

CHHRN Knowledge Synthesis

Internationally Educated Health Professionals in Canada: Gap Analysis and Recommendation for Research





Objectives of the Presentation

- To present an overview of the findings from a Canadian Health Human Resources Network (CHHRN) knowledge synthesis about Internationally Educated Health Professionals in Canada.
- Gaps in literature will be highlighted and suggestion for research will be presented.



Purpose of the Scoping Review

- Over the last decade there has been a considerable amount of literature and policy development to support the integration of IEHPs in Canada.
- Purpose of the review was to map the key themes in the Canadian literature about IEHPs in Canada.

Methodology



- Updated version of Arskey & O'Malley's six step process for scoping reviews (Levac et al., 2010) was used to identify and map the conceptual and empirical literature to identify common themes.
- The quality of the literature was not appraised.
- A thematic interpretation of the literature was developed.
- An advisory council of stakeholders from academic, government and professional organizations was created. They were instrumental in suggesting additional sources and validating the findings.

Locating the Academic Literature



- With assistance of health sciences reference librarian the academic literature was searched with electronic databases of CINAHL, EMBASE & PubMed
- Inclusion criteria: published between 2000-2012, in English &/or French about IEHPs in Canada.
- Three indexing criteria were used: geographic parameter (Canada, a province or a territory), professional parameter (health professional-broadly defined), and immigration. MeSH Heading was “Foreign Professional Personnel” and “Canada”.

Locating the Academic Literature



- 705 sources were identified; 389 duplicate sources were removed
- 464 sources were retained for abstract review; 239 sources were excluded for out of scope
- 225 academic sources were subjected to full text review



Locating the Grey Literature

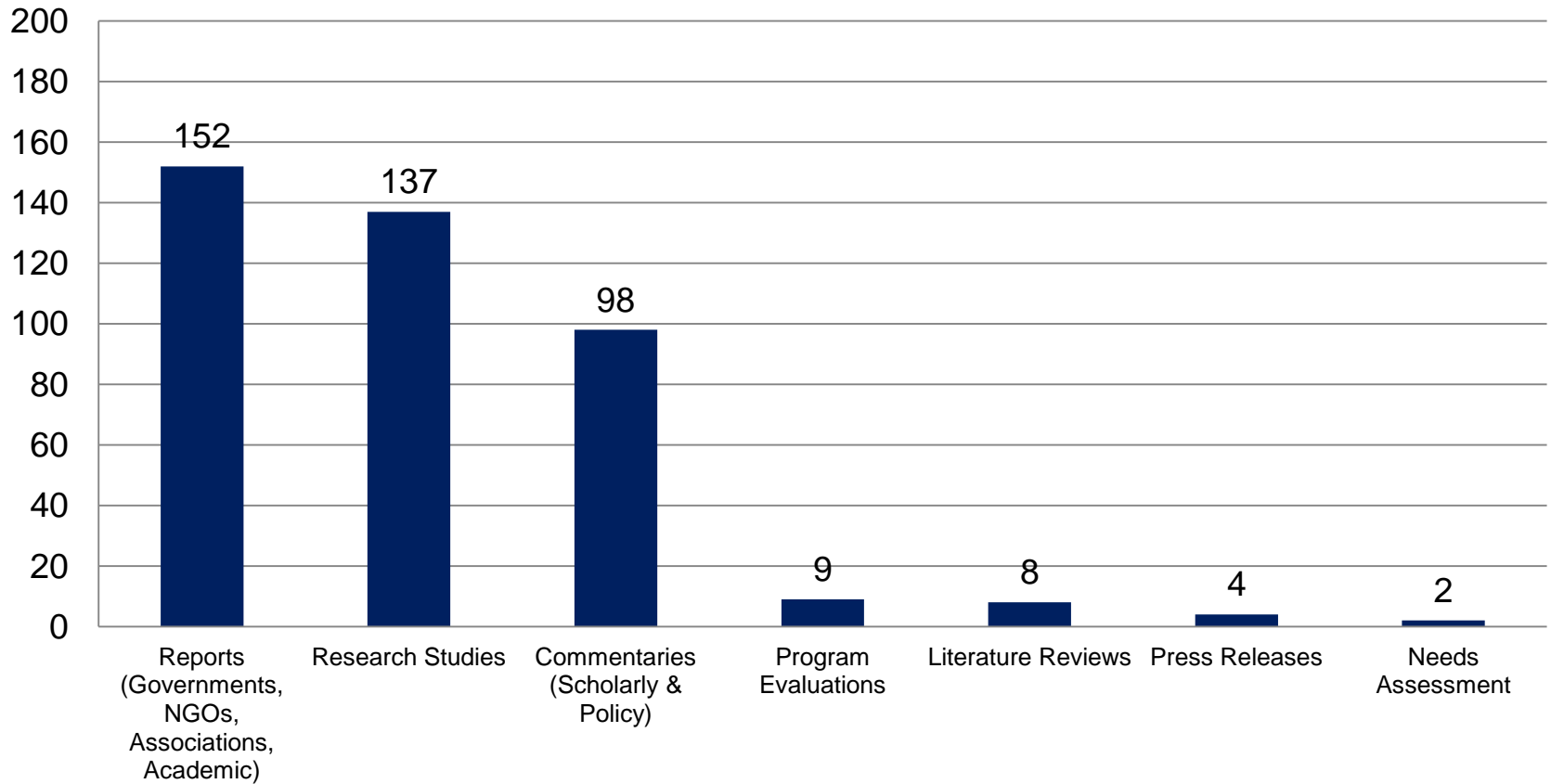
- Grey literature was searched with Canadian Electronic Library, CHHRN Library, and Federal, Provincial, Territorial governments', professional and immigrant associations' websites.
- These searches yielded 193 sources
- After abstracts of remaining sources were reviewed; 8 were discarded for out of scope
- 185 grey literature sources were retained for full text review
- **410 sources** (academic literature = 225; grey literature = 185) were subjected to full text review and included in synthesis.

