

A Major Step Forward for Internationally Trained Professionals

Alberta Removes the Canadian Work Experience Requirement for Professional Registration



A POLICY WIN FOR FAIR REGISTRATION

The **Fair Registration Practices Act (FRPA)** guides how Alberta's professional regulatory bodies assess and register internationally trained professionals. The Act applies to more than 70 regulatory bodies overseeing 170+ regulated professions, occupations, and trades, including engineers, nurses, teachers, accountants, social workers, and skilled trades, etc. It promotes registration processes that are transparent, objective, impartial and timely.

After years of advocacy by internationally trained professionals, community organizations, and partners, an important milestone was achieved in 2025 when the Fair Registration Practices Act was amended through the Red Tape Reduction Statutes Amendment Act, 2025. We appreciate the leadership of Alberta's Ministry of Service Alberta and Red Tape Reduction in advancing this legislative change, which helps create a fairer pathway for internationally trained professionals seeking registration in Alberta. While this amendment marks meaningful progress toward reducing barriers, continued collaboration, implementation, and accountability will be essential to ensure internationally trained professionals can fully benefit from these changes.

WHAT CHANGED

Before >>>

- Many regulatory bodies required applicants to have Canadian work experience before they could become licensed.
- This created a "no Canadian experience, no licence" cycle that prevented many qualified professionals from entering their professions.

Now >>>

- **Canadian work experience can no longer be required** for professional registration (except ministerial approval based on public health or safety considerations).
- Applicants must instead be assessed based on their education, competencies, and qualifications — not where they gained their work experience.

WHY THIS MATTERS



For
Internationally
Trained
Professionals

- Removes a major systemic barrier to professional registration
- Creates more equitable pathways into regulated professions
- Reduces unnecessary delays and financial hardship
- Helps skilled newcomers contribute their expertise sooner



For Alberta's
Economy

- Makes better use of internationally trained talent already living in Alberta
- Strengthens a more diverse and inclusive workforce
- Helps build a fairer professional registration system
- Supports economic growth and innovation

WHAT THIS MEANS



- Requires regulatory bodies to adopt fairer registration practices
- Promotes competency-based assessment



- It does not eliminate all barriers internationally trained professionals may face, e.g. employers can still require Canadian experience when hiring. This requires further advocacy for policy change.

WHAT YOU CAN DO

Internationally Trained Professionals

- Learn about the updated registration requirements for your profession to help guide your professional registration process
- Share your experiences to help improve the system

Community Organizations and Partners

- Share this information with internationally trained professionals and help newcomers understand their registration pathways
- Join the Ethnocultural Grassroots Advocacy Group and continue advocating for fair and inclusive employment and credential recognition practices