

# Alternative Career Pathways in Healthcare for IEHPs



**PEGASUS INSTITUTE** **Sponsored by:** **THE CANADIAN MEDICAL FOUNDATION** **LA FONDATION MÉDICALE CANADIENNE** **IEHPs**

## 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

Mihai Csaki, MD\*, MCATD



**Saturday, November 23, 2024**

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



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

# Course outline

- ▶ Introducing the presenter
- ▶ The newcomer IEHP career options
- ▶ Alternative paths in Healthcare in Canada
- ▶ Transferable and non Transferable skills
- ▶ Newcomer strategies
  - ▶ Where to start
  - ▶ Networking
  - ▶ LinkedIn
  - ▶ Getting help
- ▶ Q&A

# Course outline

## ▶ Introducing the presenter



### Chair of the Board of Directors

Council for Continuing Pharmaceutical Education

May 2024 - Present · 7 mos

Canada

🔒 Pharmaceutical Sales, Cross-functional Team Leadership and +13 skills



### Scientific Affairs

Medical Lead - Medical Affairs · Permanent Full-time

Oct 2022 - Present · 2 yrs 2 mos

🔒 Clinical Data Management, Medicine and +12 skills



### Guest Lecturer - Health Informatics

University of Toronto · Seasonal

Oct 2021 - Present · 3 yrs 2 mos

Toronto, Ontario, Canada

🔒 Clinical Data Management, Subject Matter Experts and +6 skills



### RIMAX Inc.

12 yrs 1 mo


#### ● Managing Partner

Sep 2011 - Sep 2022 · 11 yrs 1 mo



Richmond Hill, Ontario, Canada

We helped hundreds of newcomers for the past 10 +years. We specialize on Internationally Educated Healthcare Professionals, who do not seek licensing, to finding their alternative career path in Canada.

🔒 Sales Effectiveness, Leadership Development and +19 skills




I have no special talents.  
I am only passionately curious.  
Albert Einstein

**Mihai Csaki**  

Passionately Curious | Akin to learn - Akin to help | Success enabler

Richmond Hill, Ontario, Canada · [Contact info](#)

[7,554 followers](#) · [500+ connections](#)

 York University - Schulich School of Business

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- ▶ Introducing the presenter
- ▶ The newcomer IEHP career options

A signpost with a grey pole and a spherical finial at the top. Four green directional signs are attached to the pole. Two signs point to the left, and two point to the right. The signs are: 'Get my license' (left), 'Start a job' (left), 'Healthcare space' (right), and 'Undecided' (right).

Get my license

Healthcare space

Start a job

Undecided

The IEHP newcomer Dilemma

# Course outline

[https://www.thespec.com/opinion/contributors/collaboration-needed-to-get-canada-s-internationally-educated-health-professionals-working-in-their-fields/article\\_c4af08dd-2b68-5746-ac71-c63f0de7381c.html](https://www.thespec.com/opinion/contributors/collaboration-needed-to-get-canada-s-internationally-educated-health-professionals-working-in-their-fields/article_c4af08dd-2b68-5746-ac71-c63f0de7381c.html)

- ▶ Introducing the presenter
- ▶ The newcomer IEHP career options

A 2023 Statistics Canada report estimates there are almost 260,000 working-age IEHPs in Canada. While 76 per cent are employed, only 58 per cent of them work in health care and most are not in the field in which they trained.

While we face critical nursing shortages, 54 per cent of internationally educated nurses aren't in nursing.

While we expand the scope of practice of pharmacists, 54 per cent of internationally educated pharmacists aren't helping Canadians understand the complexities of their medications.

While we work to expand access to dental care through the Canada Dental Plan, 75 per cent of internationally educated dentists aren't helping people develop good dental health habits.

And while we face an unprecedented shortage of family physicians that threatens the sustainability of our primary care systems, 72 per cent of internationally educated physicians aren't practising medicine.