Charting the Data

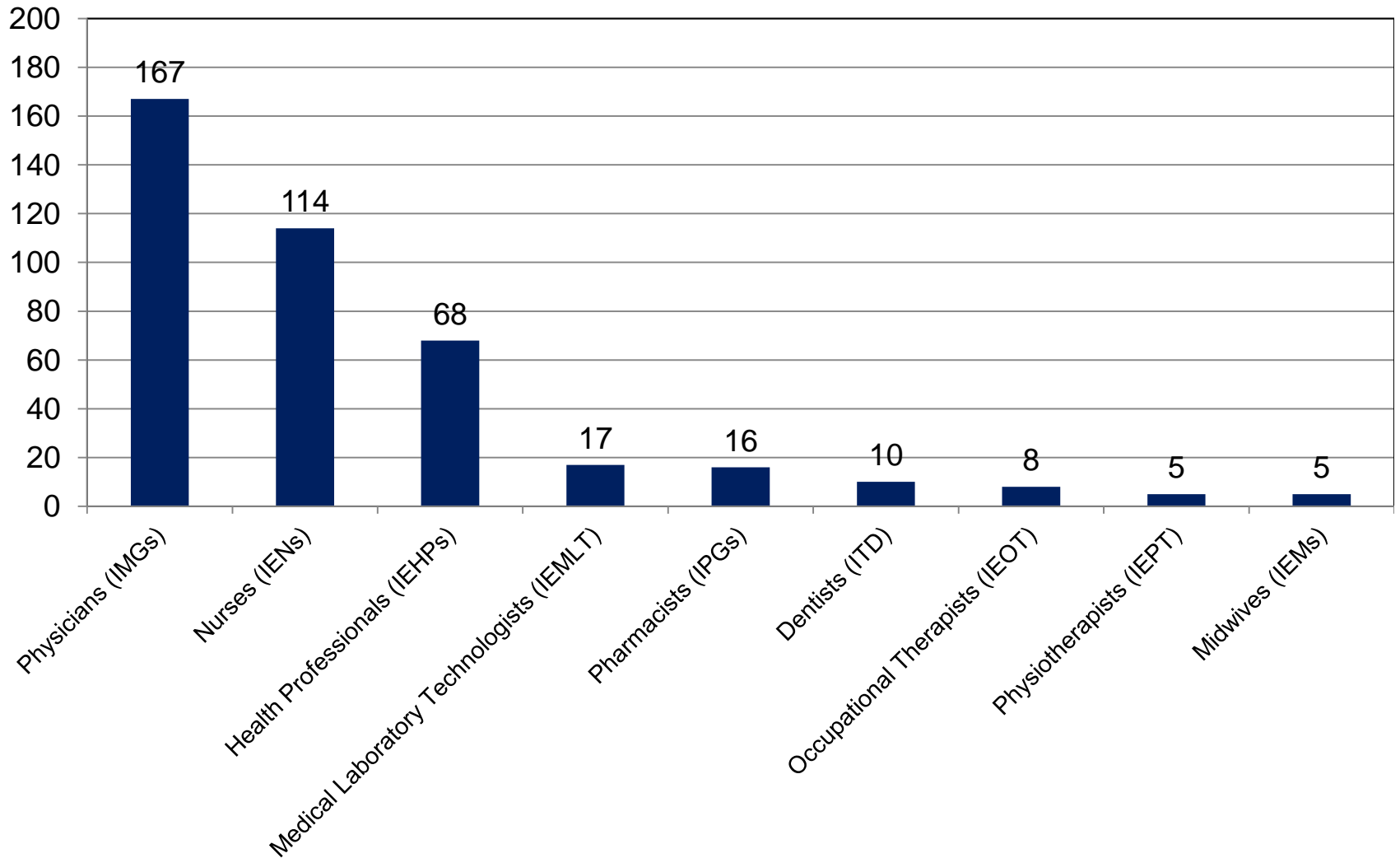


- With a systematic data extraction tool using Microsoft excel
- Categories for literature extraction:
 - Type of publication
 - Profession
 - Research method (when applicable)
