

Request for Proposal (RFP)

Consulting Services: Expedited Pathway for Internationally Educated Paramedics

1. Overview

As part of a strategy to improve access to paramedic credential recognition for internationally educated professionals, the Canadian Organization of Paramedic Regulators (COPR) is seeking a qualified consultant or consulting team to support the development of an expedited pathway. The expedited pathway will enhance COPR's existing [Paramedic Equivalency Assessment System](#) (PEAS), which includes individual assessment of each applicant. Currently, PEAS includes applications for the Primary Care Paramedic (PCP) or Advanced Care Paramedic (ACP) designation.

This RFP invites proposals from consultants with expertise in international credential systems, competency-based assessment, and workforce mobility. The work will support evidence-informed policy and program decisions for streamlining recognition processes from countries with comparable paramedic systems.

Financial support for this initiative is provided by the Government of Canada.

2. Objectives

- To identify international jurisdictions with paramedic systems that align with Canadian standards to develop an expedited pathway for applicants from these countries seeking the Primary Care Paramedic (PCP) or Advanced Care Paramedic (ACP) designation.
 - COPR intends to leverage the research completed for a constituent member regarding the paramedic equivalency of applicants from Australia, New Zealand, United Kingdom, and South Africa.
- To explore the inclusion of the Emergency Medical Responder (EMR) designation in assessment pathways.
- To design and support a pilot for an online self-assessment tool based on the Canadian Paramedic Competence Framework (CPCF).

The consultant(s) will report to the Manager, Regulatory Supports and liaise with the Paramedic Equivalency Assessment System (PEAS) Advisory Committee as needed.

3. Scope of Work

The successful proponent will be responsible for the following:

1. Jurisdictional Assessment

- Based on the existing research on four (4) countries completed for one province, update the assessment research for the pan-Canadian context
- Identify and assess six (6) additional countries whose paramedic systems are similar to Canada's, specifically considering:
 - Education and training programs
 - Licensure and registration processes
 - Program accreditation standards
 - Competency frameworks

2. Country-Specific Reports

For each of the countries, submit a detailed report comparing their systems to Canadian standards and paramedic competencies. Each report must include:

- Analysis of similarities, differences, and gaps
- Summary of observations and implications for recognition
- A recommendation on the suitability of the country for expedited pathway inclusion

3. EMR Designation Feasibility

Research and provide a report on the feasibility of including the Emergency Medical Responder (EMR) designation within both the existing and expedited assessment pathways.

4. Competency Self-Assessment Tool

- Research, recommend, and support the design and pilot of an online self-assessment tool for internationally educated paramedics
- Ensure alignment with the CPCF
- Provide recommendations on format, usability, and deployment

4. Deliverables

- Ten jurisdictional assessment reports (one per country)
- A consolidated summary of findings
- A technical summary report of the processes used to assess the jurisdictions and recommendations for maintenance
- Feasibility report on EMR designation inclusion
- Pilot plan and support for CPCF-based self-assessment tool, including draft questions, digital implementation plan, and usability feedback

5. Qualifications

Proponents must demonstrate:

- Expertise in international health professions regulation or credentialing
- Experience conducting jurisdictional scans and policy analysis
- Familiarity with the Canadian Paramedic Competence Framework
- Capacity to manage and deliver complex research projects with multiple deliverables
- Experience with digital tools or competency-based self-assessments

6. Proposal Submission Requirements

Proposals should include:

- Description of the consultant(s), including relevant qualifications and experience
- Proposed approach and work plan for the Scope of Work
- Timeline and key milestones
- Budget breakdown by major activity
- At least two references for similar work
- Writing sample or excerpt from a comparable report (optional but encouraged)

7. Timeline

Work will begin in Fall 2025 and must be completed by Fall 2026. Interim deliverables (jurisdictional reports) are expected on a rolling basis. The pilot for the competency self-assessment tool must be developed between Fall 2025 and Spring 2026.

8. Evaluation Criteria

Proposals will be evaluated based on the following:

- Relevant expertise and qualifications (30%)
- Clarity and feasibility of the proposed approach (25%)
- Understanding of the Canadian credential recognition context (20%)
- Cost-effectiveness and value for money (15%)
- References and past performance (10%)

COPR reserves the right to contact references and request additional information or clarification during the evaluation process.

9. Questions and Clarifications

All inquiries related to this RFP must be submitted in writing to Tim Comerford, Manager, Regulatory Supports at tcomerford@copr.ca, by **May 27, 2025**. Responses will be shared with all interested parties by **June 3, 2025**.

10. Submission Deadline

Proposals must be submitted via email in Word or PDF format by **Tuesday, June 10, 2025, at 4pm EDT**, to Tim Comerford, Manager, Regulatory Supports tcomerford@copr.ca.

Selection notification will be provided on or before June 30, 2025.

11. Terms and Conditions

- COPR is not responsible for any costs incurred in preparing and submitting proposals
- COPR reserves the right to cancel and/or re-issue this RFP without penalty
- COPR reserves the right to accept or reject, in whole or in part, any or all proposals