



Skills and Workforce Integration for Immigrants

1.0 Course Faculty Information

Name: Prof. Dr. M. Enamul Hossain
NSRIC Chair Professor in Sustainable Energy
NSRIC Inc.
London, Ontario, Canada

2.0 Course Information

Course Code	EDU-C-C00111
Class Days	Saturday and Sunday
Class Time	9:00 am – 10:30 am EST (Self-study)
Course Duration	7 Hrs.
Class Location	NSRIC online platform
Prerequisites and/or co-requisites	Not applicable
Level /A, C, E, H, I, K12, M, P, S, T, U, V, W	Professional and Immigration Course: P/C

Note: The below classification of courses is related any areas of knowledge:

A: Advanced level courses; **C:** Immigration and Training Courses; **E:** Executive courses; **H:** Higher-level courses (i.e., graduate courses); **I:** Intermediate courses (i.e., university preparatory courses – Grade XII+); **K12:** Foundational, and lower-level courses; **M:** Mid-level courses (i.e., undergraduate courses); **P:** Professional courses; **S:** Short/seminar courses; **T:** Training courses; **U:** Tutorial Courses; **V:** Vocational training courses; and **W:** Workshop courses.

3.0 Professor Information

Name	Prof. Dr. M. Enamul Hossain
Title	NSRIC Chair Professor in Sustainable Energy
Contact Information	enamulh@nsric.ca ; ceo@nsric.ca
Office Location	NSRIC online platform
Office Hours	08:30 am – 09:30 am EST (Monday) by email appointment only

Our Specializations:

1. **ADK:** to create different avenues and opportunities for the **Acquisition and Dissemination of Knowledge**.
2. **BDM:** to create **Business Development and Marketing** relationships for the growth of the institution.
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4.0 Course Description

This course is designed for audiences and students who are interested to learn about the skills and workforce integration for immigrants in any country. The course content is designed as a prerequisite course for students who are interested to migrate to a foreign country from his/her native country. The course content is aimed to present in six lectures and each lecture comprises with 25 to 30 presentation slides. The lectures cover the different aspects of workforce skills, training and developments, skilled-based organization, requirements of skills to be migrated, why and how migration happen, the history and statistics on OECD countries migration and finally the workforce integration. The course will help the student to understand the real scenarios of the workplace, potential advantages and threats that are underlying in the process of pre and post migration to a country such as Canada. The course also gives an overview of the required skills some of which are mandatory and some of them are better to achieve in the career. This course is a must who are interested to immigrate to a foreign country so that they can well prepare themselves before taking the decision.

5.0 Course Captions/Keywords

Immigration, migration, workforce development, skills, communication skills, conflict resolution, teamwork, technology, problem-solving, balancing emotions, coping and resilience, self-perceived competence, skills-based organization, Organisation for Economic Co-operation and Development (OECD), workforce integration, challenges of migration, permanent resident, immigration policies, working conditions, unemployment.

6.0 Course Learning Outcomes (CLO)

Upon successful completion of this course, students will be able to:

- CLO1: Become familiar with training, development, and the required skills and their importance.
- CLO2: Understand the types of skills, skills-based organization, why skilled-based organization, and a clear idea on integration of skills-based organization.
- CLO3: Become familiar with talent acquisitions and talent management model.
- CLO4: Ability to understand the talent mobility and the opportunities of migration.
- CLO5: Ability to understand the skills development as an integral part of lifelong learning.
- CLO6: Become familiar and an in-depth understanding of the integration of immigrants' skills.
- CLO7: Become familiar with the basics of skilled labor requirements and skills needed to become a permanent resident.

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CL08: Ability to map reasons for migrations and its impacts in life.

CL09: Ability to understand the statistics of migration, component, or process to meet the desired needs within realistic constraints such as economic, environmental and safety.

CL10: Ability to use techniques, skills and modern education tools necessary for life-long skills development practices.

7.0 Course Materials

Online course materials

- Online PowerPoint presentation slides in pdf form.
- Audio/visual recording of lectures (Optional).
- Online tutoring session(s) and meeting(s) with students upon request and needs.
- Quizzes in the MLS system.
- Reading materials if any in pdf form.

8.0 Target Audiences

- Any students/audiences who are interested to immigrate to a foreign country.
- Diploma and vocational training students and graduates.
- University undergraduate, graduate level students and graduates.
- Any students who are interested in learning skills and workforce integration.