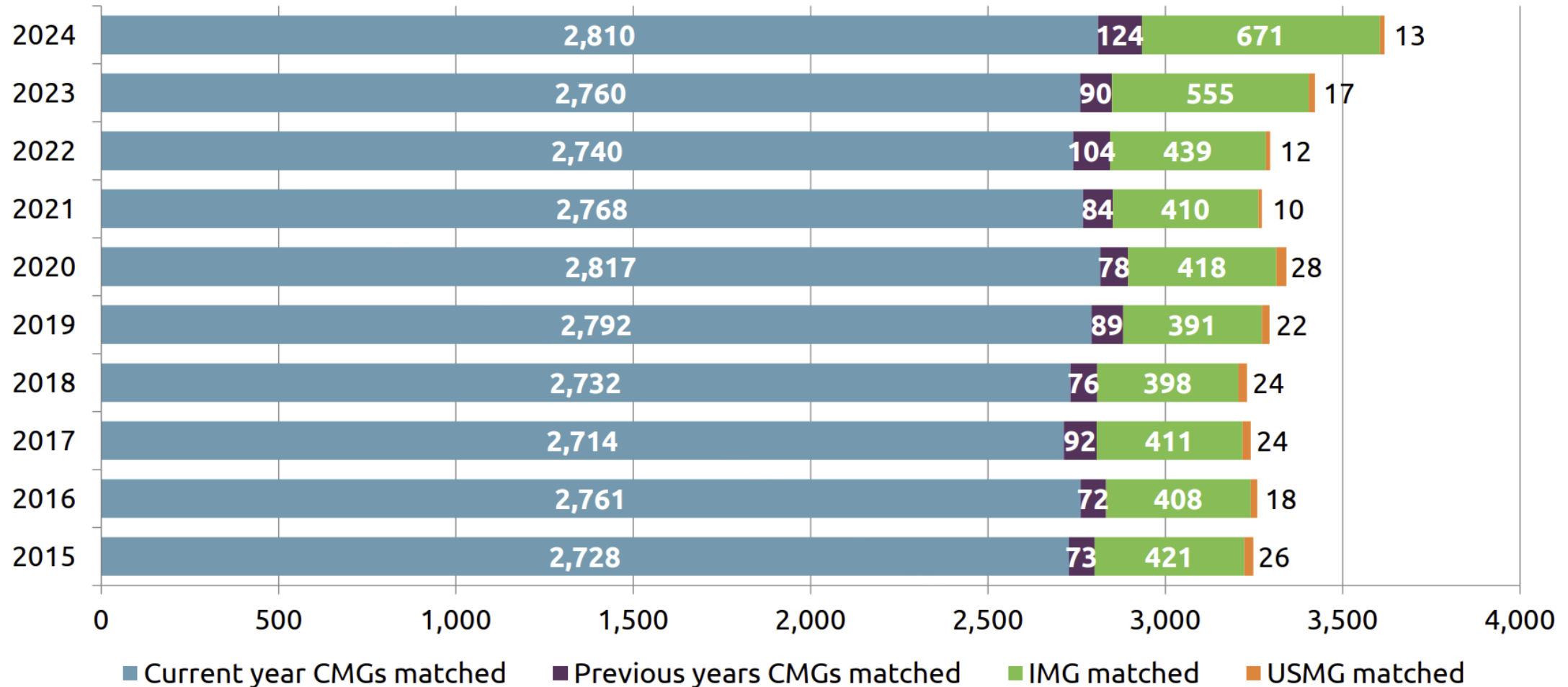
# Applicant pool breakdown 2024

First and second iterations combined

	Registrants	Inactive/ withdrawn	Active applicants	ROL not submitted	Final participants*
CMG	3,147	38	3,109	23	3,086
USMG	29	9	20	0	20
IMG	2,153	272	1,881	279	1,602

