

EMPLOYMENT PATHWAYS IN CANADA FOR INTERNATIONALLY EDUCATED HEALTHCARE PROFESSIONALS

November 26, 2024

Our Gratitude and Land Acknowledgement

With gratitude and respect, we would like to begin by acknowledging the Musqueam, Squamish, and Tsleil-Waututh Peoples of the unceded traditional territories that we are on. From coast to coast to coast, we acknowledge the ancestral and unceded territory of all the Inuit, Métis, and First Nations people who call this land home.

Our acknowledgement of this truth is a small but important part in honouring and showing respect for the diverse histories and cultures of First Nations peoples in Canada.

We also acknowledge colonial structures and the impact it has on all of our work in the settlement area.

ABOUT SRDC

WHO WE ARE

The Social Research and Demonstration Corporation (SRDC) is a non-profit research organization created specifically to develop, field test, and rigorously evaluate new programs. Our two-part mission is to help policymakers and practitioners identify policies and programs that improve the well-being of all Canadians, with a special concern for the effects on the disadvantaged, and to raise the standards of evidence that are used in assessing these policies.

WHAT WE DO



EXPERIMENTATION

SRDC is a leader in policy experiments that rigorously test innovative program ideas and delivery processes.



POLICY RESEARCH

SRDC applies methodologies to evaluate the effectiveness of policies and new programs.



SURVEY DESIGN AND DATA MANAGEMENT

SRDC are experts in survey design and data management and has extensive experience surveying participants and following them over time.



STRENGTHENING CAPACITY

SRDC's expertise in the design, development, delivery and evaluation of a wide range of policy interventions has made us a trusted partner of funders, service delivery organizations, policy analysts, and program participants.



KNOWLEDGE MOBILIZATION AND WORKSHOP FACILITATION

SRDC is committed to ensuring that the knowledge gained through our projects can be put into action by funders, program managers, practitioners, and participants.



PROGRAM EVALUATION AND PERFORMANCE MEASUREMENT

SRDC offers a full range of program evaluation and performance measurement services addressing program design and development, delivery, outcomes, and impacts.

Today's Session

- Internationally Educated Healthcare Professionals in Canada: A Review of the Context, Challenges, and Successes in Integrating into the Canadian Labour Market
 - Sol Park, SRDC
- The Journeys of Internationally Educated Healthcare Professionals in the Canadian Labour Market: Supports and Barriers
 - Kim Lehrer, SRDC
- Employment Pathways in Canada- Health Careers (EPIC-HC)
 - Anita Samuels, Achēv
- Evaluating EPIC-HC
 - Julie Rodier, SRDC

INTERNATIONALLY EDUCATED HEALTHCARE PROFESSIONALS IN CANADA: A REVIEW OF THE CONTEXT,
CHALLENGES, AND SUCCESSES IN INTEGRATING INTO THE CANADIAN LABOUR MARKET

Introduction

- Significant changes and major staffing shortages in the Canadian health sector, heightened by the COVID-19 pandemic
- Although the supply of health professionals in Canada is growing...
 - More nurses are leaving the health sector than are joining
 - Decline in the average annual growth rate of pharmacists between 2018 and 2022
- Need for internationally educated health professionals (IEHPs) to strengthen the workforce
- ... However, many IEHPs are not employed in the profession for which they were trained
 - Only 34% of internationally educated nurses (IENs) who studied nursing are employed as registered nurses (RNs) or registered practical nurses (RPNs)
 - Only 46% of international pharmacy graduates (IPGs) were employed as pharmacists in Canada

Profile of IEHPs in Canada

- In 2021, an estimated 259,695 IEHPs aged 18 to 64 resided in Canada:
 - 44.8% in Ontario, 17.4% in British Columbia, and 16.1% in Alberta
 - Most IEHPs are women
 - Nearly one-third migrated to Canada between 2016 and 2021
 - Majority have completed their education in Asia
- Division of occupations amongst IEHPs:
 - Nurses (33%), physicians (15.2%), pharmacy (8.3%), and other health fields (35.7%)
- Comparing Canadian educated health professionals (CEHPs) to IEHPs:
 - 68% of IEHPs versus 97% of CEHPs working in the health sector
 - 63% of IEHPs versus 86% of CEHPs working as pharmacists

Present Literature Review

- Conducted targeted review of peer reviewed and grey literature on IEHPs, including IENs, IPGs, and internationally educated MLTs in Canada.
- Literature search focused on...
 - IEHPs' motivations for migrating to Canada, challenges and facilitators of workforce integration, their needs, and existing interventions and initiatives for labour market integration
- Used free research databases (e.g., EBSCO Information Services, JSTOR, Pubmed).
- Limited search to studies published between 2010 and 2024 and written in English.
- We aimed to highlight:
 - Factors that determine why IEHPs migrate to Canada
 - The facilitators and challenges IEHPs experience during the registration and licensure process, job search, and within the workplace
 - Existing programs and initiatives designed to support the integration of IEHPs into the workforce
 - Relevant recommendations to better support IEHPs in Canada

Key Highlight of Findings: Profiles of IEHPs and Migration Trends

- Regulated nurses in Canada belong to three categories:
 - Nurse practitioners (NPs)
 - Registered nurses (RNs) = **largest single occupational group in the Canadian healthcare workforce**
 - Registered practical nurses (RPNs)/licensed practical nurses (LPNs)
- IENS predominantly immigrate from the Philippines and India
- Majority of IENs...
 - Are married women with children
 - Enter Canada through the Federal Skilled Worker Program, family class, Live-in Caregiver Program, and through student visas
 - Were employed as RNs in their home countries
- In Ontario, RN and NP IENs have been shown to be increasingly employed in long-term care facilities
- Not much is known about IPGs:
 - British Columbia: IPGs with Canadian licensure represent 6.3%, 19.6% and 27.0% of pharmacists in BC Northern Interior, BC Northwest and BC Northeast regions

Key Highlight of Findings: Factors Influencing Immigration Decisions



Personal motivations:

- Searching for better economic opportunities
- Providing a better life for families and seeking improvements in quality of life
- The desire to join relatives already residing in Canada



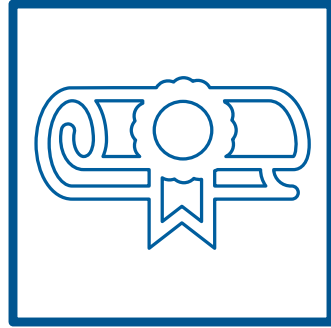
Professional motivations:

- To learn new skills
- Widen work experiences or to find professional and/or career development
- Improve workplace conditions
- Access further education



