



# INTERNATIONAL HEALTH PROFESSIONALS IN CANADA

- 1 TAILORED SUPPORT
- 2 PROFESSIONAL DEVELOPMENT
- 3 NETWORKING OPPORTUNITIES



PEGASUS  
INSTITUTE

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LA FONDATION  
MÉDICALE CANADIENNE



<https://internationalhealthprofessionals.ca>

à tous nos participants francophones, nous nous excusons sincèrement pour l'absence de traduction française à cet événement. Alors que nous nous efforçons d'améliorer l'accessibilité de nos programmes, nous prévoyons d'organiser des événements francophones dédiés ainsi que des événements anglophones avec traduction en français.



# Event Agenda

Scan Me



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## HYBRID SEMINAR & HEALTHCARE JOB FAIR

*“Unlocking Healthcare Opportunities for IEHPs”*

- Cultural Competency and Communication in Healthcare
- Pathways to Practice for IMGs in Canada
- Alternative Career Pathways in Healthcare for IEHPs
- Access to Integration Resources for IEHPs



**Saturday, November 23, 2024**

**10:00 am - 2:00 pm EST**



Peel Career Assessment Services  
975 Meyerside Drive  
Mississauga, ON, L5T 1P9



**REGISTER NOW**

<https://bit.ly/3YqEdF2>

**Hurry!! Limited  
Spaces Available.**

For more info visit: <https://bit.ly4e4SSLR>



[Mentorship@internationalhealthprofessionals.ca](mailto:Mentorship@internationalhealthprofessionals.ca)



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[mentorship@internationalhealthprofessionals.ca](mailto:mentorship@internationalhealthprofessionals.ca)



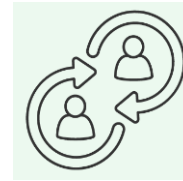
# PEGASUS Institute – IEHPs Program

- Supporting internationally educated healthcare professionals (IEHPs), including refugee and asylum-seeking healthcare workers, in achieving licensure and integrating into the Canadian healthcare workforce.
  - ❑ Pathway guidance
  - ❑ Skills development
  - ❑ Career connections
  - ❑ Access to resources



# Services for IEHPs including Refugee and Asylum-Seeking Healthcare Professionals

- Specialized Mentorship
- Group Mentoring sessions
  - Webinars, Seminars, Socials, Job fair, Peer mentoring
- Online Resource Hub
  - Integration pathways, ITP resources, Discussion forum



# Objectives – IEHPs Integration Resources

- Increase Awareness of IRCC-Funded Resources for Internationally trained Professionals (ITPs)
- Guide IEHPs in Accessing Integration Programs & Resources
- Highlight Regional and National Support Networks available for IEHPs Participation



# Integrating Internationally Trained Professionals

- IRCC in collaboration with the provinces and territories dedicate **27.1M** annually towards IEHPs integration
- A total of **115M** was dedicated to IEHP integration with and additional **30M** in ongoing support.
  - ❑ Reducing barriers to foreign credential recognition
  - ❑ Providing IEHPs with Canadian work experience
  - ❑ Facilitating labour mobility between jurisdictions in Canada



# ITPs Programs – General Assistance

- Language and communication support
- Networking and workforce integration
- Settlement and social support
  - Residency applications and claims
- Health and well-being support
- **Sector-specific integration programs**





# Program Partners - AIMGA



- Information / Orientation Sessions
- Needs Assessments
- One-on-one Consults
- Lunch & Learn / Networking Sessions
- Lectures & Workshops
- Career Transition Program (CTP) - Funded by the Government of Alberta
- **Medical Communication Assessment Program (MCAP) - Funded by Immigration, Refugees, and Citizenship Canada (IRCC)**
- Patient Navigator Program (PNP) - Funded by the Government of Alberta
- Mentorship Program - Funded by the Government of Alberta
- Observership Program - Funded by the Government of Alberta
- Exam Study Groups
- OSCE Preparation Course
- OET Medicine Preparation Course
- CaRMS Preparation Course
- MMI Preparation Course
- Health and Wellness Team



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<https://internationalhealthprofessionals.ca>  
[mentorship@internationalhealthprofessionals.ca](mailto:mentorship@internationalhealthprofessionals.ca)



# Licensure Support & Workforce Integration



Helping IMGs Across Canada Succeed  
[www.aimga.ca](http://www.aimga.ca)



Funded  
IRCC and  
Govt. of  
Alberta



## AIMGA PROGRAMS AND SERVICES

### AIMGA's Core Values:

Being responsive to the needs of our members, working together, having a professional and friendly attitude, delivering quality programs.

