensed (i.e., recognized) in <prvrc >?

(\*NOTE: Enter the amount (number of days or months) and specify the unit)

Amount:@reco8 Unit:@rec8u  
 98-Still in process 1-days  
 99-DK/NR 2-months

**67:****RECO9**

**READ LIST; ACCEPT ALL THAT APPLY**

What types of costs were involved, if any, in getting licensed or certified?

- Registration fee..... 01  
 Temporary/provisional license fee ..... 02  
 Exam fee..... 03  
 Training costs ..... 04  
 Academic transcripts ..... 05  
 Other (specify)..... 77 O  
 DK/NR ..... 99 X

**68:****REC10**

Were there any difficulties in getting your qualifications recognized?

- Yes (specify)..... 01 O  
 No difficulties..... 98 X  
 DK/NR ..... 99 X

**69:**

**INTEN**

As far as you know now, how likely is it that you will work in another province or territory in the next five years? Please use a 5-point scale where 1 is not at all likely, 5 is extremely likely and 3 is somewhat.

- 1. Not at all likely ..... 1
- 2 ..... 2
- 3. Somewhat ..... 3
- 4 ..... 4
- 5. Extremely likely ..... 5
- DK/NR ..... 9

**70:**

**INTE4**

=> AS3 if NOT (INTEN=#3-#5); SKIP IF NOT LIKELY TO WORK ELSEWHERE

Do you have any concrete plans to work in another province/territory within the next year?

- Yes..... 1
- No ..... 2
- DK/NR ..... 9

**71:**

**INTN2**

*DO NOT READ; ACCEPT ALL THAT APPLY*

If you were to move, what are the main reasons for your move?

- Better work opportunities/chance of employment ..... 01
- Improve skills/chance of advancement..... 02
- Better wages/lower cost of living/improve standard of living..... 03
- Quality of life reasons - bigger/smaller centre, closer to family/friends, recreational opportunities ..... 04
- Spousal move ..... 05
- Go back to school ..... 06
- Travel/curious/need a change ..... 07
- Other (specify)..... 77 O
- DK/NR ..... 99 X

**72:****INTN3**

=&gt; AS3 if INTN2=#6 AND NOT(INTN2=#1-#5,#7-#8)

**ACCEPT UP TO THREE RESPONSES**

If you were to work in another province or territory, which one would it most likely be?

BC.....	01
Alberta.....	02
Saskatchewan.....	03
Manitoba.....	04
Ontario.....	05
Quebec.....	06
New Brunswick.....	07
Nova Scotia.....	08
PEI.....	09
Newfoundland/Labrador.....	10
Nunavut.....	11
Northwest Territories.....	12
Yukon.....	13
DK/NR.....	99

**73:****INTN4**

If you were to work in another province or territory, do you intend to work in the same regulated occupation?

Yes.....	1
No.....	2
DK/NR.....	9

**74:****INT4B**

=&gt; +1 if INTN4=#1

Do you intend to work in a different regulated occupation, an unregulated occupation or not work at all?

To work in a different regulated occupation.....	1
To work in an unregulated occupation.....	2
Not work at all.....	3
DK/NR.....	9

**75:****INTN5**

=&gt; AS3 if INT4B=#2-#4; SKIP IF NOT A REGULATED OCCUPATION

If you were to work in another province or territory, how sure are you that your qualifications will be recognized in the new province or territory? Please respond using a 5-point scale where 1 means not at all sure and 5 means completely sure.

1. Not at all.....	1
2.....	2
3. Moderately.....	3
4.....	4
5. Completely.....	5
DK/NR.....	9

**76:**

**INTN8**

**READ LIST; ACCEPT ALL THAT APPLY**

As far as you know, what will you need to do to have your qualifications recognized and be able to work in this province/territory?

Registration process/fee with local regulatory body.....	01	
Academic/credential review .....	02	
Provide required documentation to meet licensing/certification requirements.....	03	
Take a national/provincial exam.....	04	
Prior Learning Assessment.....	05	
Take additional training.....	06	
Criminal record check .....	07	
Other (specify).....	77	O
DK/NR .....	99	X

**77:**

**INTN7**

**DO NOT READ LIST; ACCEPT ALL THAT APPLY**

Where did you go and/or where would you go to find more information on how your qualifications will be recognized?

Internet/specific website.....	01	
Regulatory bodies/associations.....	02	
Government.....	03	
Employers.....	04	
Colleagues/friends .....	05	
Other (specify).....	77	O
DK/NR .....	99	X

**78:**

**INTN6**

If you were not satisfied with the recognition of your qualifications in the new province/territory, would you file a complaint under Chapter 7 of the Agreement on Internal Trade?

Yes.....	1	
No.....	2	
Need more information on the complaint process .....	3	
DK/NR .....	9	

**79:**

**AS3**

Do you know anyone in your occupation who has moved from one province or territory in Canada to another who went through the process of becoming registered or recognized in the new province?