Motivation to relocate also mediated by unemployment in their home countries for IENS from the Philippines

Key Highlight of Findings: Facilitators to Workforce Integration



Professional experience, opportunities to improve skills, and a positive work environment

- IENs with 3–5 years' experience pass the licensure exam more often than those with under 3 years
- IENs who have extensive experience and clinical expertise
- Good relationships with co-workers & support from managers



Support from family & friends

- Receiving help with finding a job or preparing for the English-language proficiency exam
- More recently arrived IEHPs more likely to receive help
- More likely to pass the licensure exam on first attempt

Key Highlight of Findings: Challenges to Workforce Integration

Barriers obtaining
credential
recognition and
licensing

Challenges of
proving English-
language
proficiency

Downward
occupational
mobility and
unemployment

Lack of
recognition

Need for
educational
upgrading

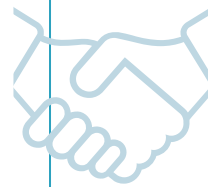
Racism and
discrimination

Unfamiliarity with
Canadian health
profession culture

Key Highlight of Findings: Initiatives and Existing Programs



Internationally Educated
Nurses: An Employer's Guide

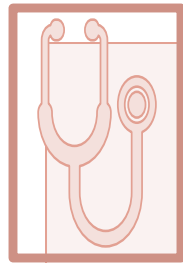


Pilot project designed to
match IENs them with
healthcare employers



Assessing bridging programs
re-designed to meet the
unique needs of IENs

Key Highlight of Findings: Recommendations for Supporting the Integration of IEHPs in the Workforce



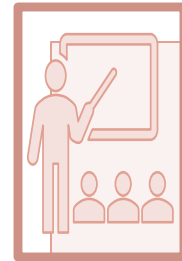
Flexible and tailored programs for employed IEHPs



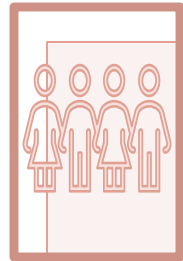
Centralized registration and licensing processes for IEHPs



Job search supports



Skills development opportunities



Social and professional networks

THE JOURNEYS OF INTERNATIONALLY EDUCATED HEALTHCARE PROFESSIONALS IN THE CANADIAN LABOUR MARKET: SUPPORTS AND BARRIERS

Context

- Canada has been facing significant labour shortages in health professions, with the situation intensifying during the COVID-19 pandemic.
- IEHPs have been recruited to help alleviate shortages across healthcare occupations. BUT, they experience complex barriers to become licensed to practice and integrate into the health workforce.

Healthcare by the Numbers

- Canada's spending on healthcare: 8% of GDP
- Canada's healthcare workforce: Over 10% of the population
- Number of nurses working in direct care roles per 1,000 older adults (age 65 and older):
 - 2013: 59
 - 2022: 52
- Number of job vacancies in healthcare (2022-2023): 120,140
 - 2x 2019-2020 numbers (before the COVID-19 pandemic)
 - 4x 2015-2016 numbers
- 2022-2023 job vacancies, by occupation:
 - Personal support workers: 30,800 vacant positions; 25.7% of all healthcare vacancies
 - Registered nurses and registered psychiatric nurses: 28,000; 23.3%
- Anticipated nurses shortfall in Canada by 2030: 117,600

Sources:

Ahmed, H. E. B., & Bourgeault, I. L. (2022). *Sustaining nursing in Canada: A set of coordinated evidence-based solutions targeted to support the nursing workforce now and into the future* [Report]. Ottawa, ON: Canadian Federation of Nurses Unions (CFNU).
https://nursesunions.ca/wp-content/uploads/2022/11/CHWN-CFNU-Report_-Sustaining-Nursing-in-Canada2022_web.pdf

Casey, S. (2023). *Addressing Canada's health workforce crisis. Report of the standing committee on health* [44th Parliament, 1st session]. Ottawa, ON.
<https://www.ourcommons.ca/Content/Committee/441/HESA/Reports/RP12260300/hesarp10/hesarp10-e.pdf>

What we looked at:

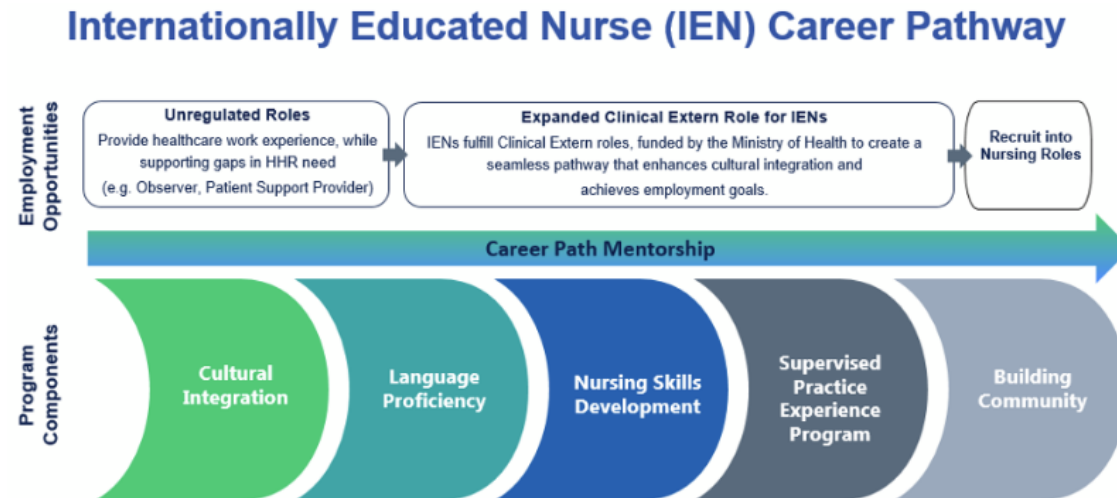
- The policies and practices that have facilitated the integration of IEHPs into the Canadian health workforce, focusing specifically on three areas:
 - Nursing
 - Pharmacy
 - Medical laboratory occupations
- Also highlight the challenges in this integration, including barriers in the accreditation and certification processes as well as barriers in the workplace such as language and communication barriers.

Government Initiatives

- The Internationally Educated Health Professionals Initiative
- The Foreign Credential Recognition Pilot Project
- During the COVID-19 pandemic, the government intensified efforts to integrate IEHPs into the healthcare workforce.
 - The federal government announced funding for programs aimed at helping internationally trained nurses become licensed and start working.
- Alberta: In October 2023, the province announced an \$11 million investment towards more than 1,221 new seats for internationally educated nurses bridging programs, including 848 seats for registered nurses and 373 for licensed practical nurses.
- Ontario: Through its 2022 budget, Ontario announced \$230M in 2022-2023 to enhance healthcare capacity, including supporting up to 1,000 internationally educated nurses to become accredited nurses in Ontario through the Supervised Practice Experience Partnership program.