Essentially, we keep our members' best interests at the heart of what we do.



### NEEDS ASSESSMENTS

AIMGA advisors conduct needs assessments for members. These assessments look at members' background education, training, and career goals. Recommended next steps and services are provided. These are essential to developing a career plan.



### ONE-ON-ONE CONSULTS

AIMGA advisors are with you at every step of the process to help you achieve your employment and professional goals. We assist with applications, resumes, interview preparation, and more. Appointments can be made through our website.



### INFORMATION & ORIENTATION

AIMGA provides various information sessions which include an overview of the pathways to licensure, services and programs, and career sessions to ensure our members are making informed decisions regarding next steps and their career pathways.



### LUNCH & LEARN / NETWORKING SESSIONS

Lunch & Learn and Networking sessions are informal sessions for our members to network with one another and to learn about a topic of interest, research, employment, programs, and other relevant topics.



### LECTURES & WORKSHOPS

AIMGA offers a variety of lectures and workshops throughout the year based on the needs of IMGs. These include workshops to support study groups, those applying for CaRMS, those selected for residency, and those interested in professional development.



### EXAM STUDY GROUPS

The moderated study groups for the Medical Council of Canada (MCC) exams present an excellent opportunity for IMGs to connect with peers and to work together to prepare. We offer QE1, NAC OSCE, and TDM study groups.



### OSCE PREPARATION COURSE

The OSCE Preparation Course is a 2-day preparation program which includes a hands-on workshop, a mock OSCE, mock exam and, a group feedback session.



### IELTS/OET PREPARATION

The IELTS/OET preparation courses at AIMGA are designed for IMGs who are seeking an orientation and to develop test-taking strategies for success and to achieve the language proficiency requirements for licensure.



### CaRMS PREPARATION PROGRAM

This program assists IMGs to understand the underlying principles and values of the Canadian healthcare system and the essential skills and attributes required to function effectively as a physician within the Canadian context.



### MMI PREPARATION COURSE

The Multiple-Mini Interview (MMI) Preparation course is a 2-day preparation course which includes an educational component, sample scenarios, and, a mock MMI and feedback session. This course is held after the NAC OSCE in the fall.



### MCAP ONLINE

MCAP (Medical Communication Assessment Program) is a 12 week program for IMGs seeking licensure via CaRMS, ACSAP, or PRA routes. Facilitated sessions include standardized patients, physician examiners, communication educators, and online supports.



### CAREER TRANSITION PROGRAM

The Career Transition Program assists IMGs who are considering an alternative career pathway in health as a short or long-term goal. CTP includes career workshops, coaching sessions, mentoring circles, and a mock interview with employers and HR consultants.



### PATIENT NAVIGATOR PROGRAM

AIMGA is pleased to offer this skills based program for IMGs seeking employment as health navigators to support citizens who require supports. This program is offered in partnership with AIMGA, York University, and CLISAT (interpreter translator certification).



### OBSERVERSHIP/MENTORSHIP

AIMGA offers observerships in clinical settings that offer an excellent opportunity to learn in the specific context of the Canadian healthcare system. AIMGA also offers mentorship opportunities for members to connect with mentors, employers, and others.



### RESEARCH AND EVALUATION

One of our values is to deliver quality programs and services and to advocate for IMGs therefore, research and evaluation is an important part of the work we do. As we are funded, it is important our members update their profiles and complete surveys.



### HEALTH AND WELLNESS TEAM

AIMGA believes in bringing diversity to healthcare and offers volunteer opportunities for members to support the overall health and wellbeing of various ethnocultural communities. We believe our members have an essential role in community as do our partners.

# Program Partners - N4

- N4/SPU Program: Fostering Canadian Integration for IEHPs: From Learning to Action
- IEHP News/RSS Feed: IEHP News - N4 - National Newcomer Navigation Network - N4 - National Newcomer Navigation Network
- IEHP Resource Hub: IEHP Resource Hub - N4 - National Newcomer Navigation Network
- eLearning library: My Courses - National Newcomer Navigation Network
- Resource Library: National Newcomer Navigation Network - National Newcomer Navigation Network
- IEHP Newsletter: Newsletter - N4 - National Newcomer Navigation Network



