

Agenda

- I. Background, context
- II. Recent Initiatives Supporting IEHPs
- III. Towards an integrated strategy
- IV. WES' approach

Institute for Canadian Citizenship (ICC) #EqualChance Campaign

<https://www.youtube.com/watch?v=3ihBH-o5W7o&t=2s>

Poll: What is your relationship to this issue?

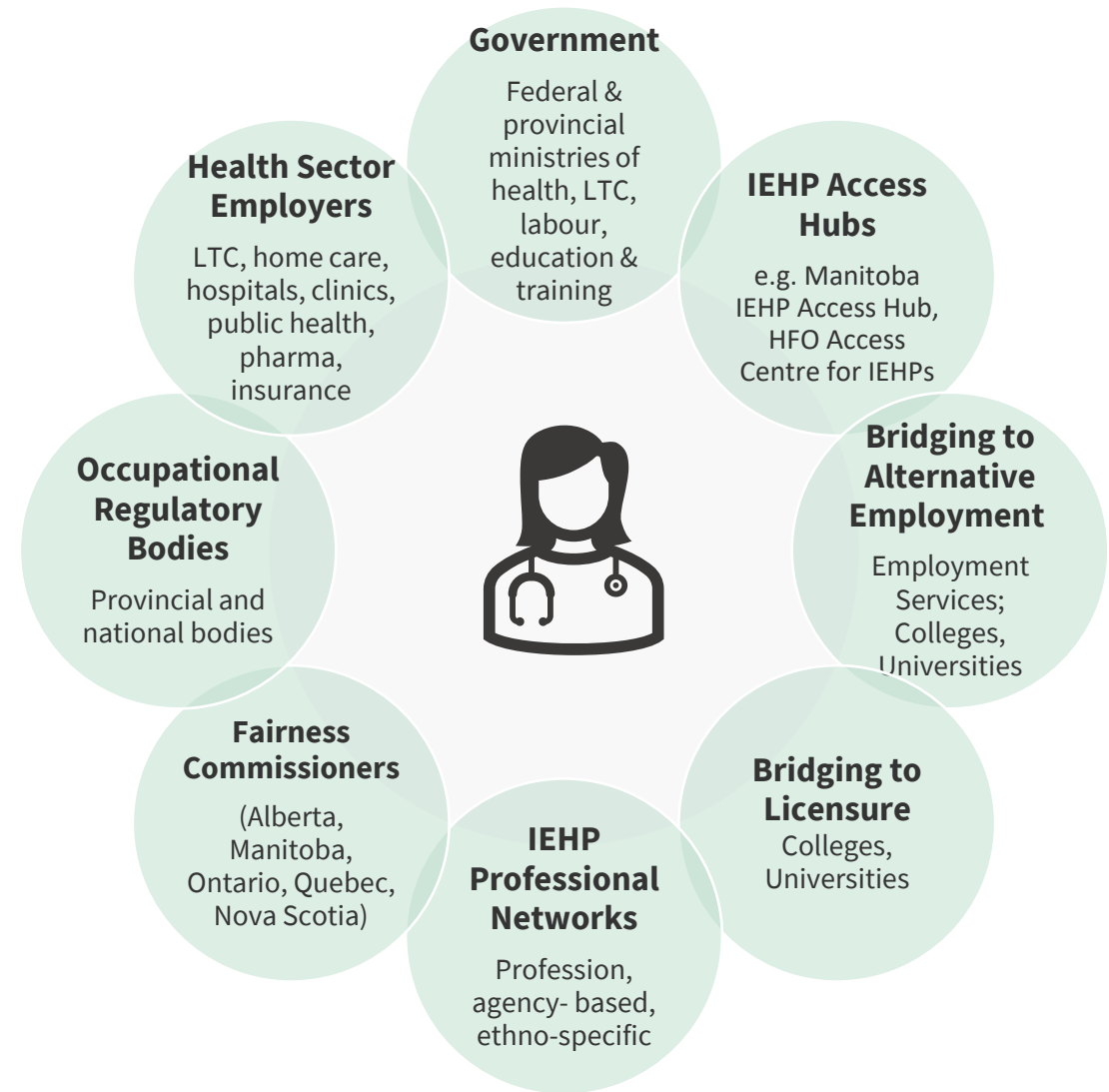
Context

Health Human Resource crisis:

