



The Role of Internationally Educated Health Professionals (IEHPs) in Addressing Canada's Health Human Resource Crisis: Intersectoral Collaboration to End Underutilization through Systems Change

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INSTITUTE FOR
TRANSFORMATIVE LEADERSHIP
SAINT PAUL UNIVERSITY

The National Newcomer Navigation Network (N4)
Presents

The Role of Internationally Educated Health Professionals (IEHPs) in Addressing Canada's Health Human Resource Crisis: Intersectoral Collaboration to End Underutilization through Systems Change



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N4 Overview

Vision

For Canadian newcomers to have a consistent and equitable experience in navigating health and social services during their settlement.

Mission

To create a national platform for newcomer-serving professionals to connect, learn, and collaborate around system navigation.

Values

- Diversity
- Collaboration
- Inclusion
- Innovation



N4 Tools & Features



CONNECT

- SEARCHABLE MEMBER DIRECTORY
- MEETING PLACE
- DISCUSSION FORUM
- PARTNER EVENTS CALENDAR



LEARN

- WEBINARS
- PROFESSIONAL DEVELOPMENT SERIES
- PARTNER E-LEARNING CATALOGUE
- RESOURCE TOOLKIT
- DATA TOOLS
- N4/SPU PROGRAMS

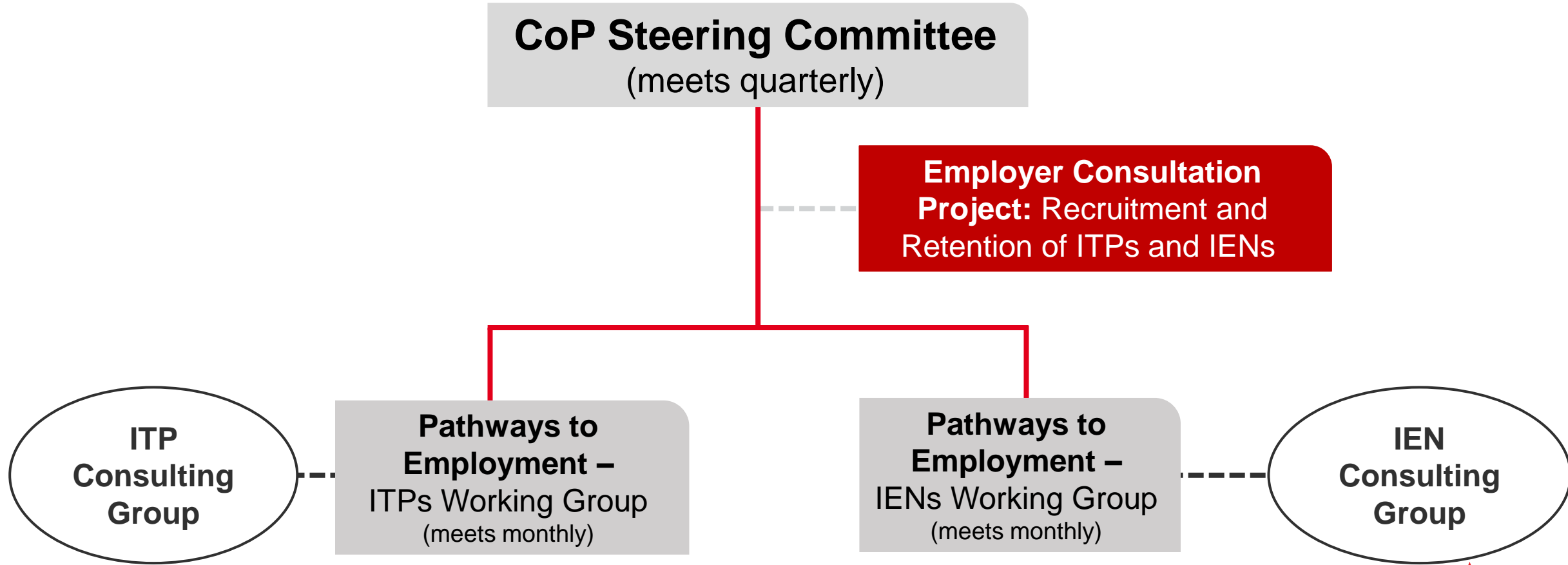


COLLABORATE

- COMMUNITY OF PRACTICE (CoP) WORKING GROUPS AND TOOLS
- SUBJECT MATTER EXPERT CONSULTATION



Community of Practice (CoP) Structure





NATIONAL NEWCOMER
NAVIGATION NETWORK

RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS

“A Missing Part of Me:”

A Pan-Canadian Report on the Licensure of
Internationally Educated Health Professionals



This report explores the barriers that internationally educated health professionals (IEHPs) experience on their path to licensure in Canada, as well as some facilitating factors. The research is the result of individual and organization stakeholder visits that N4 conducted in 2022 and provides a snapshot of the everyday realities of frontline and lived experience professionals at this time.