Occupation-specific Initiatives: Nursing

- Care Centre for Internationally Educated Nurses – Supporting Nurses Back into Practice (CARE)
- Career Pathway of an Internationally Educated Nurse at Sunnybrook Hospital



- The Supervised Practice Experience Partnership (SPEP) program was implemented at Sunnybrook Hospital in Toronto

Nursing: Training, Wages, and Job Prospects

	Nurse Assistant	Licensed Practical Nurse Registered Practical Nurse (ON)	Registered Nurse and Registered Psychiatric Nurse	Nurse Practitioner
NOC code	NOC 33102	NOC 32101	NOC 31301	NOC 31302
Training requirements	<ul style="list-style-type: none"> ✓ Some secondary school education and on-the-job training, or ✓ A personal support worker, nursing aide or health care aide college or private institutional program, or ✓ A college nursing orderly program and supervised practical training 	<ul style="list-style-type: none"> ✓ Completion of a vocational, college or other approved program for licensed practical nurses, and ✓ Completion of a registration examination, and ✓ Registration with a regulatory body in all provinces and territories – regulatory bodies are specific to each province or territory 	<ul style="list-style-type: none"> ✓ Completion of a college, university or other approved registered nursing program, and ✓ Additional academic training or experience to specialize in a specific area of nursing, and ✓ Registration with a regulatory body in all provinces and territories – regulatory bodies are specific to each province or territory ✓ <i>A master's or doctoral degree in nursing is usually required for clinical nurse specialists, clinical nurses, nursing consultants and nursing researchers</i> 	<ul style="list-style-type: none"> ✓ Completion of a master's degree in nursing, or ✓ Completion of a nursing program with additional advanced or extended primary health care nursing education, and ✓ Several years of practice as a registered nurse, and ✓ Registration with a regulatory body in all provinces and territories - regulatory bodies are specific to each province or territory
Training duration after High School	6-8 months	2-3 years	3-4 years	6+ years, not including years of practice as a registered nurse
Median wage (/hour)	\$17.35 (NL) - \$35 (NT) Canada: \$22	\$26 (NB) - \$43.71 (NT) Canada: \$29	\$38.05 (ON) - \$64.69 (NU) Canada: \$40.39	\$46 (QC) - \$57.69 (NS) Canada: \$54
Registration with a regulatory body	No	Yes	Yes	Yes

	Nurse Assistant	Licensed Practical Nurse Registered Practical Nurse (ON)	Registered Nurse and Registered Psychiatric Nurse	Nurse Practitioner
Number employed (2021)	347,400	71,600	327,000	42,000
Median age of workers (2021)	42	40	40	44
Expected labour shortage in 2022-2031?	Yes	Yes	Yes	Yes
Related job titles with the same NOC code	<u>Common alternative job titles:</u> Patient support worker Patient service associate Nurse aide Orderly <u>Other alternative job titles:</u> Health care aide Hospital attendant Long term care aide Nursing attendant Patient care aide Personal care attendant - medical Psychiatric aide Resident care aide - medical	Graduate nursing assistant Licensed practical nurse (LPN) Operating room technician Registered nursing assistant (RNA) Registered practical nurse (RPN)	Clinical nurse Community health nurse Critical care nurse Emergency care nurse Intensive care nurse Nurse researcher Nursing consultant Occupational health nurse Private duty nurse Public health nurse Registered nurse (RN) Registered psychiatric nurse (RPN)	Advanced practice nurse Extended class registered nurse

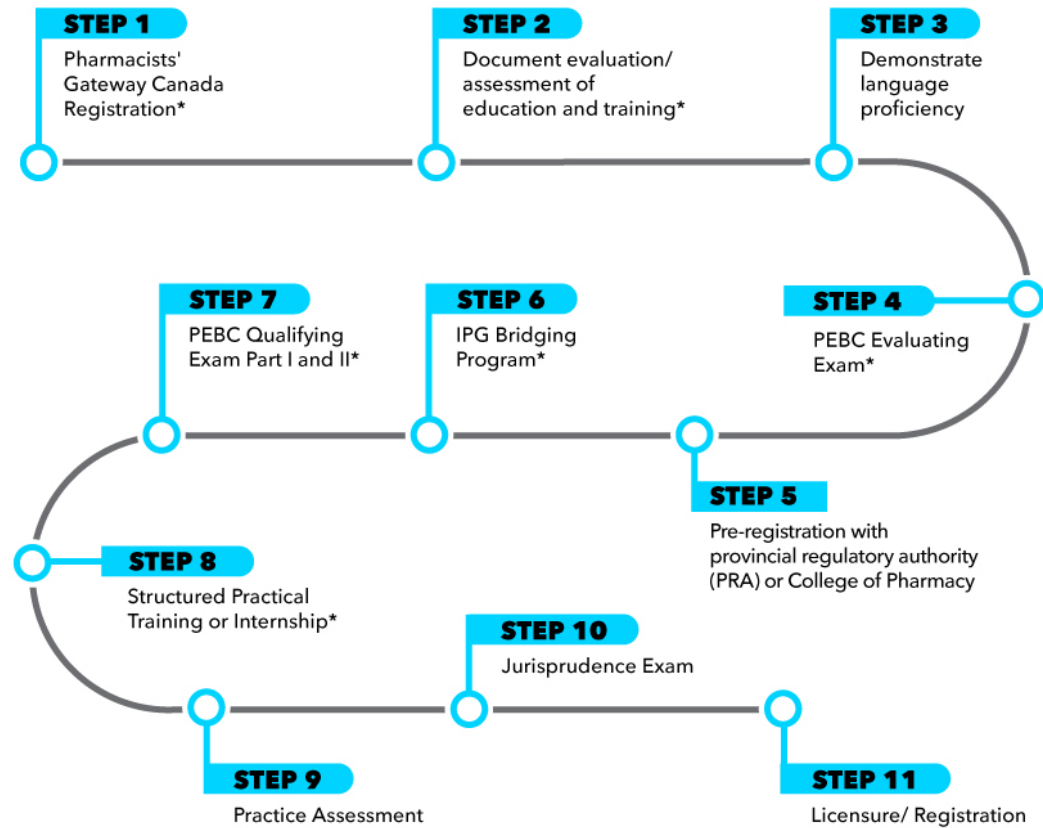
Pharmacy: Registration Pathway for IEHPs in Selected Provinces