- Staffing shortages
- Burnout
- Gaps in access to care

Underutilization of IEHPs:

- Record immigration targets
- Persistent underemployment

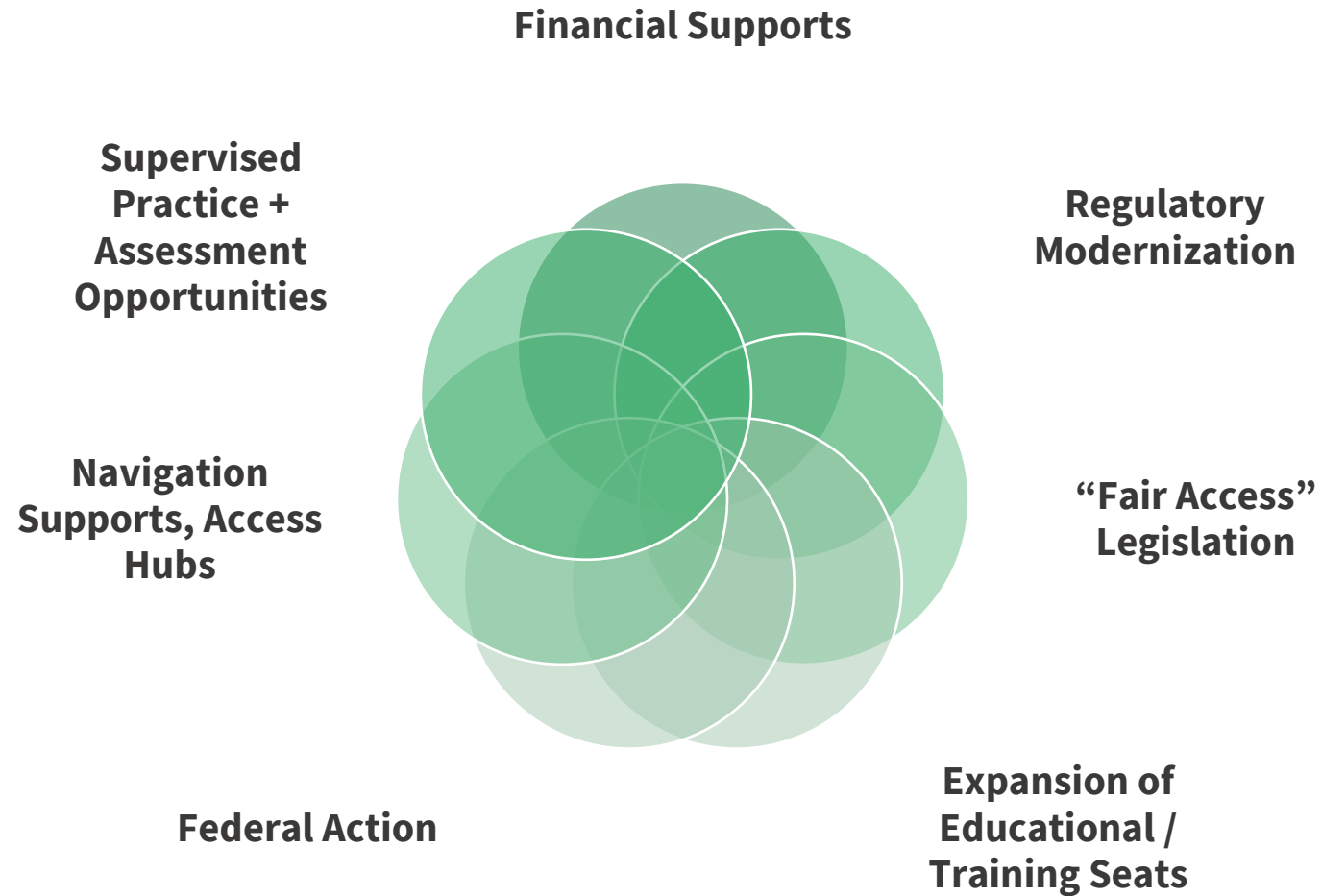


Skills Underutilization

- **47%** of individuals with health education from abroad are **unemployed or underemployed** in Canada (Statistics Canada 2020)
- **25%** of recent immigrants working as nurse aides, orderlies, and patient service associates **hold at least a bachelor's degree**; of these, **69% hold a nursing degree** (Statistics Canada 2020)
- Only **37%** of those with a bachelor's degree or higher in a professional nursing program earned internationally were **working in their field**, compared to **78% of those trained domestically** (Statistics Canada 2021)

