



Advancing a National IEHP Integration Strategy

Pathways to Prosperity Conference

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Agenda

- I. Setting the Stage
- II. Moderated Conversation
- III. Q&A

Presenters



Naomi Alboim

Ryerson University and
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Tyler Downey

Services Employees
International Union



Karl Flecker

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Joy Navaroj

Trillium Health
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Where are Ontario's internationally trained doctors in its COVID-19 response?

In total, 2,660 internationally educated healthcare professionals have signed up on the Health Workforce Matching portal ... and 20 have been placed

Devika Desai

Feb 08, 2021 • February 11, 2021 • 8 minute read • 101 Comments



Open letter urges federal leaders to improve job access for internationally trained physicians

The letter, signed by over 50 organizations and 200 people, argues that internationally-trained healthcare professionals are a severely under-utilized resource in a healthcare system burdened with shortages

Underutilization of IEHPs: The Numbers

- Immigrants make up **25.5%** of the health care and social assistance sector in Canada (Labour Force Survey 2017)
- **47%** of those with health education from abroad are **unemployed or underemployed** (that is, in non-health jobs requiring only a high school education)

Source: Statistics Canada: Adults with a Health Education But Not Working in Health Occupations (April 2020)



Underutilization, Race, and Gender: The Numbers

- More than 70% of nurse aides, orderlies, and patient service associates in Toronto, Vancouver, and Calgary are immigrants
- 25% of recent immigrants working in these roles hold at least a bachelor's degree; of these, nearly 70% hold a nursing degree
- 86% of the nursing home workforce are women 89% of the home care sector are women
- 33% of nurses, nurse aides, orderlies, and PSWs are racialized women, and 38% of the home support workforce are racialized women (CCPA Monitor 2020)
- In 2019 over 14,000 IENs were actively pursuing nursing registration in Ontario; in that year, just over 2,200 became eligible to register (Fair Registration Practices Report – Nurses, 2019)

Source: Statistics Canada: (June 2020)

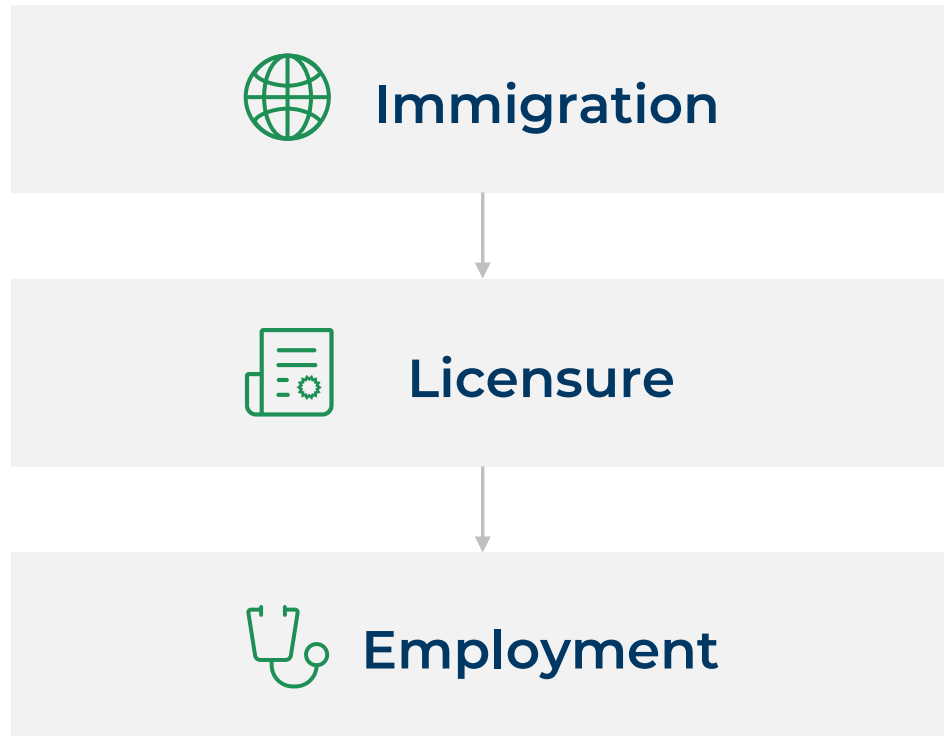


The Bottom Line

We need to create timely and equitable access to health care careers in Canada for IEHPs.

- The needs of our health care system are growing, and we are facing shortages of health professionals.
- Internationally educated health professionals (IEHPs) are a critical piece of our health care system and central to solving Canada's health care needs.
- The skills and experience IEHPs bring to Canada are extremely underutilized. This underutilization perpetuates race, gender, and human rights inequities.

National Strategic Framework



Key Stakeholders

- Provincial ministries: Health, Education, Labour
- Federal Departments: IRCC, ESDC, Health Canada
- Occupational regulatory bodies
- Health sector employers, employer associations
- Professional associations, unions
- Educational institutions
- Political leadership
- Public opinion/Media
- Immigrant service providers
- Think tanks/Policy orgs

Questions and Comments

Need more information?