Tapping Canada's Hidden Healthcare Talent Pool:

Tips And Tools To Recruit And Retain International Experience



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TOOLKIT FOR CANADIAN HEALTHCARE PROVIDERS RECRUITING AND RETAINING IEHPS

The purpose of the Employer Toolkit is to provide contemporary resources, promising practices, strategies and tools that can support the recruitment and retention of IEHPS into health care organizations.

For a more complete understanding of N4's recommendations for licensing for ITPs and IENs, please read:

- **Part of the Solution, Not the Problem: Recommendations for Welcoming Internationally Trained Physicians into Canada's Health Care Sector**
- **Welcoming Internationally Educated Nurses into the Canadian Health Care Sector: Recommendations for Change**
- **C. Goodfellow, S. Zohni, C. Kouri (2023) "A Missing Part of Me:" A Pan-Canadian Report on the Licensure of Internationally Educated Health Professionals [Final Report]. Ottawa, ON: National Newcomer Navigation Network.**
- **Visual Pathways**

RETAINING NEWCOMERS:

The Government of Saskatchewan has a list of resources on [Retaining Newcomers Employees](#) that assists employers integrating newcomers into your workplace.

The Immigrant Employment Council of BC has a [Retaining Immigrant Talent](#) tip-sheet that provides ideas, skills and resources to retain immigrant talent.

The Immigrant & Refugee Services Association PEI offers [workshops for employers](#) on topics from the benefits of inclusion to retention of newcomers.

At Health Force Ontario, the [Access Centre for IEHPS](#) provides programs and services to help IEHPS integrate into the Ontario health care system with the primary goal of helping them become trained, licensed, and employed in their profession or an alternative career.

Anti-Racism at Work created [The Employer Playbook: Strategies for Immigrant Inclusion](#) that provides easy-to-implement strategies that support your efforts to recruit, add diverse perspectives to your organization and foster an inclusive environment.

Hire Immigrants Ottawa has an [Employer Playbook: Strategies for Immigrant Inclusion in Canadian Workplaces](#) to help employers leverage newcomer expertise and provide best practices to foster an inclusive workplace.

SUPPORTING IMGs/ITPs:

The [Community Retention Toolkit](#) offers suggestions on how communities across Newfoundland and Labrador can become involved in retaining the health professionals they successfully to their local health care system for IMGs/ITPs.

The [Physician Recruitment & Retention in the Atlantic Provinces](#) provides physician recruiters, health authorities, policy makers, students, and other stakeholders with a medical student-informed guide about the current recruitment and retention models of each of the Atlantic provinces and suggested action plans for future directions.

The Practice in B.C. [Family Physician Recruitment & Retention Toolkit](#) provides easy access to best or promising practice processes, tools, and templates that can assist in their local recruitment, retention, and practice coverage efforts and has dedicated resources for [IMGs/ITPs](#).

SUPPORTING IENS:

[McMaster University Employer's Guide](#) assists employers in hiring IENS which includes resources on hiring, recruitment, entry and orientation, succeeding in the workplace, culture and language, mentorship, helping IENS adjust, etc.

[Internationally Educated Nurse \(IEN\) Career Pathway at Sunnybrook](#) outlines their innovative pathway, showing how IENS can start their careers in health care and transition into registered nursing positions, both RN and RPN positions.



Next Steps

- The Employer Toolkit is launched!
- View N4's March 8 Webinar via our platform.

Coming Soon:

- A checklist will be created for employers to assist in recruiting and retaining IEHPs.
- Updates to the Toolkit – subscription available via website.



**Download Employer
Toolkit via QR Code!**



Forthcoming Reports



Release date: April 19th 2023



Release date: April 26th 2023

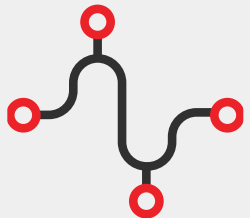


Other CoP Products



Recommendation Reports (IENs and ITPs)

- Part of the Solution: Recommendations for Welcoming Internationally Trained Physicians into Canada's Health Care Sector **Webinar: April 19th, 1PM (EST)**
- Welcoming Internationally Educated Nurses into the Canadian Health Care Sector: Recommendations for Change **Webinar: April 26th, 1PM (EST)**



Visual Pathways to Licensure for IENs and ITPs (coming end of April)



Next Steps

- Communications Plan developed
- Knowledge Mobilization (KMb) Strategy
 - 1:1 Stakeholder meetings
 - Quarterly check-in calls with stakeholders
 - Development of materials to support KMb



Let's continue the journey together

newcomernavigation.ca/join

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