EXPERTISE HUB COOPERATIVE



# Foreign Credential Recognition Conference

## 2026

November 04, 2026 | 9:30AM-3:00PM

HOLIDAY INN St. John's Conference Centre
180 Portugal Cove, St. John's, Newfoundland

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## Land Acknowledgement

Expertise Hub Co-operative respectfully acknowledges the land and waters on which we gather as the traditional territories of diverse Indigenous Peoples. We honour the Beothuk, Mi'kmaq, Innu, and Inuit of Newfoundland and Labrador and respectfully acknowledge their histories, cultures, and enduring relationships with these lands and waters.

# Acknowledgement

## Funding Partners

The Bridgeto initiative has been made possible with financial support from the Atlantic Canada Opportunities Agency and the Government of Newfoundland and Labrador's Department of Jobs, Growth and Rural Development.

We gratefully acknowledge their support in advancing clearer pathways for foreign credential recognition in Newfoundland and Labrador.

Atlantic Canada Opportunities Agency
Agence de promotion économique du Canada atlantique

Canada

Newfoundland & Labrador CANADA

# Welcome Message



Welcome to the Foreign Credential Recognition Conference 2026. At Expertise Hub Co-operative, the experiences of internationally trained professionals guide our commitment to clearer, fairer pathways to professional recognition in Newfoundland and Labrador. This conference marks the official launch of Bridgeto, our foreign credential recognition navigation platform, developed through months of research and collaboration.

Today is an opportunity to listen, share perspectives, and turn our collective knowledge into practical recommendations. Thank you to our partners, speakers, volunteers, and participants for helping move this important work forward.

**Roxana Fazli**
**CEO and Founder**
**Expertise Hub Co-operative**

# About
## Expertise Hub Co-operative

Expertise Hub Co-operative (EHC) is an immigrant-led, equity-informed, non-profit co-operative based in Newfoundland and Labrador. We are dedicated to recognizing diverse expertise, addressing systemic barriers, and creating opportunities for individuals and communities to thrive.

Through research, training, mentorship, workforce development, digital innovation, and community partnerships, EHC supports immigrants, internationally trained professionals, women, entrepreneurs, students, and community changemakers in connecting their skills and experiences with meaningful opportunities. Guided by co-operative values and a commitment to justice, equity, diversity, and inclusion, we work collaboratively to strengthen communities, expand access to resources and networks, and build a more inclusive and equitable future.

# Meet the MC

## Laurabel Mba



Laurabel Mba is the Founder and Lead Consultant of Laurabel Mba Consulting, a national anti-racism and DEIB consultancy based in St. John's, NL. She's President of the NL NDP, Board Chair of the St. John's Status of Women Council, and a WXN Top 100 Most Powerful Women honouree. She's also an in-demand emcee and moderator.

# About
## Foreign Credential Recognition Project

The Foreign Credential Recognition (FCR) Project is making it easier for internationally trained professionals to find their way to licensing, registration, and meaningful work in Newfoundland and Labrador.

Too many people face confusing requirements, scattered information, and systemic barriers. The project responds with:

- ☑ Research and lived-experience insights
- ☑ Profession-specific pathways
- ☑ Stakeholder engagement
- ☑ Digital innovation

A key outcome of this work is Bridgeto, a digital navigation platform developed to provide clearer, profession-specific guidance and support informed decision-making for internationally trained professionals.



# About
# The Conference

The Foreign Credential Recognition Conference 2026, hosted by Expertise Hub Co-operative, brings together internationally trained professionals, regulators, employers, government, post-secondary institutions, and community partners across Newfoundland and Labrador.

Under the theme “Turning Foreign Credential Recognition from a Maze into a Map,” attendees will share experiences, explore practical solutions, and build connections through keynotes, panels, and networking.

The conference also marks the official launch of Bridgeto, a digital platform that helps internationally trained professionals navigate credential recognition pathways.

# Introducing Bridgeto

Turning Foreign Credential Recognition from a Maze into a Map!

Bridgeto is a digital navigation platform developed by Expertise Hub Co-operative to help internationally trained professionals understand and navigate regulated profession pathways in Newfoundland and Labrador.

# What Bridgeto Offers

- **Clear Pathways:** Profession-specific licensing roadmaps.
- **Practical Guidance:** Key steps, documents, and resources.
- **Better Support:** Tools for advisors and service providers.
- **System Insights:** Identifying barriers and improving collaboration.

# Who Is Part of the Conversation?

Foreign credential recognition involves many parts of the system. Today's conference brings together diverse voices and organizations working to strengthen professional opportunities in Newfoundland and Labrador.



**Internationally Trained Professionals**

Sharing lived experiences and perspectives on credential recognition.



**Regulatory Bodies**

Providing expertise in licensing, registration, and professional standards.



**Employers**

Supporting recruitment, workplace integration, and career opportunities.



**Government Representatives**

Supporting immigration, workforce development, and related policies.



**Education & Training Providers**

Supporting education, professional development, and bridging programs.



**Settlement & Employment Services**

Connecting newcomers with employment resources and support.