 - Geographic location
 - Major and minor themes reflecting the chronological process of IEHPs' integration

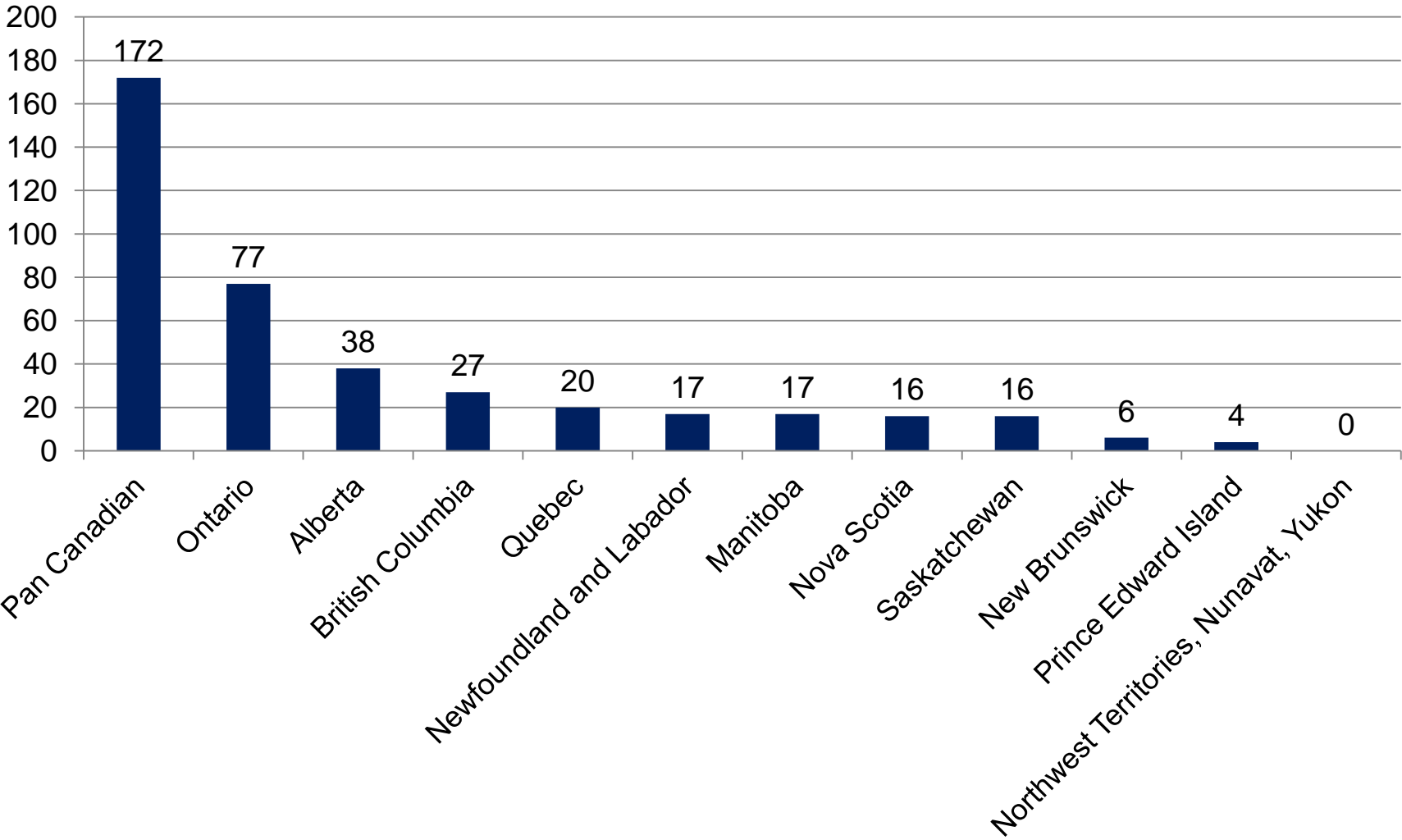
Findings: Number of Sources by Type of Publication (N = 410)



