

Canadian Initiatives

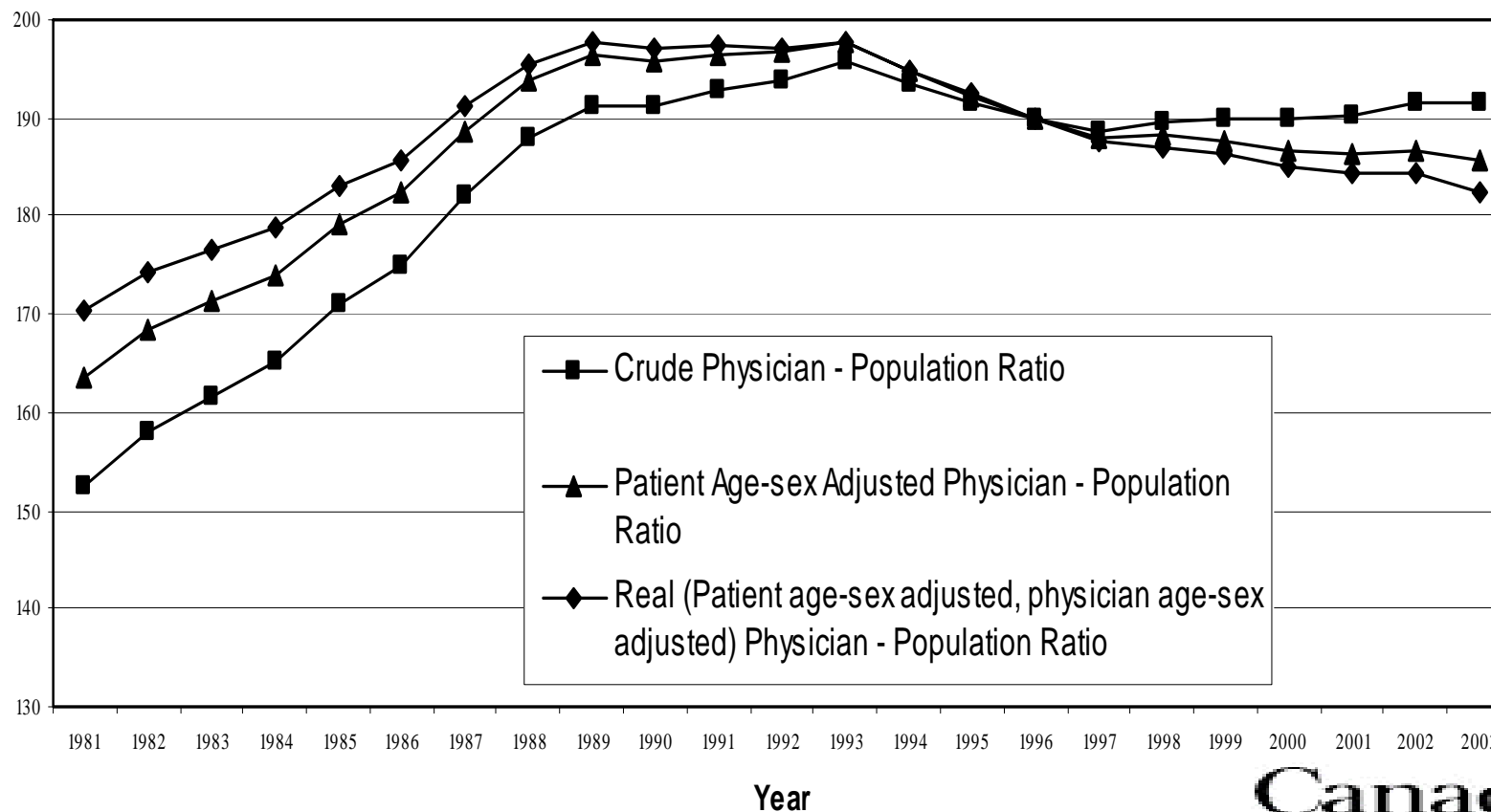
**Assessment and Integration of International
Medical Graduates
and other
Internationally Educated Health
Professionals (IEHP)**