Yes.....	1	
No.....	2	
DK/NR .....	9	

**80:**

**AS3B**

=> +1 if NOT (AS3=#1)

In the most recent case that you know of, were there any problems in having their qualifications recognized?

- Yes (specify)..... 01 O
- No..... 02 X
- DK/NR ..... 99 X

**81:**

**AGDAG**

Please indicate the extent to which you agree or disagree with each of the following statements on labour mobility. Please use a 5-point scale where 1 is strongly disagree, 5 is strongly agree.

**82:**

**AGDG1**

*Agreement with...*  
It is very difficult for workers in my occupation to be licensed to work in other provinces.

- 1. Strongly disagree ..... 1
- 2..... 2
- 3. Neither ..... 3
- 4..... 4
- 5. Strongly agree..... 5
- DK/NR ..... 9

**83:**

**AGDG2**

*Agreement with...*  
It is important for workers in my occupation to be able to work anywhere in the country.

- 1. Strongly disagree ..... 1
- 2..... 2
- 3. Neither ..... 3
- 4..... 4
- 5. Strongly agree..... 5
- DK/NR ..... 9

**84:**

**AGDG3**

*Agreement with...*  
Regulators in my occupation are doing a good job of ensuring that workers' qualifications are easily recognized between provinces/territories.

- 1. Strongly disagree ..... 1
- 2..... 2
- 3. Neither ..... 3
- 4..... 4
- 5. Strongly agree..... 5
- DK/NR ..... 6

**85:**

**AGDG4**

*Agreement with...*

I support governments' efforts to improve labour mobility by reducing regulatory barriers.

- 1. Strongly disagree ..... 1
- 2 ..... 2
- 3. Neither ..... 3
- 4 ..... 4
- 5. Strongly agree ..... 5
- DK/NR ..... 9

**86:**

**INFO**

We are exploring the demand for information about regulations and labour mobility for workers in regulated occupations moving within Canada. How interested would you personally be in having this type of information, on a scale where 1 is not at all interested, 5 is extremely interested and the midpoint 3 is moderately interested?

- 1. Not at all interested ..... 1
- 2 ..... 2
- 3. Moderately interested ..... 3
- 4 ..... 4
- 5. Extremely interested ..... 5
- DK/NR ..... 9

**87:**

**SEG**

The following questions deal with your current job.

**88:**

**TENU**

How long have you worked in this occupation? (NOTE: Accept response in number of years; if less than 1 year = 1; for all other values, when needed, round up)

- DK/NR ..... 99

**89:**

**INTE2**

Do you currently work or practice in more than one province/territory?

- Yes ..... 1
- No ..... 2
- DK/NR ..... 9

**90:**

**GLOB1**

Have you worked in this occupation outside of Canada?

- Yes ..... 1
- No ..... 2
- DK/NR ..... 9

**91:**

**GLOB2**

=> +1 if	NOT (GLOB1=#1); SKIP IF DIDN'T WORK OUTSIDE CANADA
----------	----------------------------------------------------

How many years did you work in this occupation outside of Canada?  
 DK/NR ..... 99

**92:**

**DEMO**

This final section will help us get some background information

**93:**

**AGE2X**

*IF HESITANT MOVE ONTO NEXT QUESTION*

In what year were you born? NOTE: ANSWER THE FULL YEAR, I.E. 1977 as "1977"

HESITANT ..... 9999

**94:**

**AGE2Y**

=> +1 if	NOT (AGE2X=#1)
----------	----------------

May I place your age into one of the following general age categories?

Under 25 .....	01
25-34 years .....	02
35-44 years .....	03
45-54 years .....	04
55-64 years .....	05
65-74 years .....	06
75 years or older .....	07
(DO NOT READ) DK/NR .....	99

**95:**

**Q80**

What is YOUR annual employment income from all jobs you worked before taxes?

<\$20,000 .....	1
\$20,000-\$29,999 .....	2
\$30,000-\$39,999 .....	3
\$40,000-\$49,999 .....	4
\$50,000-\$59,999 .....	5
\$60,000-\$79,999 .....	6
\$80,000-\$99,999 .....	7
\$100,000 or more .....	8
DK/NR .....	9



**96:****EDUCX**

What is the highest level of schooling that you have completed?	
Some high school or less .....	01
High school graduate .....	02
Some college .....	03
Community/Technical college or CEGEP graduate .....	04
Private college graduate .....	05
Some university .....	06
Bachelor's degree.....	07
Graduate degree (Masters, PhD) .....	08
DK/NR .....	99

**97:****FORE1**

=> +1 if	NOT (EDUCX=#3-#8)
----------	-------------------

Did you take all of your post-secondary education and training in Canada?	
Yes.....	1
No .....	2
DK/NR .....	9