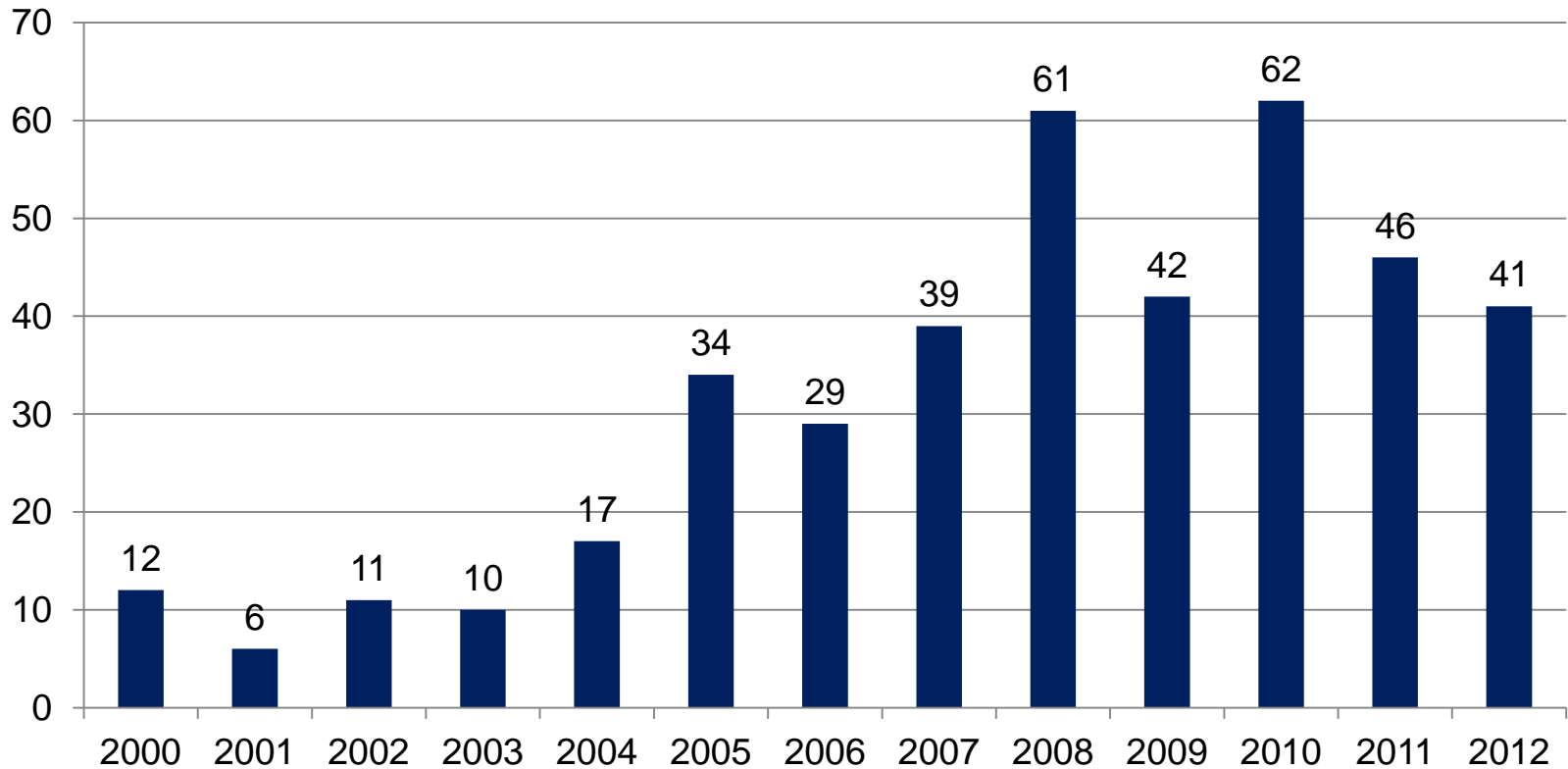
Findings: Number of Sources by Profession (N = 410)