	Alberta		Ontario	
	Alberta College of Pharmacy		Ontario College of Pharmacists	
	Pharmacy Technician	Pharmacist	Pharmacy Technician	Pharmacist
Costs	<p>English proficiency test: ~\$300 Multiple Choice Question (MCQ) exam: \$825 Northern Alberta Institute of Technology (NAIT) bridging program: \$495 Registration with Alberta College of Pharmacy (ACP): \$678.30 Annual registration: \$600.60 Ethics & Jurisprudence exam: free for first attempt, \$189 after If taken > 3 years - re-take MCQ exam: \$825 Observed Structured Clinical Examination (OSCE): \$1,855 Professional liability insurance: ~\$150</p> <p>Total: \$4,904 - \$5,918*</p> <p>*All official documents must be notarized - expect additional fees</p>	<p>Pharmacist Gateway Canada: \$380 English proficiency test: ~\$300 MCQ exam: \$825 OSCE exam: \$1,855 University of Alberta bridging program: \$13,600 Registration with ACP: \$678.30 Annual registration (pro-rated/ 6 months): \$1,017.45 Ethics & Jurisprudence exam: free for first attempt, \$189 after If taken > 3 years - re-take MCQ exam: \$825 If taken > 3 years - re-take OSCE exam: \$1,855 Professional liability insurance: ~\$200</p> <p>Total (US Accreditation Council for Pharmacy Education (ACPE)-accredited program graduate, no exams to re-take): \$4,956* Total (Internationally educated health professional (IEHP) from another country, passed MCQ and OSCE on 1st attempt, no exams to retake): \$5,256* Total (IEHP from another country, failed MCQ/OSCE, needs to re-take exams): \$21,725*</p> <p>*All official documents must be notarized - expect additional fees</p>	<p><i>Estimated fees paid to Ontario College of Pharmacists (OCP) are \$691 plus the annual fee (\$657.26).</i> <i>Estimated fees paid to third parties are \$6,675 plus the annual liability insurance premium (~\$150).</i> Total: \$8,173</p>	<p>MCQ and OSCE passed on first attempt: <i>Estimated fees paid to the College are \$364 plus the annual fee (\$985.87).</i> <i>Estimated fees paid to third parties are \$5,116 plus the annual liability insurance premium (~\$200). The estimated fees paid to third parties may be higher if the panel decides courses are required.</i> Total: \$6,666</p> <p>MCQ and OSCE not passed on first attempt: <i>Estimated fees paid to the College are \$364 plus the annual fee (\$985.87).</i> <i>Estimated fees paid to third parties are \$19,296 plus the annual liability insurance premium (~\$200). The estimated fees paid to third parties may be higher if the panel decides courses are required.</i> Total: \$20,846</p>
Funding and other supports available?	-	<p>Scholarships and loans are available to support the costs of the bridging program</p> <p>Funding Options <u>Bursaries and Scholarships</u></p> <ul style="list-style-type: none"> ▪ Alberta Pharmacists' Association (RxA) New Horizons Scholarship (\$1,000 scholarship) ▪ Maria Eriksen Memorial Bursary (\$2,000 bursary) ▪ Ann Falk Memorial Education Fund (\$750 bursary) <p><u>Loans</u> The Certificate to Canadian Pharmacy Practice (CCPP) program does not qualify for Alberta Student Aid. However, other private loan options are available:</p> <ul style="list-style-type: none"> ▪ Servus-Bredin Microloans for Newcomer Professionals (loans of up to \$15,000) ▪ Windmill Microlending for skilled immigrants and refugees (loans of up to \$15,000) 	-	-

	Alberta		Ontario	
	Alberta College of Pharmacy		Ontario College of Pharmacists	
	Pharmacy Technician	Pharmacist	Pharmacy Technician	Pharmacist
Possibility to work with a temporary registration while completing full registration?	Yes - Part of the regular process	Yes - Part of the regular process	Yes - Part of the regular process (Structured Practical Training (SPT) requirements)	IEHP may register as an intern if: Their student status expires while they are waiting to meet any other pharmacist registration requirements (e.g., Qualifying Exam) and they wish to continue practising in the scope of the profession, or They would like to practise in the scope of the profession while registered as an intern
Alternative ways or relaxed requirements to demonstrate credentials based on current registration jurisdiction	-	Applicants from the US who completed a Doctor of Pharmacy program accredited by the ACPE are exempted from: language proficiency test; CCPP bridging program	-	-
Citizenship requirements for registration	-	-	Canadian citizens, permanent residents of Canada, temporary foreign workers with a valid work permit, and refugees with a valid work permit are eligible	Canadian citizens, permanent residents of Canada, temporary foreign workers with a valid work permit, and refugees with a valid work permit are eligible