9.0 Requirements/Instructions

Students are advised to register all immigration course(s) for becoming the master in the subject area and getting training for immigration.

10.0 Course Topics

- An introduction of basics of skills, training, and development.
- The importance and types of skills.
- A detailed elaboration on skills-based organization.
- Talent acquisition and talent management model and its phases.
- The skills development as an integral part of lifelong learning.
- The different factors for success, principles and approaches to skills development.
- Organisation for Economic Co-operation and Development (OECD) countries and their policies for migrants.
- The migration process and the reasons for migrations and the top ten migration causes.

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- The challenges of migration.
- The statistics of migration in OECD countries and the policies.
- The workforce integration with work environment as a skilled labor.

11.0 Course Contents and Schedule

Lec. No.	Module	Topics	Remarks
Skills and Workforce Integration for Immigrants			
01	Introduction	Basics of Skills, Training and Development	
02	Skills-based organization	Skills and Skills-based Organization	Quiz 1
03	Skills development	Skills Development and Immigrant Skills	
04	Migration	Why Migration	Quiz 2
05	OECD and immigration	OECD Countries and Statistics on Immigration	
06	Workforce integration	Workforce Integration	Quiz 3

12.0 Academic Integrity

Students are encouraged to have a look at the NSRIC’s statement of academic integrity at NSRIC website. It is noted that by signing this syllabus, you will acknowledge that you have understood that any detected plagiarism should be reported.

13. Assessment for Grade

This course contains assignment and quizzes for assessment. Student will receive a “Certificate of completion” after successful completion of the course.

Important Note:

- The below classified courses (i.e., academic courses) will only be evaluated based on the grade system shown in Table 2. A grade and certificate will be issued for the student(s) and participant(s).
A: Advanced level academic level courses; **H:** Higher-level courses (i.e., graduate courses); **I:** Intermediate courses (i.e., university preparatory courses – Grade XII+); **K12:** Foundational, and lower-level courses; **M:** Mid-level courses (i.e., undergraduate courses).
- The below classified courses will **not** be evaluated based on the grade system shown in Table 2. A certificate will be issued for the student(s) and participant(s).

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Participation/Engagement/Performance

Your participation in every aspect of the course is important for the learning process. Your engagement in every discussion in the course, due delivery of all assignments, quizzes, and research projects will be fruitful. These efforts from your side will reflect your performance in the course delivery and your commitments. This performance is the reflection of your dream grade!!

Quizzes

A Maximum of six quizzes (maximum of **ten MCQ @ 10** minute) will be taken based on class lectures and performance. The quiz will be taken in the beginning of the lecture through NSRIC online platform. If you miss the quiz without any valid official excuse, you will receive for the non-attended quiz. If any student fails to attend the quiz, he/she must submit a valid reason to the instructor. In such case, he/she should appear another quiz or may be averaged on the quizzes that he/she attended. It will depend on the situation and instructor.

14.0 Advice and additional requirements

I advise you to:

- Please contact me if you need any help.
- Students are expected to attend all scheduled online lecture classes.
- Students are expected to study from the course materials and/or textbooks which will help to easily read and understand.
- Students are encouraged to write their own notes during lectures/presentations (pdf PowerPoint presentations, and additional materials if any).
- Students are encouraged to attend online platform classes on time because late-attende disrupts the flow of the class for both the instructor and the other students.

Additional information (During Online Course offering Period)

- The PowerPoint course materials, and video lectures will be available at the NSRIC Platform.
- There will be scheduled discussion/tutorial sessions on **a set** scheduled time. All students should attend this session (Need student request).

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NSRIC Inc.

Bringing people together through knowledge dissemination

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- There will be an office hour for students on Monday – Friday from 08:30 am – 09:30 am EST (Toronto, Canada time). **Students need to send an email request so that a zoom meeting can be arranged.** In addition, any time student can set up an online appointment (i.e., phone, zoom, and/or other mode of communications) based on availability of the course instructor. However, student should send an email request for setting up this type of meeting.

Prepared by Prof. Dr. Mohammed Enamul Hossain, NSRIC Chair Professor in Sustainable Energy, Dept. of Petroleum Engineering, OE Division, NSRIC Inc., London, ON, Canada.



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