November 18, 2005

Physician Supply in Canada

Physician-Population Ratios in Canada

Physicians per 100,000 Population



Medical School Enrolment

Country	First year enrolment	Population	Ratio
UK*	5,970	61 million	1:10,218
Australia*	1,460	19.3 million	1:13,200
Canada**	2,028	31.5 million	1:15,500
USA***	17,120	290 million	1:16,939

*International Medical Workforce Conference, 2002

** AFMC Canadian medical Education Statistics, 2003

***American Association of Medical Colleges, 2002

IMGs Practicing in Canada

Country of Origin

MD - Country of graduation	Number practicing
U.K.	3639
S. Africa	1997
India	1342
U.S.A.	506
France	438
Poland	425

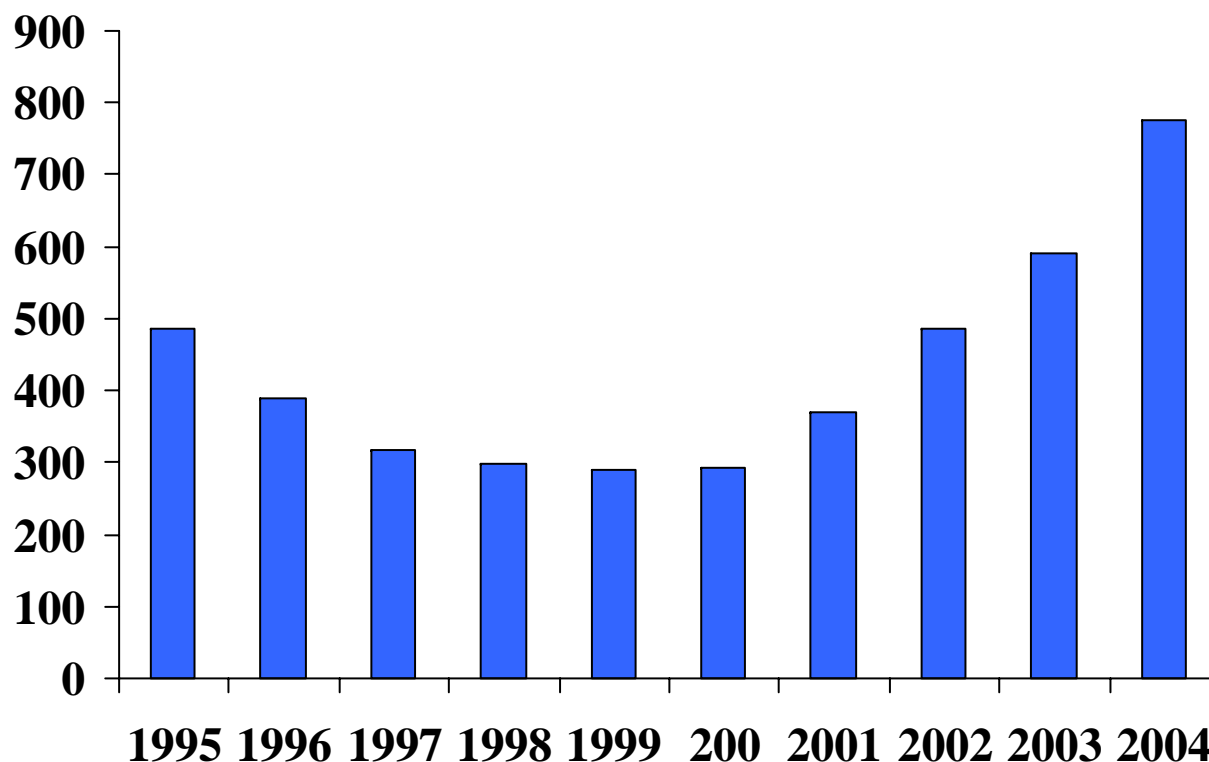
Total

MD - Country of graduation	Number practicing
Egypt	391
Pakistan	386
Hong Kong	215
Other or unknown	4914

14253 (22%)

