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



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Poll: What is your relationship to this issue?



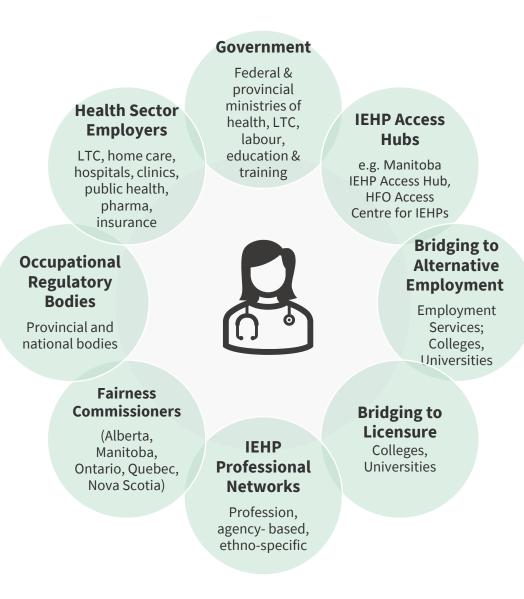
Context

Health Human Resource crisis:

- Staffing shortages
- Burnout
- Gaps in access to care

Underutilization of IEHPs:

- Record immigration targets
- Persistent underemployment





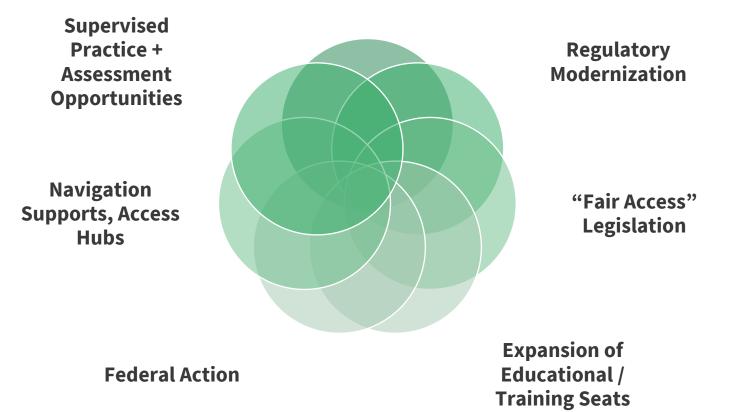
Skills Underutilization

- 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)



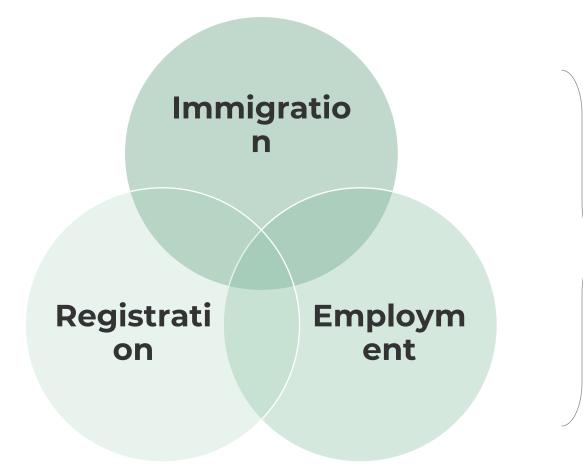
Recent Initiatives Supporting IEHPs

Financial Supports



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...



Policy Brief

Addressing the Underutilization of Internationally Educated Health Professionals in Canada: What the Data Does and Doesn't Tell Us

March 2022





No. 07, March 2022 Naomi Alboim, Karen Cohl, Joan Atlin and Karl Flecker Globally Trained Local Talent: Opening pathways for internationally educated professionals to strengthen Ontario's health care system

INTRODUCTION

ONTARIO'S HEALTH CARE SYSTEM NEEDS INTERNATIONALLY EDUCATED PROFESSIONALS

The idea of employing the untapped talent of internationally educated professionals to bolster Ontario's health care system is not new, but it has gained a new urgency.

We have long known that labour shortages and the health demands or an ageing population have increased the strain on a system that is stretched to capacity. The COVID-19 pandemic has shore a light on the problem while also agravating it. In many professions — such as medicine, nursing, pharmacy, respiratory therapy, and medical laboratory technology — the pandemic has added unprecedented pressure, otten resulting in burnout and departures on top of anticipated retirements.

The public is worried, and rightly so, about whether the health care system will be there to help them when they need it. Low starting levels, cancelled surgeries. Jong wait times, and nonexous demands on hospitals due to COVID-19 contribute to public calls to address the situation. Interest in making internationally educated professionals part of the solution is growing, as reflected by the significant rise in media attention to this issue since the start of the pandemin.

THE CHALLENGE: INTEGRATING UNTAPPED TALENT

Ontario has long relied on internationally educated health professionals, benefitting from their expertise and the added value of helping to serve an increasingly diverse population. For example, the <u>Canadian Institute</u> for <u>Health Intermation</u> reports that in 2020, 11% of Registered Nurses licensed to practise in Ontario were internationally educated.

However, according to <u>Statistics Canada</u>, nearly hair (47%) or immigrants who received that health care education in other countries are underutilized. The actual underutilization rate is likely higher, because immigrants in health occupations often work far below the skill levels for which they have been trained. Examples include vanous health professionals working as assistants, personal support workers or orderlies. Such work is valuable but it does not allow them to use – or Cinatio to benefit from – the full socpert them of the site of the s







Policy Brief

Expanding Pathways to Licensure for Internationally Trained Physicians in Ontario: How to Get There and Why It Matters

January 2023



https://www.wes.org/ca/iehps/