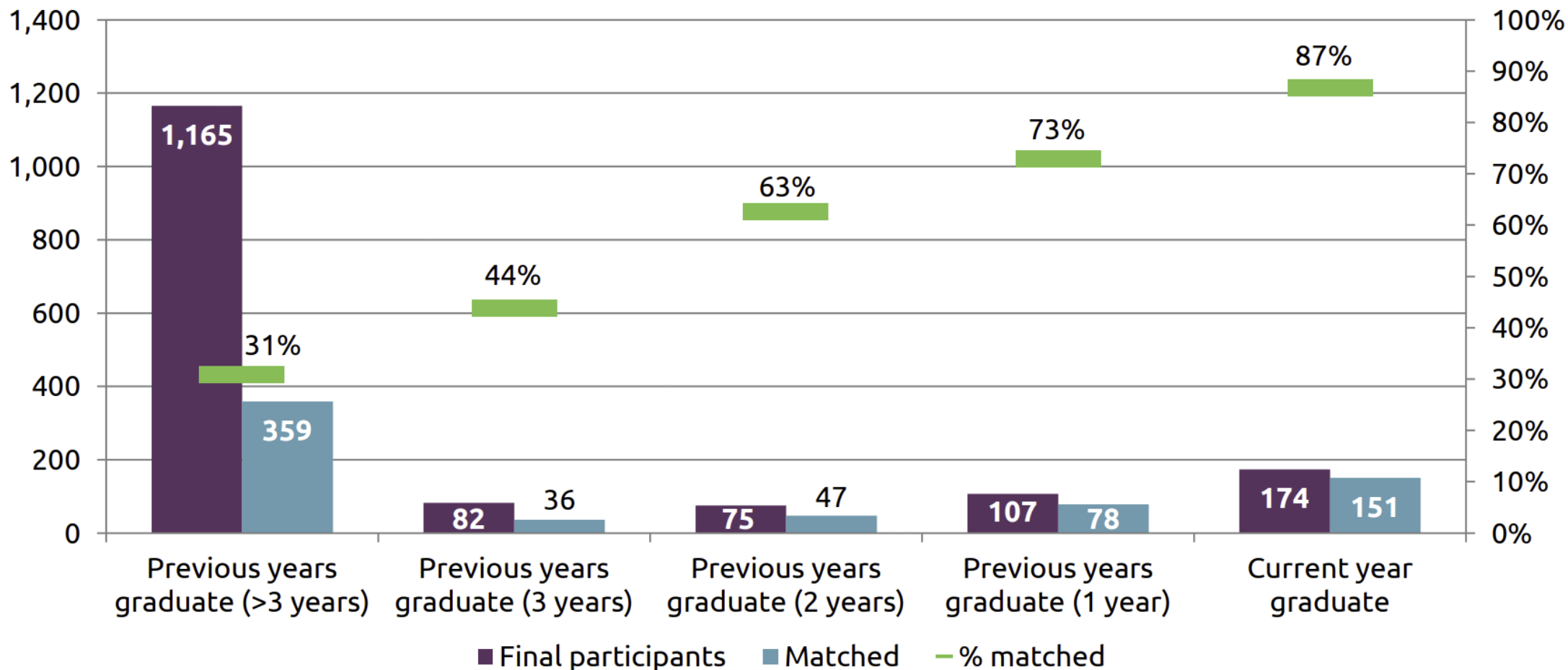
\*Final participants: submitted a rank order list  
Does not double count if an applicant participates in first and second iterations

# Who entered postgraduate training in Canada





# IMG match results, by year of graduation



# What would be your top career choices?

IEHP Career path directions

Health Services (licensed and other assisting jobs)

Health Promotion and Healthcare Education

Medical Administration

Pharmaceutical space

Digital Health

Research Job family

Social and Community Service

Pharmacy Job Family

Dentistry job family

Other

Other

Critical care

Entrepreneurship

Medical Labs and Pathology

Medical devices

Everything else

▶ Audience Polling with preferred 2-3 job families

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- ▶ Alternative paths in Healthcare in Canada

	IEHP Alternative paths votes (2013-Oct 2024)	totals	postcovid
1	Research Related	255	195
2	Health Promotion and Education	244	179
3	Medical Administration	202	147
4	Pharmaceutical (Sales, MKTG, PV, MSL)	136	99
5	Digital Technology	122	91
6	Health Services (licensed and other assisting jobs)	115	84
7	Social and Community Service	113	79
8	Other	117	84
9	Pharmacy Related	77	58
10	Dentistry related	77	56
	total votes	1458	1072

Source: Rimax internal data

# Alternative Paths for IEHPs

- ▶ The Healthcare space is very broad
- ▶ You are in charge of your success - be proactive
- ▶ Build your Canadian Brand
- ▶ Learn to differentiate yourself
- ▶ Main objections could be misleading
  - ▶ lack of Canadian experience
  - ▶ Being overqualified
- ▶ Getting first job -a matter of WHEN, not a matter of IF

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  - ▶ Networking





# Finding a Job: Friends or Connections?

March 6, 2023

Author(s): Mihai Csaki, MD\*, MCATD

[Mark Granovetter](#), the American sociologist, and professor at Stanford University looked at how people, social networks, and institutions interact. His publication *The Strength of Weak Ties*.<sup>[1]</sup> is now recognized as one of the most influential sociology papers ever written.<sup>[3]</sup>

While preparing his doctoral thesis at Harvard<sup>[2]</sup>, Granovetter tried to understand how social networks influence the process of finding a job. He discovered that far more people get jobs using social connections that are not the closest to them, (which he called weak ties), compared to job opportunities from close friends, family, or colleagues which he coined as strong ties.

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# Getting help

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PEGASUS  
INSTITUTE



*The Learning Enrichment*



Health**Force**Ontario



UNIVERSITY OF  
**TORONTO**

# Presented by Mihai Csaki

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**Mihai**

*IMG | Career Specialist*



**Swetha**

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*About >*



**Pauline**

*IMG | Career Specialist*



*About >*



**Abbas**

*IMG | Career Specialist*



*About >*



**Ioana**

*IMG | Career Specialist*



*About >*



**Cindy**

*Mentor | Career Coach*



*About >*

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