Source: Courtesy CMA

IMGs in Postgraduate Training



Note: IMGs in Ministry funded positions, i.e., excludes visa trainees

Source: Canadian Post-MD Education Registry

CANADIAN CONTEXT

International Medical Graduates

- For > 25 years, IMGs represent over 20% of the Canadian physician workforce
- Country of origin has changed from Commonwealth countries to Asia, Africa, India, Eastern Europe, and Middle East
- With recent changes to Canada's Immigration Act and focus on skills and level of education, more health professionals will be entering Canada
- Estimated that there are at least 2500 non-licensed IMGs in Canada



Health
Canada

Santé
Canada

CANADIAN CONTEXT

IMG National Symposium and Task Force

- **February 2002** – Canadian Task Force on Licensure of International Medical Graduates. Symposium – issues and barriers affecting IMG access to licensure
- **December 2003** – IMG Taskforce recommendations approved by Deputy Ministers
www.hc-sc.gc.ca/english/hhr/docs/img3.pdf
- **March 2004** – Govt. of Canada announced support for implementation of recommendations. In total >\$8M

Six Task Force Recommendations

- Increase capacity to assess/prepare IMGs
- Work towards standardization of licensure requirements
- Expand/develop programs to assist IMGs with licensure processes and requirements
- Develop orientation programs for faculty and MDs working with IMGs
- Develop capacity to track IMGs
- Develop national research program and evaluation of IMG strategy

Funded Initiatives Underway: Recommendation 1

Increase the Capacity to Assess and Prepare IMGs for Licensure

Assessment of IMGs seeking licensure

- Health Canada - \$3M to provinces and territories, over 3 years for assessments of unlicensed IMGs who are Canadian Citizens or Permanent Residents

Funded Initiatives Underway: Recommendation 2

Work Toward Standardization of Licensure Requirements

- **Medical Council of Canada (MCC) and the Federation of Medical Regulatory Authorities** to develop a central credential verification service
- **A National Assessment Collaboration**, led by MCC to develop a common approach to evaluation of IMGs applying for licensure:
 - evidence based criteria for internationally trained physicians seeking licensure in Canada
 - assessment that ensures fairness while sustaining the standards set for Canadian graduates

Funded Initiatives Underway: Recommendation 3

Develop supports to assist IMGs with the licensure requirements

National information website that serves as a
central point of information for IMGs :
<http://www.img-canada.ca>

- Information required by IMGs who wish to practice in Canada linked to Canada's immigration portal "Going to Canada"
- On line self-assessment tests to determine their readiness for licensure
 - Identifies knowledge and competency deficits
 - Provides global access at minimal cost

Funded Initiatives Underway: Recommendation 3

Develop supports to assist IMGs with the licensure requirements (cont'd)

- On-line access to Medical Council of Canada Evaluating Examination
(MCC is partnering with Australia Medical Council)
- Orientation programs to:
 - The Canadian healthcare system
 - The cultural, legal, ethical and organization of medicine in Canada(MCC partnering with licensing authorities)

Funded Initiatives Underway: Recommendation 4

Develop Orientation Programs to Support Faculty Working with IMGs

National Faculty Development Program

- Main components of the project:
 - Guidelines for orienting teachers of IMGs
 - A cultural diversity training program for clinical teachers & supervisors
 - Guidelines for site-specific faculty development programs
 - Faculty development modules
 - Development of a dissemination plan
- (Funding provided by Health Canada)

