

# A PROFESSIONAL SYSTEM THAT ADAPTS

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In an increasingly globalized and interdependent world, the very future of the professional system and its actual ability to protect the public are at stake. Yet, the pace and multiplicity of changes related to immigration, professional mobility and the digital era underscore the professional system's struggle to adapt and should concern us as a society.

## ISSUES

### Integration of foreign-trained professionals

- Current and upcoming labour shortages
- Regional economic growth
- Responsibility towards newcomers

### Erosion of the professional system

- Influx of new designations/players not subject to the professional system
- Internationalization of standards
- No jurisdiction over professional firms and their business models
- Ability to protect the public
- Waning professional secrecy
- Lacking agility and effectiveness of the professional system

## PROPOSED SOLUTIONS

- Better equip professional orders to evaluate the previously acquired experience of foreign-trained professionals (FTPs)
- Develop the range of training and practical experiences offered so that it caters to the needs of the FTPs evaluated by professional orders
- Support initiatives that help FTPs successfully enter the job market, especially in regional areas
- Make the framework of the professional system more flexible to allow for asymmetrical and innovative solutions
- Allow professional orders to supervise the secondary competencies of their profession
- Streamline and speed up the regulatory process
- Subject professional firms to the supervision of professional orders
- Curb infringements of professional secrecy
- Provide the professional system with state-of-the-art management and optimization tools

# A GOVERNMENT THAT PERFORMS

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In a hyper-connected society like Quebec, nothing escapes the scrutiny of public opinion. One sign of our thriving democracy is that members of the public think more critically and are more sceptical. As a result, they expect more from their governments in terms of performance. Citizens are less and less tolerant of partisan politics and electioneering and more and more concerned about the collective interest, which is why they expect their governments to propose responsible policies and rigorously apply sound management principles of the State. In response to this new situation, our elected officials must make tangible efforts to restore the bond of trust between governments and citizens.

## ISSUES

### Transparency

- Reporting, comparing and improving itself
- Accessibility

### Efficiency

- Reconciling limited resources and exponential needs

### Governance

- 21<sup>st</sup>-century ethics
- Public interest
- Social acceptability
- Education

### Expertise

- Negative perception of the government as an employer
- Attraction, development and retention of professionals in the public service

## PROPOSED SOLUTIONS

- Create a position for a parliamentary budget officer
- Facilitate and harmonize access to the financial statements of public and parapublic bodies
- Institute a systematic review process for programs
- Adopt a budget planning process that covers several years
- Continue to implement the governmental action plan to ensure tax fairness
- Define and formalize the management principles of the Stabilization Reserve and the Generations Fund
  - Determining factors of the ideal Stabilization Reserve level
  - Conditions for Stabilization Reserve use
  - Policy on Generations Fund disbursements to pay off debt
- Introduce a single tax return
- Fully recognize the added value of the expertise of public service professionals
- Make use of the expertise of professional orders

# MATERIAL AND FINANCIAL ABUSE

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## ISSUES

- Aging population
- Financial wealth of the elderly: object of greed
- Changes in behaviour through awareness-raising
- Cooperation between the various actors who interact with vulnerable individuals

## PROPOSED SOLUTION

Continue to implement the governmental action plan to counter elder abuse.