Number of Sources by Geographical Location (N = 410)

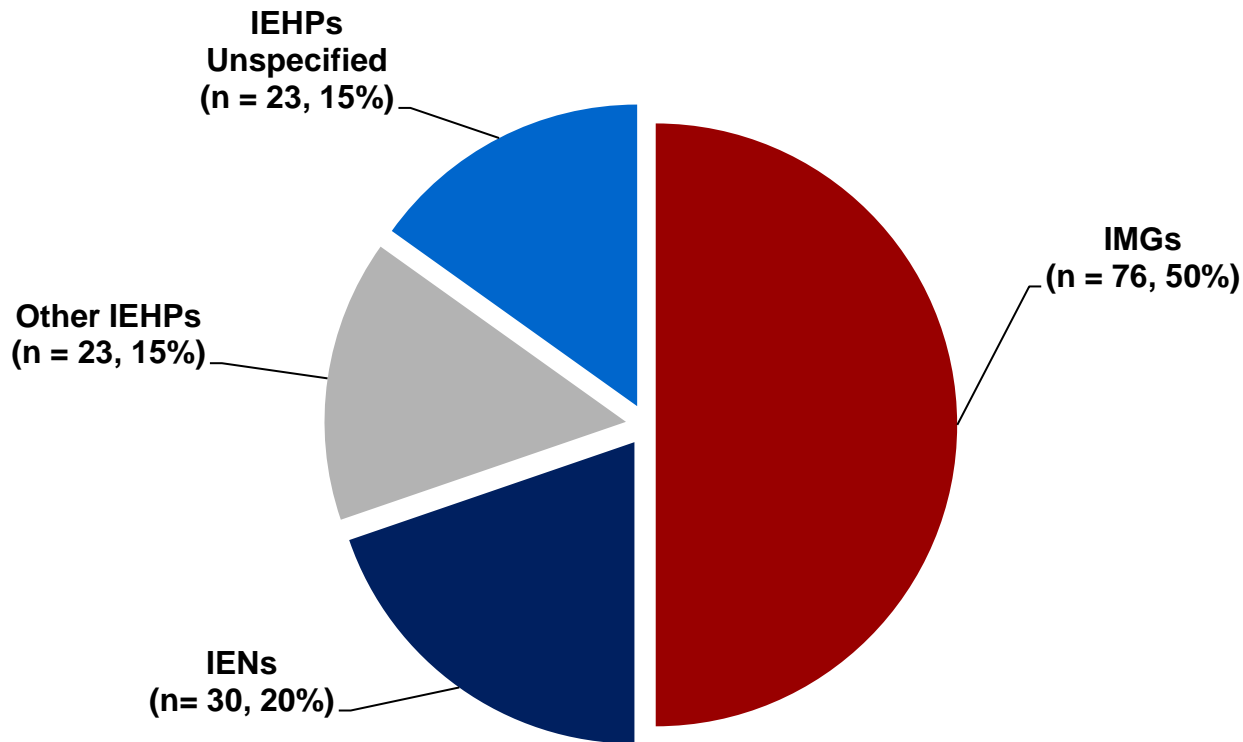


Findings: Number of Sources by Year of Publication (N = 410)





Findings: Proportion of Empirical Sources per Profession (n = 152)



Narrative Themes Used for Analysis

- Pre-immigration activities and programs
- Early arrival activities and programs
- Credential recognition and professional recertification
- Bridging and residency training programs
- Alternative paths to integration
- Workplace integration

Narrative Themes

Major Theme	Definition	Minor Themes
Pre-immigration Activities & Programs	The activities IEHPs undertake prior to migration and upon arrival to prepare for practicing their profession in Canada.	<ul style="list-style-type: none">▪ Push & pull factors▪ International recruitment▪ Any testing or verification prior to arrival in Canada
Early Arrival Activities & Programs	The activities IEHPs undertake upon arrival and the programs available to prepare them for practicing their profession in Canada.	<ul style="list-style-type: none">▪ Arrival & system navigation▪ Immigrant settlement organizations▪ Micro credit programs▪ Health profession specific Settlement programs or organizations