Funded Initiatives Underway: Recommendation 5

Develop Capacity to Track and Recruit IMGs

National tracking database

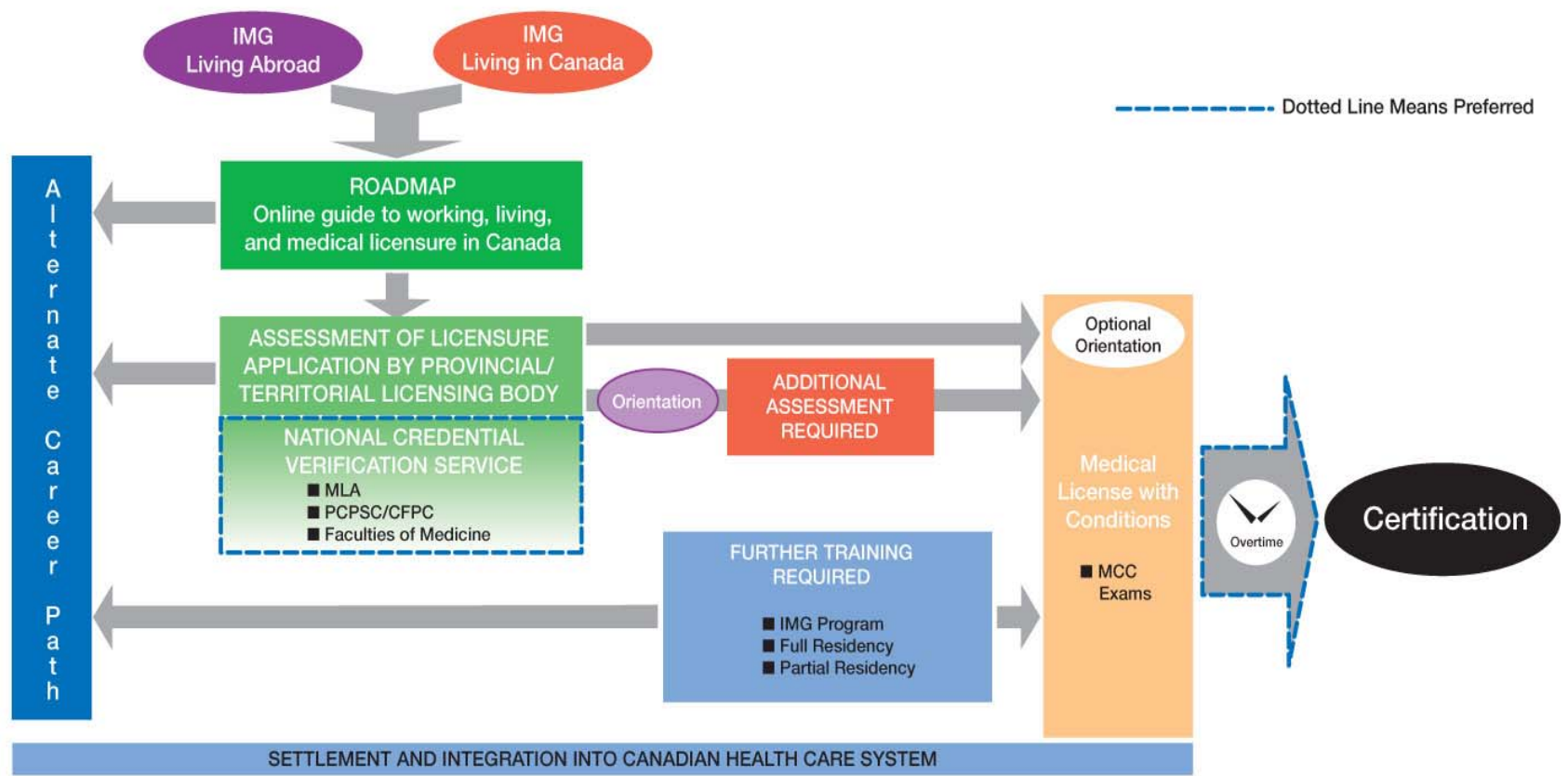
- Canadian Post MD Education Register (CAPER) - funding to develop an IMG database

\$75M over 5 years to expand to Internationally Educated Health Professionals

In partnership with provinces and territories, sectors and stakeholders

- Medicine
- Nursing
- 5 other priority professions
 - Pharmacy,
 - Physiotherapy,
 - Occupational therapy
 - Medical laboratory technology
 - Medical radiation technology

Canadian Taskforce On International Medical Graduate Licensure PATHWAYS FOR LICENSURE



IMG LICENSURE PROCESS Schematic representation (Please see text for details)