NATIONAL NEWCOMER  
NAVIGATION NETWORK

RÉSEAU NATIONAL DE  
NAVIGATION POUR  
NOS NOUVEAUX ARRIVANTS

Andrew Tomayer,  
[atomayer@newcomernavigation.ca](mailto:atomayer@newcomernavigation.ca)

Sahar Zohni,  
[szohni@cheo.on.ca](mailto:szohni@cheo.on.ca)



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[mentorship@internationalhealthprofessionals.ca](mailto:mentorship@internationalhealthprofessionals.ca)



# Program Partners – CCI World Skills

- Federal Internship for Newcomers Program
- Workplace Language Training
- Empowering Visible Minority Newcomer Women
- **Career Transitions for Doctors and Health Professionals**



Mejdi Alkhusi  
Mejdi@ottawa-worldskills.org



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# Loans and Employment Support Programs



- Loans up to 30,000



- EPIC- HC
- CSRNW

5,936,807 

- Shobana Thangavadivel [sthanga@achev.ca](mailto:sthanga@achev.ca)
- Evone Keyork [epic@achev.ca](mailto:epic@achev.ca)
- Renuka Pandey [RPandey@achev.ca](mailto:RPandey@achev.ca)





# Loan and Employment Support Program



**RECOGNITION COUNTS**

Loans for Skilled Immigrants

## Fact Sheet

Recognition Counts offers loans of up to \$30,000 to skilled immigrants to help pay for the costs associated with getting their qualifications recognized in Manitoba and obtain employment in their chosen field.

**Note:** We also offer a loan of up to \$3,000 to help pay for the assessment of credentials obtained outside of Canada.

### Who can apply

- Permanent residents, Canadian citizens, protected persons and temporary residents holding an open work permit
- Canadian citizens born in Canada having foreign credentials
- Manitoba residents

**And**

- Has a realistic and achievable Career Action Plan that can be completed in **2.5** years or less
- Faces barriers to getting a loan
- Is living on a low income

**seed** Supporting Employment & Economic Development  
WINNIPEG INC.



**\$2,943,603**

## Recognition Counts-Loan Program

Jeff Patteson, Loan Coordinator  
rc\_info@seedwinnipeg.ca



<b>Purpose</b> Training, upgrading, exams, etc.	<b>Field</b> Same, similar or alternative	<b>Occupation</b> Regulated, non-regulated, and trades	
<b>What is the loan</b>	<b>Amount</b> up to <b>\$30,000</b>	<b>Interest</b> prime + 1%	<b>Repayment</b> up to <b>7.5</b> years
<b>Repayment</b>	<b>During the study period</b> Monthly interest only payments, based on the loan balance (up to 30 months)	<b>After credentials obtained</b> Monthly blended principal & interest (up to 60 months)	
<b>Uses of the loan</b>	<b>Education</b> Exam & registration fees, computers, books, etc.	<b>Occupation needs</b> Immunization, CPR, tools, etc	<b>Living costs</b> Transportation, rent, food, childminding, etc.
<b>How to apply</b>	Go to <a href="http://www.recognitioncounts.ca">www.recognitioncounts.ca</a> We describe the application process on our website under the "How to apply" tab Questions? call <b>204-927-9937</b>		



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**seed** Supporting Employment & Economic Development  
WINNIPEG INC.

Money doing more.  
**Assiniboine Credit Union**

Funded in part by the Government of Canada's Foreign Credential Recognition Program

**Canada**

**Manitoba**

# Loans and Employment Support Programs



8,013,827



➤ Global Talent Loans



➤ ISS of BC LCC

➤ [info@LCC.issbc.org](mailto:info@LCC.issbc.org)

g

Book a consultation at:  
[issbc.org/globaltalentloans](https://issbc.org/globaltalentloans)

or contact us:  
[globaltalentloan@issbc.org](mailto:globaltalentloan@issbc.org)  
778-372-6609



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# Loans and Employment Support Programs



**PICCS** Free Support  
to Live & Work  
in British Columbia  
[www.piccs.bc.ca](http://www.piccs.bc.ca)



- Loans up to \$30000 (BC)
- Wrap-around services for women
- [fcrloans@piccs.bc.ca](mailto:fcrloans@piccs.bc.ca)

