



WORLD EDUCATION SERVICES

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November 23, 2020

# INTERNATIONALLY EDUCATED HEALTH PROFESSIONALS AND COVID-19:

## Can We Turn Crisis into Opportunity?

# Agenda

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1. Setting the Context: IEHP Numbers
  - **Joan Atlin, WES**
  
1. Lived Experience and Local Response: A Conversation About Challenges and Opportunities in the Niagara Region, Ontario
  - **Emily Kovacs**, CEO, Niagara Folk Arts Multicultural Centre
  - **Moises Vasquez**, Internationally Educated Physician
  
2. Internationally Educated Nurses and the Pandemic: Challenges and Opportunities
  - **Ruth Lee**, RN, MScN, PhD, Executive Director, CARE Centre for Internationally Educated Nurses
  - **Pat Bradley**, RN, MED, PhD, RN, CCNE, Associate Professor, York University
  
3. Underutilized of IEHP Skills: Can we Turn Crisis Into Opportunity?
  - **Joan Atlin**, Associate Director, Strategy, Research and Policy, World Education Services
  
4. Comments and questions

# Underutilization of IEHP Skills: The Numbers

Immigrants comprise **25.5%** of health care and social assistance sector in Canada (Labour Force Survey 2017)

*StatCan: Adults with a health education but not working in health occupations*

- **Almost half (47%)** of those with health education from abroad are **unemployed or underutilized** (that is, in non-health jobs requiring only a high school education) (Statistics Canada, April 2020)

Source: Statistics Canada, April 2020, *StatCan COVID-19: Data to Insights for a Better Canada*



# Underutilization of IEHPs: The Numbers

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*StatCan: The contribution of immigrants and population groups designated as visible minorities to nurse aide, orderly and patient service associate occupations*

- Immigrants comprise **70+% of nurse aides, orderlies, and patient service associates** in Toronto, Vancouver, and Calgary
- Across Canada, **25%** of recent immigrants working as nurse aides, orderlies, and patient service associates **hold at least a bachelor's degree**, compared with 5% of non-immigrants
- Among recent immigrants in these roles who have a bachelor's degree, nearly **70% hold a nursing degree**



Source: Statistics Canada, June 2020, *StatCan COVID-19: Data to Insights for a Better Canada*.



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# INTERNATIONALLY EDUCATED HEALTH PROFESSIONALS AND COVID-19:

