



**NATIONAL NEWCOMER
NAVIGATION NETWORK**
**RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS**

REMOVING SYSTEMIC BARRIERS TO OPTIMAL EMPLOYMENT OF IEHPS: AN INTERSECTORAL WORKING GROUP APPROACH

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View IEHP
Resource Hub



INTRODUCTION

Less than half of internationally-educated healthcare professionals (IEHPs) are successful in labour market integration in Canada. The National Newcomer Navigation Network (N4) leveraged its unique community of practice working group structure to convene a diversity of stakeholders to identify and address barriers to the licensure and optimal employment of internationally-educated physicians (ITPs) and nurses (IENs). With the collaboration of a committee with lived experience, key recommendations were identified and mobilized through education, tools and advocacy efforts.



View IEN
Recommendation
Report



View ITP
Recommendation
Report

THE COMMUNITY OF PRACTICE WORKING GROUP MODEL

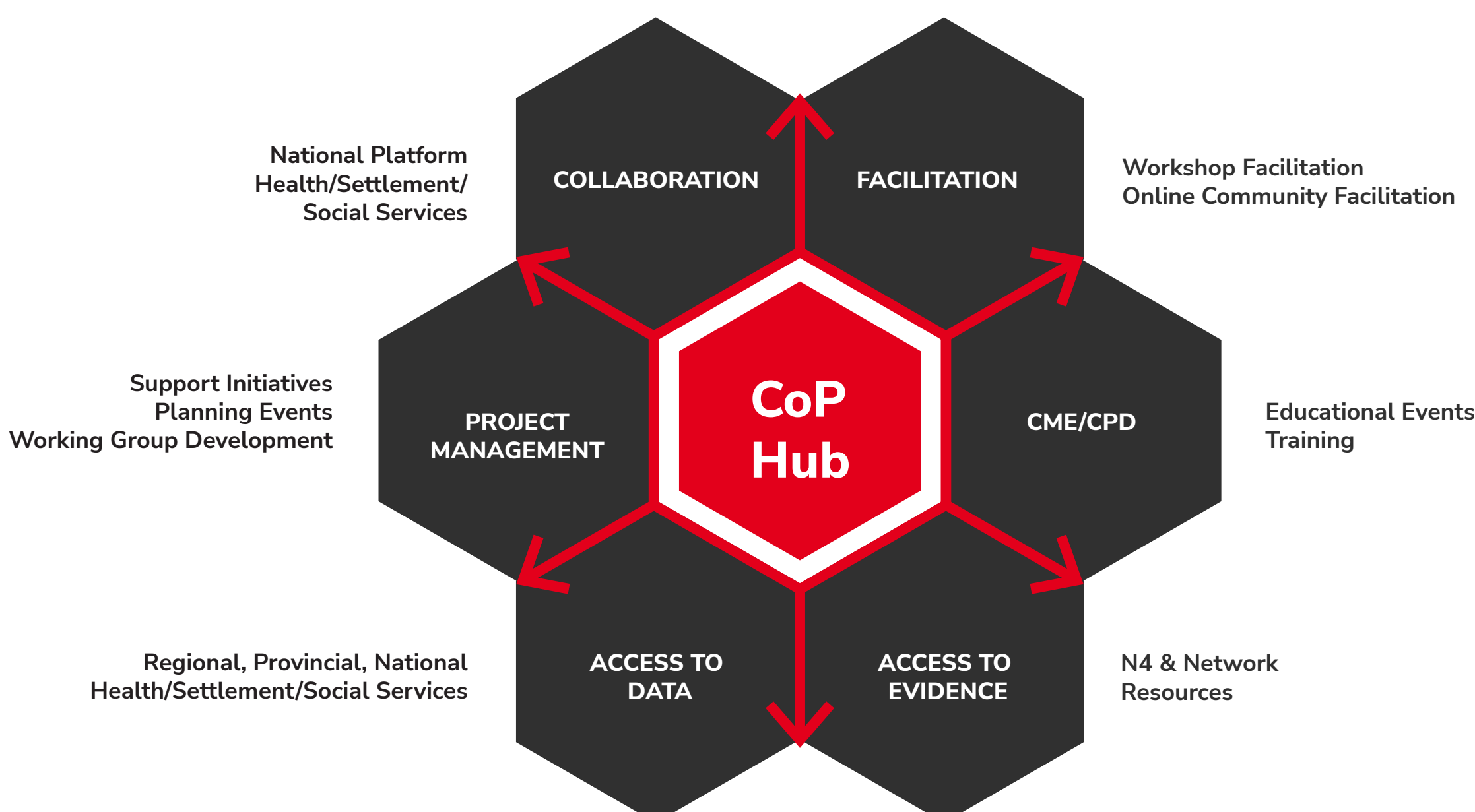
N4 convened two diverse sets of professionals representing all stages of the physician and nurse licensure process. N4 also provided administrative, project management, research and writing support. The working groups benefitted from guidance from the wider N4 Community of Practice steering committee. A project charter and timeline also guided the work. Using a combination of brainstorming and discussion tools, N4 and the working group chairs drew out the collective knowledge in the groups. Each potential best practice and solution was discussed. Work was shared with lived experience committees for feedback and validation.

KEY PRODUCTS

- Recommendation reports for the licensure of internationally-educated physicians and nurses
- A new Resource Hub collating information the licensure processes and other opportunities such as mentorship and education
- Briefing notes for provincial physician and nurse regulators

KNOWLEDGE MOBILIZATION AND GOVERNMENT RELATIONS

N4 worked to build a communications strategy aimed at regulatory authorities, provincial governments, credential assessment bodies and IEHP-serving organizations working in the IEHP licensure space. A comprehensive, phased knowledge mobilization and paper dissemination plan engaged N4's 1000-member network, dozens of institutional partners, and a wide range of organizations who are working in the areas of licensure, employment and education.



Adapted from Fung-Kee-Fung, 2008 (<https://pubmed.ncbi.nlm.nih.gov/18425031/>)

CONCLUSIONS

The intersectoral working group model was highly successful. Participants agreed that the conversations were productive and that the mix of professional expertise helped the group understand all angles of the problem. Administrative, project management, research and writing support from N4 encouraged broad participation by busy professionals. Although initially the groups were scheduled for a year, both decided to continue meeting quarterly to support ongoing mobilization of the recommendations.



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