\$6,512,484



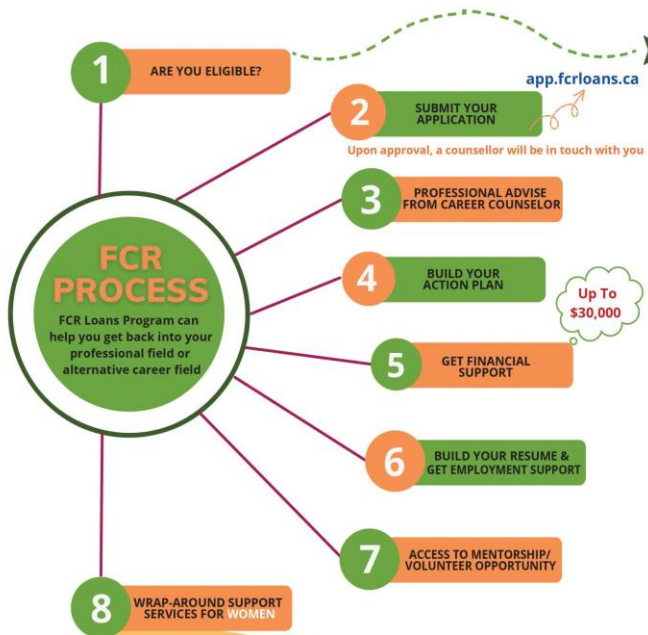
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## WHO IS ELIGIBLE?

Skilled Newcomers who meet the following requirements:

- Permanent Resident, Canadian Citizen
- Temporary Resident, or Refugee with legal document representing working status in BC
- Proof of education credential and work experience outside of Canada
- Seeking to get credentials recognized in Canada and/or undertaking training for an Alternative Career

## SUPPORT SERVICES

- One on One Counseling
- Career Guidance/Action Plan
- Personalized Professional Advice Through BC Plan and CPA
- Resume Review & Building
- Labour Market Information
- Mentorship Connections
- Volunteer Opportunities and Networking
- Workshops
  - LinkedIn
  - Interview Skills
  - Workplace Communication
  - Indigenous Cultural Awareness
- Weekly Newsletter
- Child Care Support
- **Wrap-Around Support Services for Women**
  - Specialized counselling and referrals





# Loans and Employment Support Programs



*Small loans, big impact*  
*Petit prêt va loin*



- Loans up to \$5,000 for a max of 12 months



- Training Loans

\$7,650,715



- [Info@oclf.org](mailto:Info@oclf.org)
- Tel: 6133662159



# Loans and Employment Support Programs



- Loans up to \$15000 (Throughout Canada)

\$8,485,469



- [info@teamwindmill.org](mailto:info@teamwindmill.org)

- Tel: 1-855-423-2262



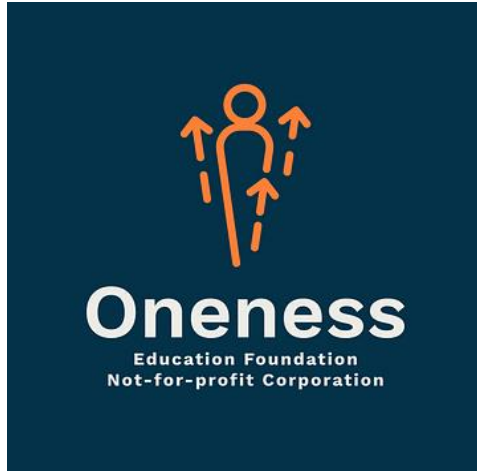
- Career Loans with Support services



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[mentorship@internationalhealthprofessionals.ca](mailto:mentorship@internationalhealthprofessionals.ca)



# Credentialing & Licensure Support Loans



Osezua Momoh

- [Osezua.momoh@onenessedu.org](mailto:Osezua.momoh@onenessedu.org)

➤ **Financial Assistance  
through Crowd Funding**



# Loans and Employment Support Programs



- Average \$15000 (Atlantic Canada)
- Atlantic Immigrant Career Loan Fund (AICLF)

\$3,457,095



- Ken Partridge  
[kpartridge@isans.ca](mailto:kpartridge@isans.ca)



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<https://internationalhealthprofessionals.ca>  
[mentorship@internationalhealthprofessionals.ca](mailto:mentorship@internationalhealthprofessionals.ca)



# Workforce Integration & Cultural Competency



- **National Healthcare Language Program**
  - **Courses for Nurses**
  - **Courses for Medical Graduates and Pharmacists**

Olha Shutikova

- 902-406-3085
- [healthcarelanguage@isans.ca](mailto:healthcarelanguage@isans.ca)