	Alberta		Ontario	
	Alberta College of Pharmacy		Ontario College of Pharmacists	
	Pharmacy Technician	Pharmacist	Pharmacy Technician	Pharmacist
Registration steps	<p>1) Meet English requirements</p> <p>2) Complete the Pharmacy Examining Board of Canada (PEBC) Qualifying Exam Part 1 (MCQ)</p> <p>3) Complete the bridging program NAIT IPHE101 – Orientation to Canadian Healthcare</p> <p>4) Gather official documents Diploma, language proficiency results, successful completion of MCQ exam, successful completion of bridging program, identification form, two pieces of government ID, statutory declaration, background record check, evidence of name change (if needed).</p> <p>5) Submit application to ACP</p> <p>6) ACP reviews application: decision</p> <p>7) Provide payment</p> <p>8) Access temporary permit to practice Provisional pharmacy technician Valid two years</p> <p>9) Complete Jurisprudence Learning Module</p> <p>10) Complete Ethics & Jurisprudence exam</p> <p>11) Complete ACP's SPT program Minimum of 800 hours supervised practicum</p> <p>12) Successfully complete the Pharmacy Examining Board of Canada (PEBC) Qualifying Exams</p> <p>13) Obtain professional liability insurance</p> <p>14) Apply for full registration</p>	<p>1) Enroll in National Association of Pharmacy Regulatory Authorities (NAPRA) Pharmacists' Gateway Canada</p> <p>2) Meet English language requirements</p> <p>3) Complete one of the following to be eligible for the <u>provisional pharmacist register</u>:</p> <p>a. PEBC Part I (MCQ) and II (OSCE), <u>or</u></p> <p>b. University of Alberta's Certificate to CCPP program All requirements must be met for full registration. <u>06-01-24: If successfully complete MCQ and OSCE on first attempt: do not need to do the CCPP program.</u></p> <p>4) Gather official documents Exams (MCQ, OSCE, CCPP), identification form, two pieces of government ID, statutory declaration, Enhanced Police Information Check, evidence of name change (if needed).</p> <p>5) Submit application to ACP</p> <p>6) ACP reviews application: decision</p> <p>7) Provide payment</p> <p>8) Access temporary permit to practice</p> <p>9) Complete Jurisprudence Learning Module</p> <p>10) Complete Ethics & Jurisprudence exam</p> <p>11) Complete ACP's SPT program Minimum of 1,000 hours supervised practicum</p> <p>12) Successfully complete the PEBC Qualifying Exams</p> <p>13) Obtain professional liability insurance</p> <p>14) Apply for full registration</p>	<p>1) Complete PEBC Pharmacy Technician International Evaluation Education, credentials, and evaluating exam</p> <p>2) Complete bridging programs</p> <p>a. University of Toronto: Canadian Health Care System, Culture and Context for Internationally Educated Healthcare Professionals course, <u>and</u></p> <p>b. College Technology Services (CTS) Canadian Career College: Internationally Educated Pharmacy Technician Bridging Program <i>Alternatively, complete a Canadian Council for Accreditation of Pharmacy Programs (CCAPP)-accredited Canadian pharmacy technician program (i.e., re-train in Canada).</i></p> <p>3) Pre-register with OCP</p> <ul style="list-style-type: none"> - Online account, registration fee, official documents - Structured Practical Training: 35h/week x 12 weeks - Jurisprudence, ethics, and professionalism exam <p>4) PEBC Part I (MCQ) and II (OSCE) exams</p> <p>5) Final application for Certificate of Registration as a Pharmacy Technician</p> <ul style="list-style-type: none"> - Professional liability insurance - Police background check - Evidence of language proficiency - Application fees - Declaration of Good Character 	<p>1) Enroll in Pharmacists' Gateway Canada</p> <p>2) Apply for PEBC document evaluation and successfully complete PEBC evaluating exam</p> <ul style="list-style-type: none"> - OCP confirms results and creates OCP account (no fees) - Evidence of Identity and Citizenship or Status in Canada <p>3) Enroll in bridging program <i>Candidates who successfully completed the MCQ and OSCE on the first attempt do not need to enroll in the bridging program. They can register to OCP as a student and complete steps 4 and 6 below.</i></p> <p>University of Toronto: International Pharmacy Graduate Program</p> <ul style="list-style-type: none"> - Professional liability insurance - Police background record check - Evidence of language proficiency - Student application fee - Declaration of good character <p>4) Practice Assessment of Competence at Entry (PACE)</p> <ul style="list-style-type: none"> - Demonstrate entry to practice competencies - Jurisprudence, Ethics and Professionalism Exam - Register as an intern (optional): requirements from step 3 need to be met and current. <p>5) PEBC Part I (MCQ) and II (OSCE) exams</p> <p>6) Final application for Certificate of Registration as a Pharmacist Requirements from step 3 need to be met and current</p>

Steps to becoming a pharmacist in Canada: A general guide for IPGs



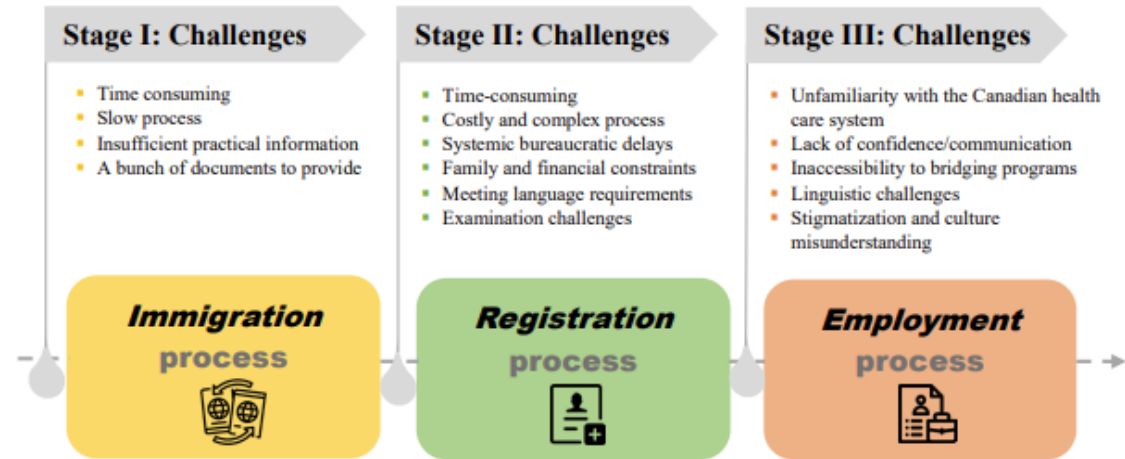
The registration process takes about 3 years for most IPGs and can cost between \$12,000 and \$24,000. The time and costs needed for licensure can vary widely based on individual circumstances and the requirements of the respective PRA.

* Not a requirement in all provinces or within all pathways to licensure

Please note that the steps outlined in this graphic are general in nature and may vary depending on the province or specific pathway to licensure within a province. For more detailed information, please consult Pharmacists' Gateway Canada and your provincial regulatory authority/College of Pharmacy.

Challenges in the Registration Process

- Information gaps and misinformation
- Financial barriers
- Immigration status and provincial registration requirements



Employment Challenges

- Discrimination
- Unfamiliarity with the Canadian healthcare system
- Lack of a local network
- Language barriers
- Workforce burnout and retention challenges



Employment Pathways in Canada –Health Careers (EPIC-HC)

Presented by:
Anita Samuels, Program Manager

Nov 2024

Who We Are

Achēv puts our clients on a faster path to prosperity.

We connect people seamlessly to the programs and support they need in one place, online, or in person at nine GTA locations.

We offer employment, settlement, youth, women, and language and inclusion services to over 109,000 clients annually.



Program Overview

Employment Pathways in Canada- Health Careers is a research-based (proof-of-concept) project funded by Employment and Social Development Canada (ESDC).

