

The background of the slide is a light gray gradient, decorated with numerous realistic water droplets of various sizes. Some droplets are large and prominent, while others are small and subtle. They are scattered across the slide, with a higher concentration in the top-left and bottom-right corners, creating a clean, modern, and organic aesthetic.

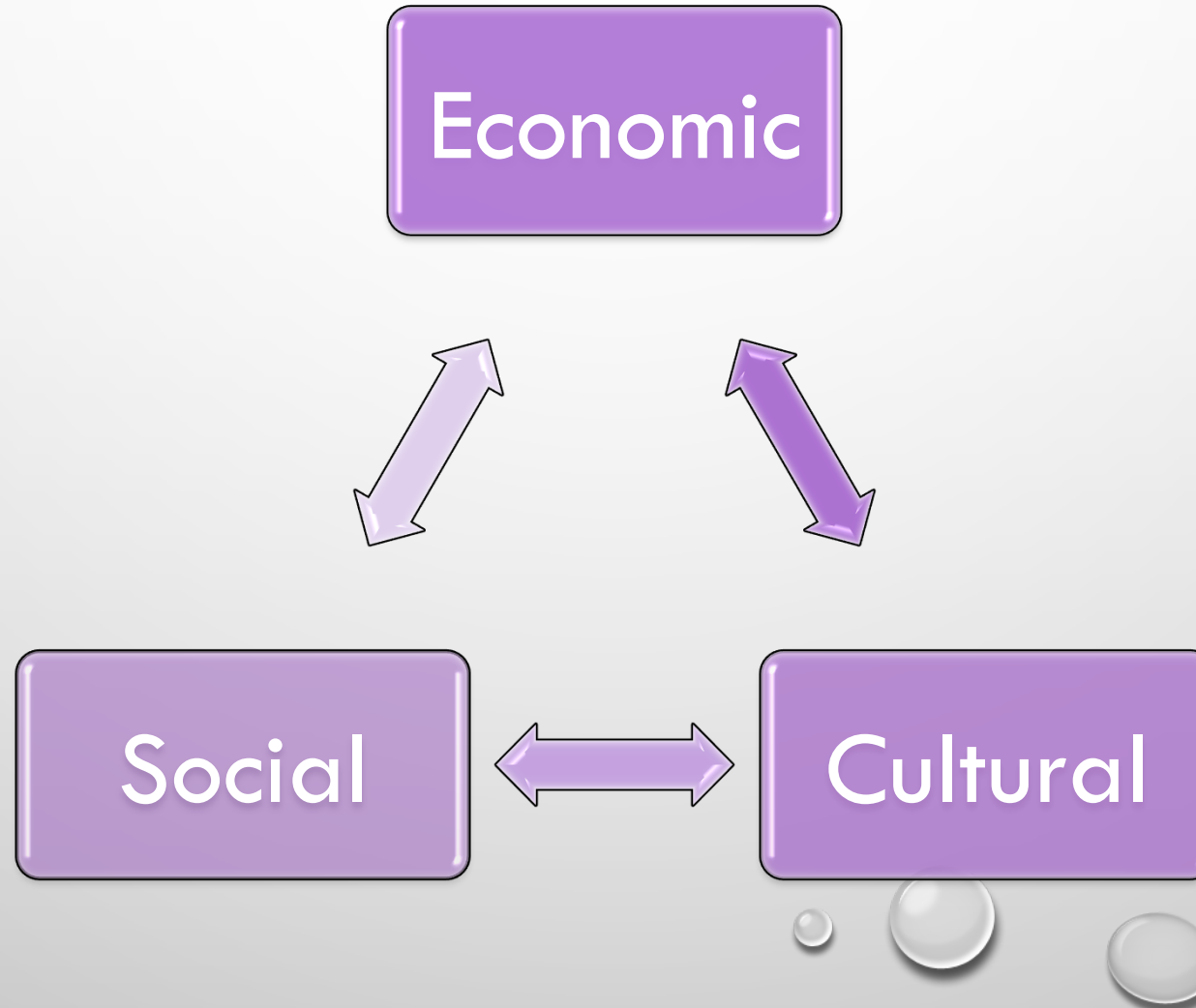
# ECONOMIC, SOCIAL, AND CULTURAL CAPITALS AS FACILITATORS FOR INTEGRATION OF INTERNATIONALLY EDUCATED HEALTH PROFESSIONALS

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# FORMS OF CAPITAL: BOURDIEU




# FORMS OF CAPITALS IN RESEARCH ON MIGRATION

- DISINTEGRATION FROM OTHER FORMS OF CAPITAL
- PREDOMINANTLY POSITIVE UNDERSTANDING OF SOCIAL CAPITAL (PORTES, 1998)
- HUMAN CAPITAL
  
- BUT:
- CULTURAL FIT OF IENS (NEITERMAN AND BOURGEAULT 2013)
- DESKILLING ON IMMIGRANTS IN BC (BAUDER 2003)



# THIS PAPER


- HOW DIFFERENT FORMS OF CAPITAL ARE UTILIZED DURING THE PROFESSIONAL INTEGRATION AMONG IEHPS?
  - HOW SOCIAL, CULTURAL, AND ECONOMIC CAPITAL SHAPE THE SUCCESS OF OBTAINING PROFESSIONAL LICENSURE AND EMPLOYMENT IN CANADA?
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# METHODOLOGY

- 179 IEHPS:
  - IMGs: N=69
    - FEMALE: N=35
  - IENS: N=71
    - FEMALE: N=59
  - ITMS: N=39
- ABOUT 1/3 IN EACH PROFESSION SELF-IDENTIFIED AS MEMBERS OF VISIBLE MINORITIES
- ABOUT 1/3 OF IMGs, 2/3 OF ITMS AND OVER 1/2 OF IENS WERE PRACTICING



# ECONOMIC CAPITAL


- THE ECONOMIC CAPITAL AFFECTED PROFESSIONAL INTEGRATION IN DIRECT AND INDIRECT WAYS
  - DIRECT:
    - COMING AS A SKILLED WORKER
    - PAYING FOR APPLICATION FEES, EXAMS, ETC.
  - INDIRECT:
    - TRADE-OFFS BETWEEN IMMEDIATE NEEDS AND FUTURE LICENSE
    - LACK OF OPPORTUNITY FOR SOCIAL NETWORKING/DEVELOPMENT OF OTHER FORMS OF CAPITAL
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# SOCIAL CAPITAL

- STRATEGIES
  - SOCIAL RELATIONS WITH THE LOCAL ETHNIC COMMUNITY
  - CONNECTIONS TO OTHER IEHPS THAT PRACTICE THEIR PROFESSION
    - ESTABLISHMENT OF ONLINE STUDY GROUPS
    - PROFESSIONAL ASSOCIATIONS (IMGS, NURSES)
- BARRIERS:
  - FINANCIAL CONSTRAINTS
  - ETHNIC ORIGINS
  - GEOGRAPHIC PROXIMITY



# CULTURAL CAPITAL

- EMBODIED CAPITAL
    - ETHNICITY AS A MARKER
  - EDUCATIONAL CREDENTIALS
  - DEVELOPMENT OF CULTURAL CAPITAL
    - OBSERVING OTHERS
    - VOLUNTEERING
    - BRIDGING PROGRAMS
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# SUMMARY AND CONCLUSION

- ALL FORMS OF CAPITAL (ECONOMIC, SOCIAL, CULTURAL) ARE INTERCONNECTED
  - THEORETICAL IMPLICATIONS
  - POLICY IMPLICATIONS
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