## Can We Turn Crisis into Opportunity?

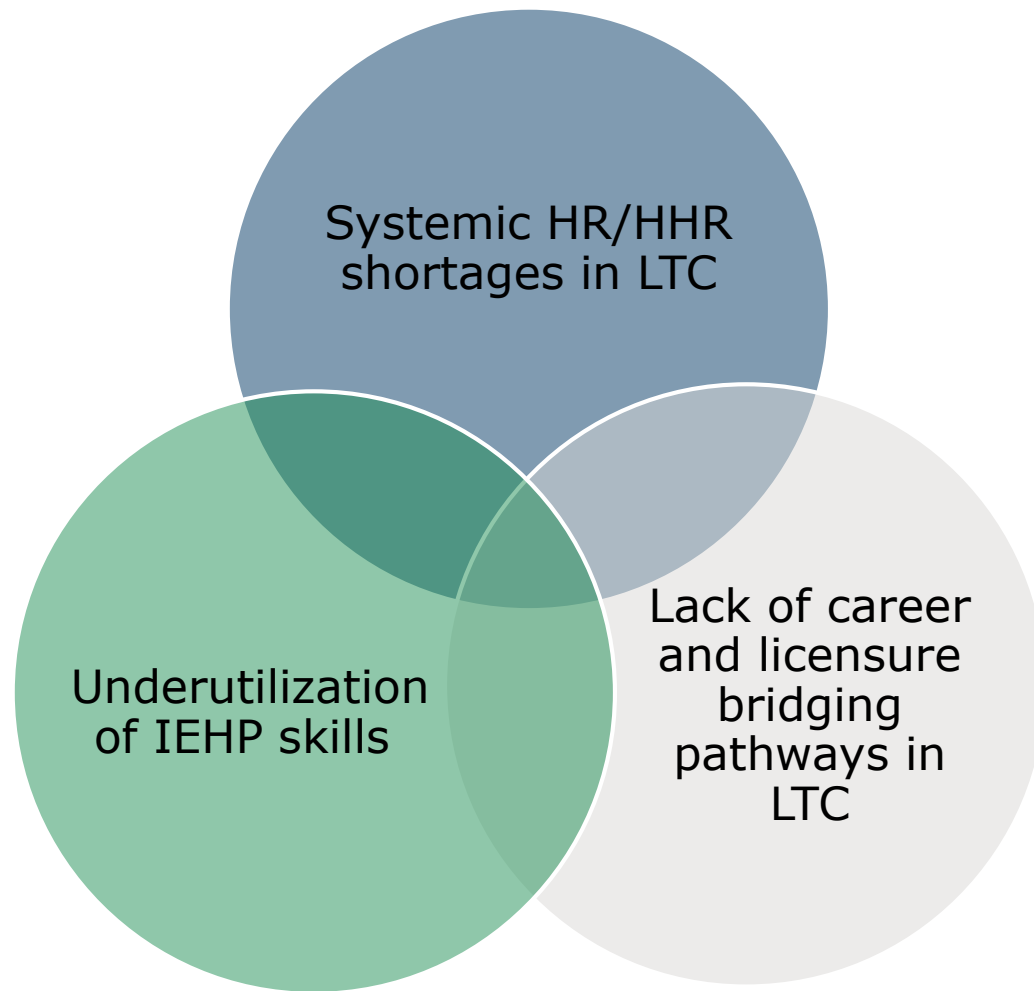
# Leveraging the Moment: Can We Turn Crisis to Opportunity

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1. Ontario call to action
2. Convening stakeholders to explore workplace-based licensure bridging strategies and career paths for internationally educated nurses in long-term care
3. Convening internationally educated physicians groups to collaborate provincially in Ontario and nationally on licensure and alternative career initiatives
4. Igniting a new kind of national conversation on the needs of our healthcare system and the underutilized skills of IEHPs

# Intersecting Challenges for IEHPs and Long-Term Care (LTC) Sector

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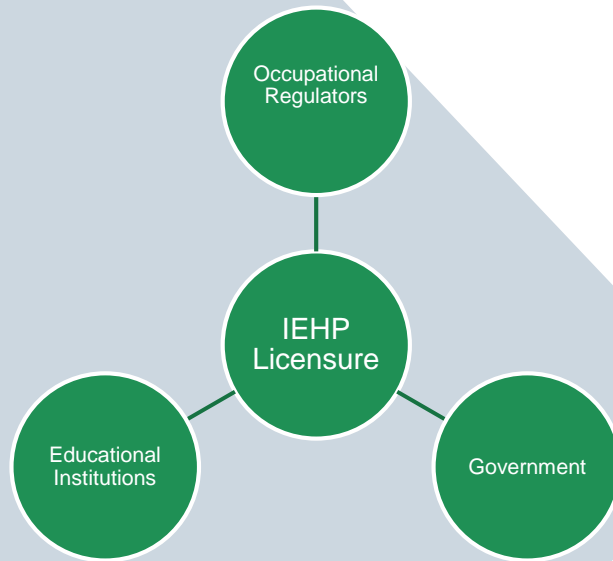
# Recommendations to the Ontario Long-Term Care COVID-19 Commission

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- Document the professional backgrounds of the existing and potential LTC workforce of IEHPs in order to create an accurate picture of the untapped capacity
- Create pathways for bridging to professional registration (RN, RPN, MD) for IEHPs already working in LTC to fully use their skills and experience and support their retention in the sector
- Create career progression pathways for IEHPs who wish to pursue non-clinical roles that better use their skills



# Moving Toward a National Multi-Stakeholder Conversation Focused on Needs and Skills



## **Let's continue the conversation:**

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