**98:****BORN**

In what country were you born?	
Canada.....	01
U.K.(England, Ireland, Scotland, Wales) .....	02
Western Europe (Italy, France, Spain, etc.).....	03
Northern Europe (Scandinavia, Sweden, Denmark, etc.) .....	04
Eastern Europe (Poland, Russia, Yugoslavia, etc.).....	05
Middle East (Lebanon, Turkey, Iraq, etc.).....	06
South Asia (Pakistan, India, Sri Lanka, etc.).....	07
Southeast Asia (China, Vietnam, Korea, etc.) .....	08
Oceania (Australia, New Zealand, Fiji, etc.) .....	09
Latin America (Mexico, Brazil, Chile, etc.) .....	10
Caribbean (Jamaica, Trinidad, Haiti, etc.).....	11
United States.....	12
Africa (South Africa, Nigeria, Somalia, etc.) .....	13
Other (please specify).....	77 O
DK/NR .....	99 X

**99:****YRCOM**

=> +1 if	BORN=#1; SKIP IF BORN IN CANADA
----------	---------------------------------

In what year did you come to Canada?	
DK/NR .....	9999

**100:**

**THNK**

Thank you for your cooperation and time!  
1-Completion  
@thnk

Your responses will not affect your present or future involvement with the federal government and your responses will also be administered in accordance with the Privacy Act and other applicable privacy laws. Would you like more information on this?

1- Yes  
2- No  
@info2

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**102:**

**INFO3**

=> +1 if NOT (INFO2=#1)

The report that will be written will provide aggregate results only and no comments will be linked back to you. The information regarding this research may be requested from the department of Human Resources and Social Development under the Access to Information Act. The project name is: Regulated Workers and Mobility Awareness (Winter/Spring 2007). Instructions for making formal requests are provided in the publication Info Source, copies of which are located in local Service Canada centres or at the following Internet address:  
<http://infosource.gc.ca>

1 - End of the interview  
@info3

APPENDIX B  
RESPONSE RATE TABLE



## Overall Call Results and Response Rates Table

<b>Total Numbers Accepted (a)</b>		<b>26,404</b>
Numbers not in service	4,999	
Business or non residential lines	1,158	
Duplicates	4	
Numbers blocked by Phone companies	238	
<b>Total out of scope (b)</b>		<b>6,399</b>
<b>Remaining sample (a-b)</b>		<b>20,005</b>
Busy , no answers, Answering machines	3,559	
Retired, called 10 times without success	923	
<b>Total unresolved (c)</b>	<b>4,482</b>	
Language difficulty	592	
Other	133	
Unavailable	48	
Household refusals	9,459	
Break offs	23	
<b>Total in-scope non-responding (d)</b>	<b>10,255</b>	
Completes	627	
Ineligible.	4,545	
Quota Filled	96	
<b>Total in-scope responding (e)</b>		<b>5,268</b>
<b>Response Rate (e)/(a-b)</b>		<b>26.3 %</b>



APPENDIX C  
LIST OF OCCUPATIONS





## LIST OF OCCUPATIONS

- Teacher
- Nurse
  - ◇ Nurse - Licensed Practical
  - ◇ Nurse - Psychiatric
  - ◇ Nurse - Registered
- Engineer
  - ◇ Engineering Technician and Technologist
  - ◇ Engineer
- Health technician
  - ◇ Audiologist and Speech Pathologist
  - ◇ Chiropractor
  - ◇ Dental Assistant
  - ◇ Dental Hygienist
  - ◇ Dental Specialist
  - ◇ Dental Technician or Technologist
  - ◇ Denturist
  - ◇ Dietician/Nutritionist
  - ◇ Hearing Aid Practitioner
  - ◇ Medical Laboratory Technologist
  - ◇ Medical Radiation Technician
  - ◇ Midwife
  - ◇ Occupational Therapist
  - ◇ Optician
  - ◇ Optometrist
  - ◇ Paramedic
  - ◇ Pharmacist
  - ◇ Physiotherapist
  - ◇ Podiatrist/Chiropodist
  - ◇ Respiratory Therapist
- Professional
  - ◇ Architect
  - ◇ Dentist
  - ◇ Lawyer
  - ◇ Naturopathic physician
  - ◇ Physician
  - ◇ Psychologist
  - ◇ Veterinarian

- Accountant
- Social Worker
- Service
  - ◇ Acupuncturist
  - ◇ Embalmer/Funeral Director
  - ◇ Home economist
  - ◇ Hunting Guide
  - ◇ Massage therapist
  - ◇ Real estate agent
  - ◇ Translator
- Technical
  - ◇ Community urban planner
  - ◇ Forester
  - ◇ Geoscientist
  - ◇ Land surveyor
  - ◇ Landscape Architect
- Other
  - ◇ Agrologist