The project aims to support:

- IEHPs in finding healthcare-related employment and developing a career pathway while they are completing the accreditation and licensing process in Canada (*with a focus on **nurses, pharmacists, and lab technicians***)
- Help IEHPs attain entry-level positions as health care aides, pharmacy technicians, and laboratory technicians while supporting them in completing their licensing pathway in both provinces of Ontario and Alberta





Program Overview cont'd

- Provide access to user-friendly information on career pathways through the epic.achev.ca website and virtual resource center
- Diversity Equity Inclusion Accessibility training for employers & participants
- *Financial Relocation supports*
 - **Ground Transportation:** cover travel expenses to and from the airport
 - **Daily Job Site Travel:** cover travel costs to and from the job site.
 - **Air Travel:** Each participant will be allocated for air travel
 - **Accommodation:** monthly rent subsidies will be provided.

Program Partners



Program Eligibility

01

Permanent resident, Conventional Refugee, or Canadian Citizen

02

Have previous experience in healthcare and a degree or diploma in one of the 3 specific occupations in their home country

03

Legally eligible to work in Canada

04

Willing to consider relocating to rural areas in Ontario and Alberta

05

CLB level 7 or higher

Program Highlights

- 2 weeks of online employment training – the career mapping & licensing pathway (delivered in a group and individualized counseling session formats/online training course accessible 24/7)
- Job coaching
- Job matching
- Relocation planning is conducted (access to labour mobility incentives and employment opportunities in rural areas are identified)



Features - EPIC-HC website

- Exclusive Digital hub for Internationally Educated Health Professionals
 - Researched licensing Pathway & Roadmaps (peer-reviewed by local partners & SRDC)
 - Online Courses & Recorded Job Preparation Webinars
 - Curated Job Board for job opportunities in Ontario & Alberta
 - Website Booking Appointment system available 24/7
 - Settlement Information & directory of local resources (rural areas in Ontario and Alberta)
 - <https://epic.achev.ca/>



Achēv's EPIC-HC service delivery model

- Based on the research data, Achēv's designed a services delivery model that addressed two major needs:
 - the understaffed rural areas
 - underutilized skills of IEHPs
- Participants get a chance to test out living and work opportunities before committing to relocate permanently
- Participants get credible information on career pathways and licensure processes, increasing their chances of creating a faster path to prosperity
- Wrap-around services (settlement and orientation services for newcomers)



Why the Focus on three occupations?

- Research indicated that the top three most needed professions in Alberta and Ontario were Nurses, Pharmacists, and Lab Technicians
- The feasibility of thoroughly studying the three professions deemed a manageable scope for a pilot project
- Achēv can mobilize and maximize internal resources: already well-established relationships and partnerships with bridging programs and employer connections in the 3 occupations



Introduction to Blue Branch



Blue Branch is an Ontario-based company that has been connecting skills with opportunities since 2017.

A Social Enterprise that has supported 3.5 M worked hours for its partner employers, supporting various industries, including Construction, Oil and Gas, Manufacturing, and Mining.

- In 2019, Blue Branch piloted Super-Commuting, a self-funded labor mobility project in Stratford, Ontario.
 - Successfully matched employers with workers from high-unemployment regions, facilitating relocation, housing, and transportation for workers.
 - Blue Branch provided Stackpole with 20 qualified workers in 4 weeks, from general laborers to licensed electricians.
- In 2021, Blue Branch partnered with Achev on the Mobilize Ontario (MO) project. The project, which focused on labor mobility for construction workers, concluded in April 2023 and provided newcomers with work opportunities outside of the GTA.
 - Successfully connected newcomers to better job prospects and full-time employment opportunities
 - Participants were relocated to areas with a lower cost of living.

Labour Mobility Components



Interview

Interview with Blue Branch recruitment team to assess openness to labour mobility and identify employment matches.



Connection

Blue Branch will connect individuals with an employer and prepare them for their recruitment process.



Recruitment

Conduct interviews and screening processes by selected employer. Sign contract with employer.



Deployment

Work with Blue Branch's logistics team to identify housing, flight and transportation opportunities.



Turnaround

Schedule your time back or turnaround with the Blue Branch team.

Achēv's / Blue Branch Partnership

Both are focused on providing Individualized, integrated services to support internationally educated health professionals (IEHPs) and the healthcare sector in Ontario, including rural areas and Alberta

- **Achēv will:**

- Provide access to information on the credential recognition process related to their occupations in both provinces
- Deliver an innovative and improve the program delivery services model that addresses the labour market needs and the diverse needs of the IEHPs (labour market integration)
- Facilitate Employer connections and recruitment

- **Blue Branch will:**

- Assess availability and suitability of accommodations and transportation for IEHPs
- Engage key stakeholders and foster relationships with community organizations to provide additional support for a smoother transition
- Facilitate Employer connections and recruitment