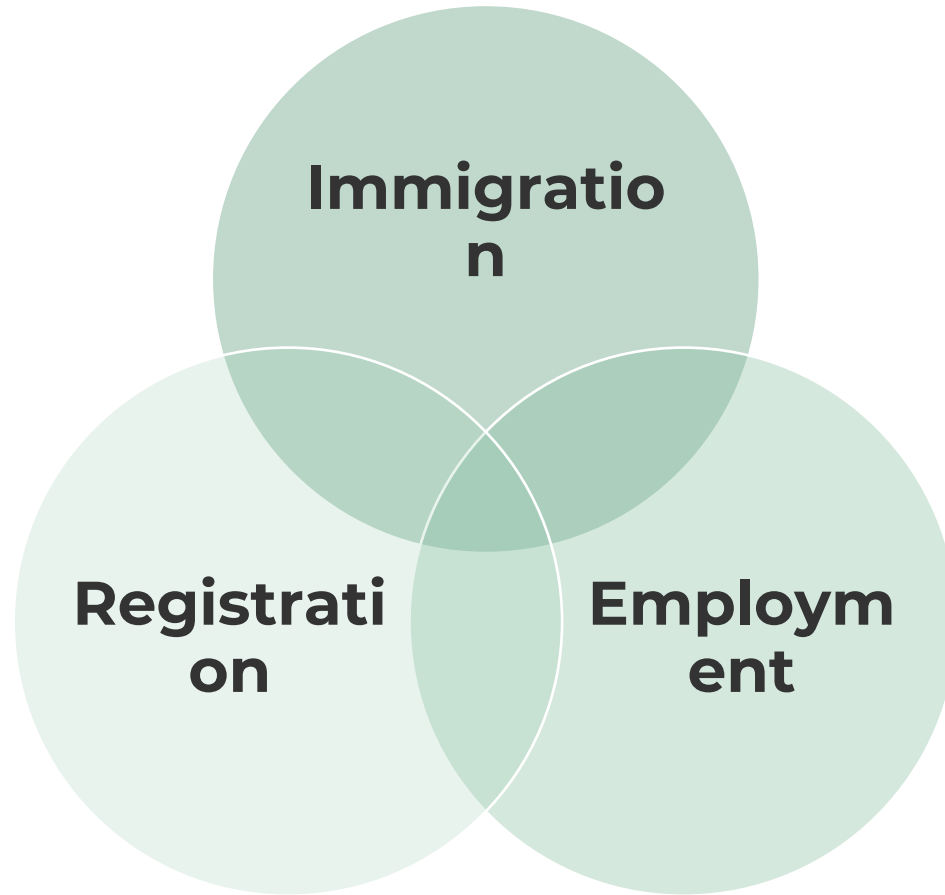


Recent Initiatives Supporting IEHPs



WES Scan of Provincial IEHP Initiatives

Towards an Integrated Strategy



Health Human Resources Strategy

- Comprehensive strategy informed by equity principles and data
- Stakeholder engagement in developing the strategy, led by government

WES's Approach

Occupation-specific

Internationally
trained physicians

Internationally
educated nurses

Provincial

Multi-stakeholder process to develop a
comprehensive HHR strategy that includes IEHPs

Pan-Canadian

**HHR strategy with IEHPs on the
agenda of the federal government**

To Learn More About WES's Work...