PEGASUS Institute IEHPs Program  
<https://internationalhealthprofessionals.ca>  
[mentorship@internationalhealthprofessionals.ca](mailto:mentorship@internationalhealthprofessionals.ca)



# Workforce Integration & Cultural Competency



- Enhanced Language Training Program
- Blended and Online Programs
- Job search support

\$2,539,694



- Peel Region:  
[peelskillstraining@costi.org](mailto:peelskillstraining@costi.org)
- York Region:  
[eltyorkregion@costi.org](mailto:eltyorkregion@costi.org)



# Workforce Integration & Cultural Competency



\$1,706,084



[Info@aniw.org](mailto:Info@aniw.org)

- Internationally Trained Dentists (ITDs) Support Program
- Orientation and learning sessions
- Fundamental Knowledge Assessment examination.
- Assessment of Clinical judgement Examination
- Assessment of Clinical Skills examination



# Workforce Integration & Cultural Competency

**TOUGHSTONE**  
INSTITUTE  
COMPETENCY EVALUATION EXPERTS

\$799,014



- Nurse Ready  
A Communication  
Self-Assessment for  
Canada's Health  
Workforce



Download on the  
**App Store**



GET IT ON  
**Google Play**





# Workforce Integration & Cultural Competency



WORKING TOGETHER FOR PROGRESS

- INLAP – International Nurses Licensure Assistance Pathway

**Second cohort is currently running!  
Application is open for the third cohort  
starting on December 9, 2024.**

**Register:** <https://pcpi.ca/inlap/>

\$795,098



- ✓ INLAP is free to eligible IENs.
- ✓ Support with job placements and employment
- ✓ Eligible IEN candidates may access low interest loans to assist with the cost of licensure exams cost through community partnerships.



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# Workforce Integration & Cultural Competency



\$1,559,804 

- Job Coaching Support
  - CLB English Level 0 - 4

**Book your appointment**  
[employment@hmconnections.com](mailto:employment@hmconnections.com)  
(905) 842 2486

## Our services include:

- Canadian workplace essentials
- Career exploration
- Resume and Cover letter writing
- Online job application help
- Interview tips and preparation
- Workplace language training
- Networking and strategies
- Labour market information
- Job fair registration information
- Job placement support

And more!



# Licensure & Workforce Integration



Supporting Nurses Back into Practice



- **PASS** supports IENs while they prepare to come to Canada;
- **STARS** provides services for IENs & LPNs across Ontario.
- IRCC & Govt. of Ontario Funded
- Program Contacts
  - Emmanuel Mmari
  - [info@care4nurses.org](mailto:info@care4nurses.org)
  - Gilda Gomez
  - [ggomez@care4nurses.org](mailto:ggomez@care4nurses.org)



PEGASUS Institute ICHPs Program  
<https://internationalhealthprofessionals.ca>  
[mentorship@internationalhealthprofessionals.ca](mailto:mentorship@internationalhealthprofessionals.ca)



# Credential Recognition & Workforce Integration



- Newcomer self-identified women just starting the FCR process
- Seeking residency or job placement which aligns with their pre-arrival expertise.
- Program Contact
- [HealthConnect@ywcatoronto.org](mailto:HealthConnect@ywcatoronto.org) or call 437-441-0413



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# Language Diversity in Canada

- A total of 72.5% of immigrants reported having a mother tongue other than English or French.
- Among recent immigrants, 76.4% reported knowing more than one language.
- Outside Quebec, 48.1% of people with a mother tongue other than English or French speak primarily English at home, and 21.2% speak it as a secondary language.
- The number of people reporting an immigrant mother tongue rose by 13.3% between 2011 and 2016.
- The 2021 Census found that 12.7% of the Canadian population speaks a language other than English or French predominantly at home.
- Additionally, one in four Canadians (25%) had a mother tongue other than English or French in 2021




# Call to Action

- Need for healthcare institutions to participate.
  - Rethink hiring practices.
- Redesign of expensive healthcare bridging programs.



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**REGISTER NOW**  
<https://bit.ly/3YqEdF2>

**Hurry!! Limited Spaces Available.**

For more info visit: <https://bit.ly/4e4SSLR>

 [Mentorship@internationalhealthprofessionals.ca](mailto:Mentorship@internationalhealthprofessionals.ca)





# Thank You! Merci



## Q&A

Connect with  
PEGASUS Institute



Connect with our  
mentorship Program



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[mentorship@internationalhealthprofessionals.ca](mailto:mentorship@internationalhealthprofessionals.ca)