Cohort # 1

- Completed in late October & Cohort 2 starting in Jan
- Total participants: 32



Nurses: 18



Pharmacists: 12

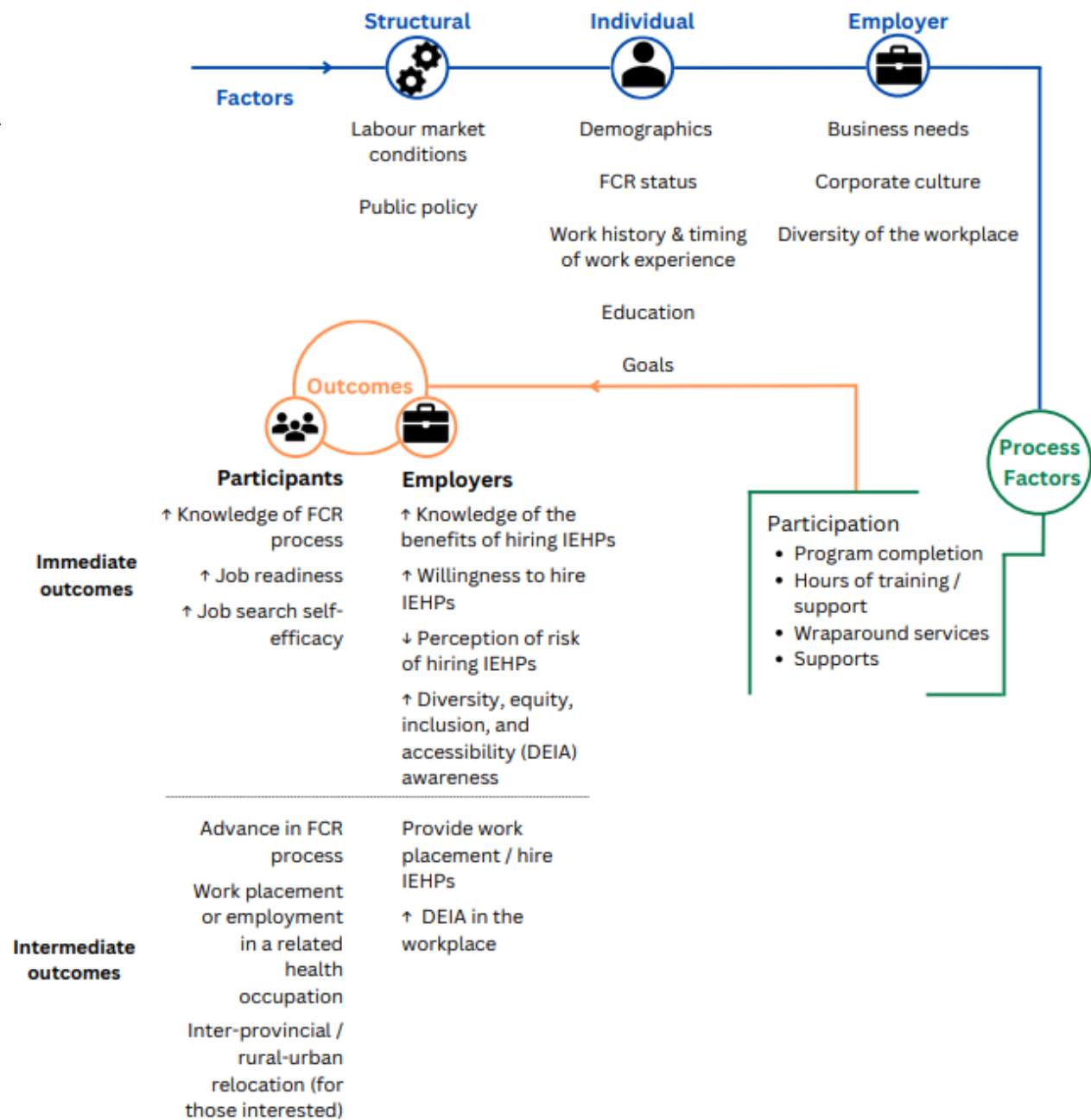


Lab Technicians: 2

- Changes implemented:
- Cohort and ongoing intake between cohorts
- Incorporating Experiential/Mindset transformation workshops
 - Adapting a growth mindset to overcome adversity and challenge, positioning them to handle unexpected changes with positivity
 - Consciousness leadership of one's personal/ professional situations and self-reflection

EVALUATING THE EPIC-HC PROJECT

Theory of Change

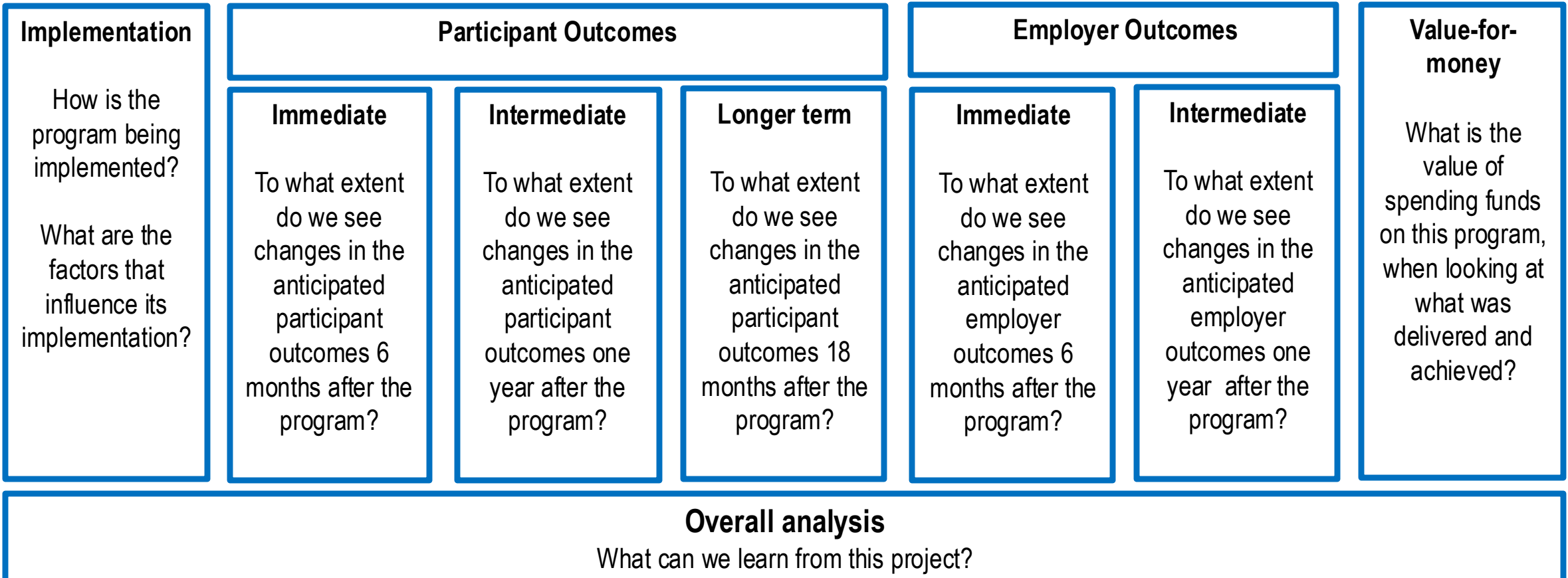


Evaluation Design

- Overall objectives:
 - To evaluate the design, implementation, and outcomes of EPIC-HC.

- Targeted literature review and environmental scan to understand the current landscape (FCR processes, barriers, successes, existing programming):
 - To inform the program's theory of change:
 - Immediate and intermediate outcomes for participants and employers.
 - Structural, individual, and employer-related factors influencing the success of the program.
 - To inform the evaluation questions.

What the evaluation will look at



Evaluation Questions

Design and Implementation

- What is the profile of participants who join EPIC-HC?
- Was the program implemented as planned? If not, why not and what differed?
- What challenges were encountered in implementing the program? What solutions mitigated these challenges?
- To what extent did IEHPs participate in and appreciate EPIC-HC?
- To what extent was the relocation component of EPIC-HC successful (e.g., interest, participation, usefulness, longer term sustainability)?
- What are the successes and challenges of the partnership with BlueBranch?

Evaluation Questions

Participant Outcomes: Immediate

- To what extent does the program increase participants' knowledge of their profession's credentialing process?
- To what extent does the program increase participants' job readiness?
- To what extent does the program increase participants' job search self-efficacy?
- To what extent does the program increase participants' expectations of and confidence in completing their profession's credentialing process and of working in their occupation in Canada?