**Community & System Partners**

Strengthening connections and collaboration across sectors.

# What are we exploring together?



- **Recognition and Regulatory Pathways**

Exploring ways to improve clarity, transparency, and accessibility in credential recognition while maintaining professional standards.

- **Workforce and Employer Engagement**

Examining inclusive hiring practices, recognition of international experience, and opportunities for meaningful workforce integration.

- **Mentorship and Professional Support**

Highlighting mentorship, bridging programs, supervised practice, and practical approaches to professional development.

- **Collaboration and System Improvement**

Identifying opportunities for regulators, employers, government, educators, service providers, and internationally trained professionals to strengthen coordination and address systemic barriers.



# Meet Our Speakers & Panelists

**Perspectives. Experience. Insights.**

Hear from professionals, leaders, and community voices bringing valuable knowledge and experiences to the conversation on foreign credential recognition.

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# Promoting Fair Access

The Fair Registration Practices Act and the Role of the Fair Registration Practices Office



## JUANITA CUTLER

Senior Policy, Program and Research Analyst,
Fair Registration Practices Office
Department of Jobs, Growth and Rural Development

Newfoundland & Labrador CANADA

Juanita Cutler brings extensive experience in policy development, program design and delivery, recruitment and retention, employer engagement, foreign credential recognition, and applied research. Her professional background spans government, the non-profit sector, and research.
She holds a Master of Science in Environmental Science from Memorial University of Newfoundland.

# From Credentials to Careers

Supporting Health Professionals Through Fair Registration, Navigation and Workforce Opportunities



## MARYNA SIKORSKA

Health Professional Navigator

Government of Newfoundland and Labrador

Originally trained as a family physician in Ukraine, Maryna Sikorska is a Health Professional Navigator with the Government of Newfoundland and Labrador. Drawing on her own experience as an internationally educated healthcare professional, she guides healthcare professionals through credential recognition, licensing requirements, and available pathways, collaborating with regulators and recruitment teams to connect them with relevant resources.

# From Credentials to Careers

Supporting Health Professionals Through Fair Registration, Navigation and Workforce Opportunities



## COLLEEN BUTLER

Director, Work in Health Newfoundland and Labrador at NL Health Services

NL Health Services

Colleen Butler, Director of Work in Health NL at NL Health Services, brings over 20 years of experience in human resources, recruitment, labour relations, and workforce strategy. She leads provincial healthcare recruitment, retention, and workforce planning initiatives, collaborating with government, regulatory bodies, educational institutions, and employers to advance credential recognition, workforce integration, and career opportunities for internationally educated professionals.

# Prototyping Solutions

Career Pathways and Foreign Credential Recognition



## MELANIE C. SMITH

Senior Research, Policy and Planning Analyst

EIIL | NLWIC

NL WORKFORCE INNOVATION CENTRE

Melanie C. Smith is a sociologist and Senior Research, Policy and Planning Analyst with the Economic Immigration Ideas Lab (EIIL) at the Newfoundland and Labrador Workforce Innovation Centre (NLWIC). She holds a PhD in Sociology from Dalhousie University and brings over a decade of experience in research and policy consulting. Her work across Canada, Belize, and Latin America and the Caribbean focuses on migration, gender equality, labour market development, and translating research into practical policy solutions.

# Prototyping Solutions

Career Pathways and Foreign Credential Recognition



## BRIAN CRITCH

Manager, Economic Immigration Ideas Lab (EIIL),
NL Workforce Innovation Centre (NLWIC)

NL WORKFORCE INNOVATION CENTRE

Brian Critch holds an MBA from Memorial University, Newfoundland and Labrador and has 10+ years of experience in management consulting across Canada. His work has focused on strategic planning and organizational capacity building with clients in the private sector, non-profits, post-secondary institutions, and Indigenous organizations. The Economic Immigration Ideas Lab (EIIL) is currently building collaborative pilot projects that are tackling some of the complex challenges facing newcomers at each stage of attraction, settlement, and retention in Newfoundland and Labrador.

# Meet the Panelists

The panelists will share their perspectives on foreign credential recognition and explore how we can collectively address the challenges and where Bridgeto can support applicants.



**Daniel Ohaegbu**

Co-founder and Executive Director, WorkSource Alliance



**Peter Ogban**

Senior Energy Systems Engineer and Technical Leader, Angler Solutions Inc.



**Mojca D'Arcy Ann Bas**

Registrar, Child Care Services Certification, AECENL



**Clement B.O**

Program Coordinator Inclusive Horizons

# Conference Agenda



## Thank You for Joining Us

Thank you for being part of the Foreign Credential Recognition Conference 2026.

Your participation, insights, and contributions are valuable in advancing meaningful collaboration and strengthening opportunities for internationally trained professionals in Newfoundland and Labrador.

We look forward to building on today's conversations and continuing this important work together.

## Stay Connected


fatemeh.z@expertisehub.ca

communications@expertisehub.ca


Bridgeto.ca

expertisehub.ca

# Foreign Credential Recognition Conference

## NOVEMBER 04, 2026

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