Evaluation Questions

Participant Outcomes: Intermediate

- To what extent does the program help participants in advancing in their profession's credentialing process? (e.g. steps completed, steps in progress, self-assessment of confidence/expectation/how far along they are in the process)
- To what extent does the program help participants find work placements in a related field and/or employment? What are the characteristics of these work placements or employment (e.g., hours, type of contract, job satisfaction, earnings, commensurate to their skills)?
- To what extent does the program support interregional/interprovincial mobility?

Evaluation Questions

Participant Outcomes: Longer Term

- To what extent do participants get licensed to work in their occupation?
- To what extent does the program increase the number of participants who are accredited, licensed, and working in their occupation?
- To what extent does the program support interregional/interprovincial relocation?

Evaluation Questions

Employer Outcomes

Immediate

- To what extent do employers participating in EPIC-HC increase their knowledge and willingness of hiring IEHPs (e.g., decreased perception of risk, increased understanding of value of hiring IEHPs)?
- To what extent do employers participating in EPIC-HC increase their awareness and understanding of diversity, equity, inclusion, and anti-racism (DEIA) awareness?

Intermediate and Longer Term

- To what extent do employers participating in EPIC-HC provide work placements to participants and/or hire participating IEHPs? What are the characteristics of these work placements or employment (e.g., hours, type of contract, salaries, commensurate to their skills)?

Evaluation Questions

Value-for-money analysis

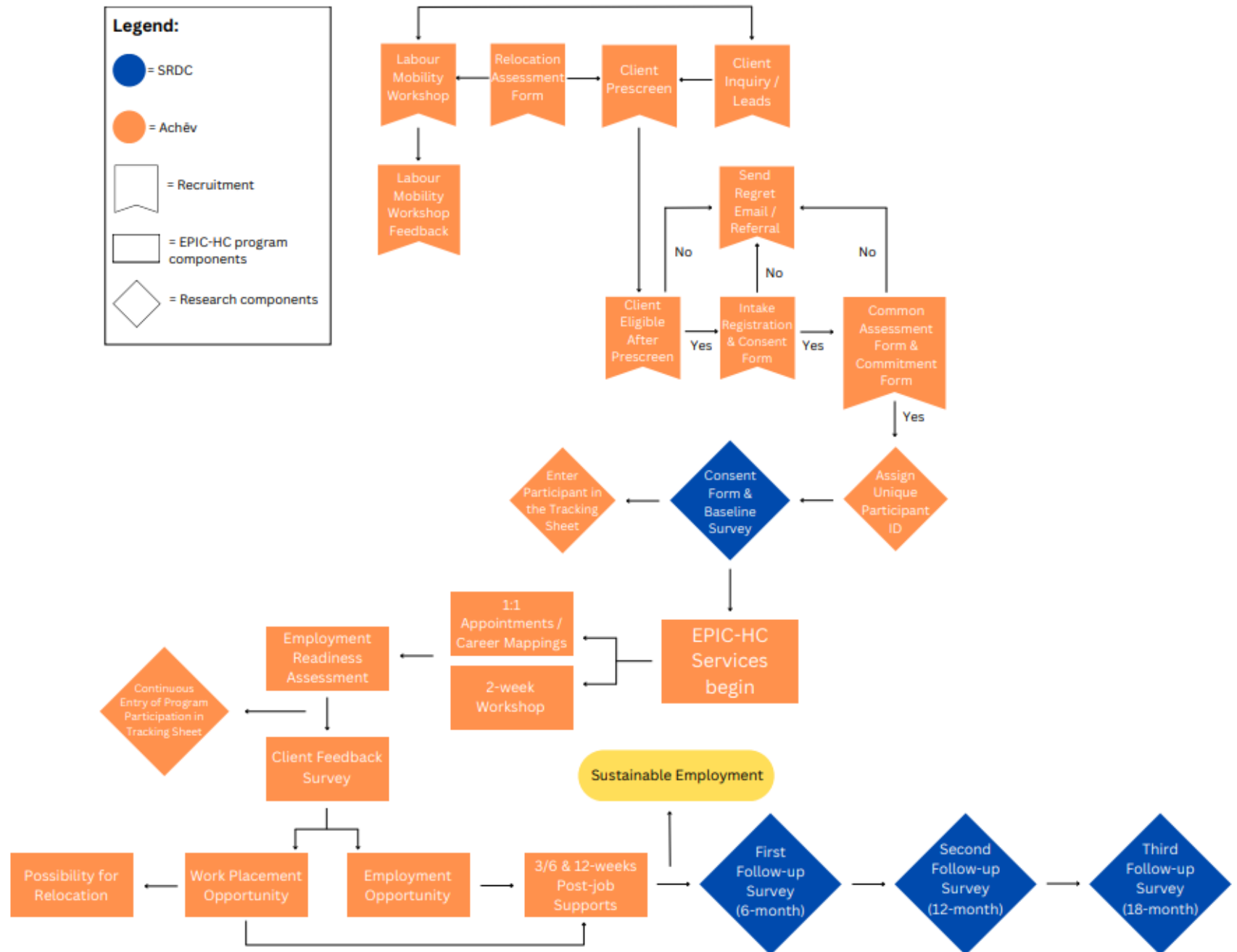
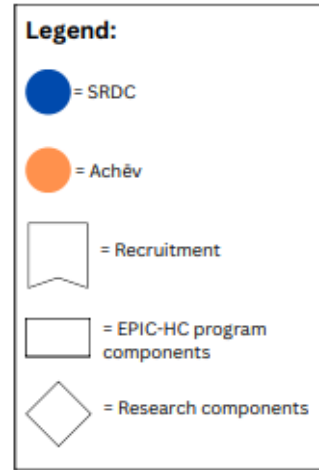
- What outputs has EPIC-HC delivered with its budget?
- What outcomes has EPIC-HC achieved with its budget?

Overall analysis

- What are the lessons learned, emerging best practices, and recommendations for programming and policy?

Participant Program Journey

EPIC-HC by Achève Participant Program Journey Map

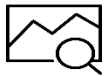


Data Collection Methods

Background research

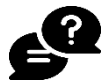


Literature review

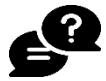


Environmental scan

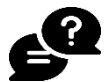
Other stakeholders



Interviews with BlueBranch



Interviews with EPIC-HC staff



Interviews with employers, if possible

Participant-level



Administrative data, collected by Achev



Baseline survey



Follow-up survey at 6 months



Follow-up survey at 12 months



Follow-up survey at 18 months



Focus groups with selected participants



Journey mapping with selected participants, if possible

Thank you!

Questions