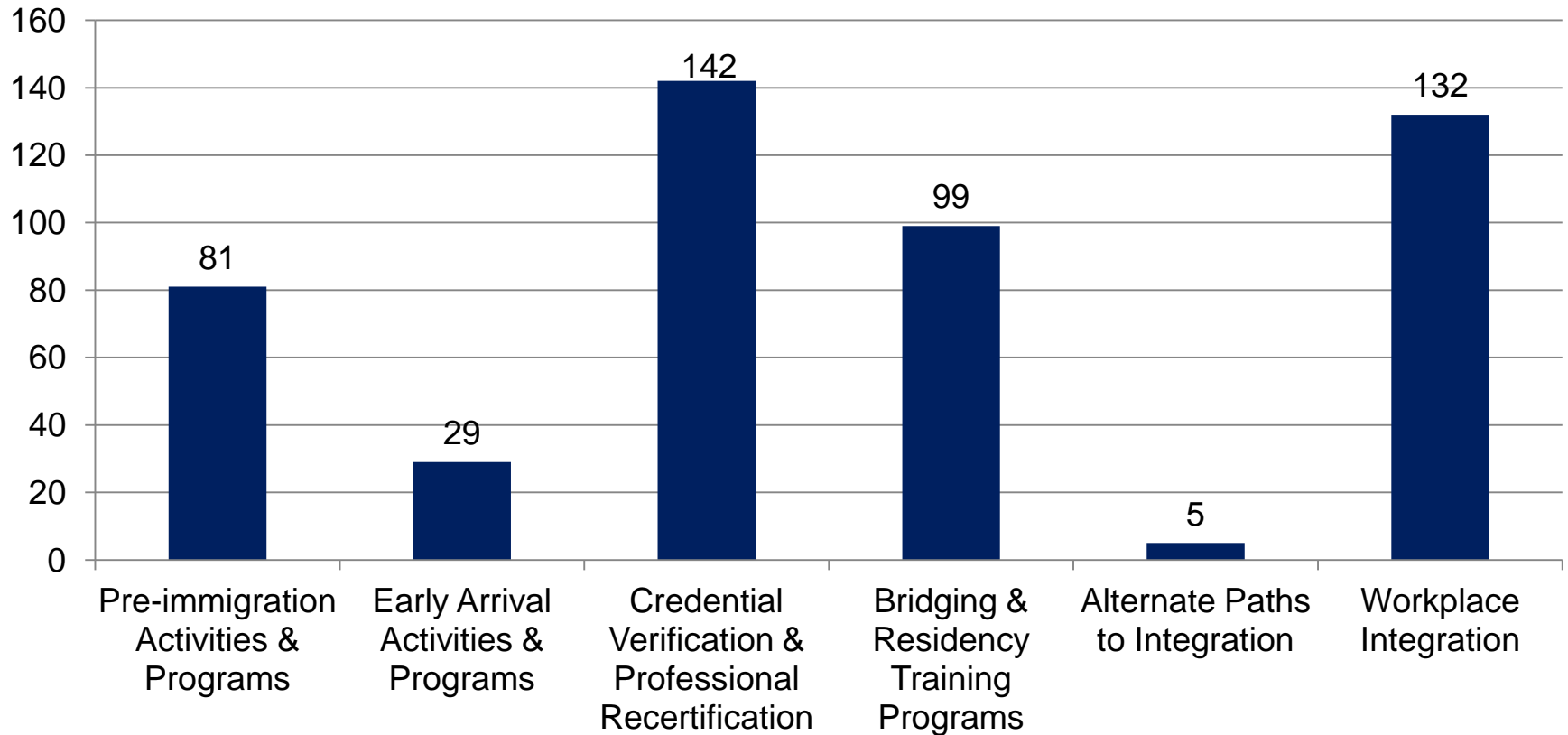
Narrative Themes

Major Theme	Definition	Minor Themes
Credential Recognition & Professional Recertification	The process IEHPs engage in to meet the requirements for registration with a professional regulatory college in Canada.	<ul style="list-style-type: none">▪ Credential assessment & verified issues▪ National testing▪ IMGs & residencies▪ Professional licensure▪ Temporary or provisional licenses▪ Other facilitators & barriers
Bridging & Residency Training Programs	Programs that provide educational, mentorship or clerkship opportunities to facilitate professional integration of IEHPs.	<ul style="list-style-type: none">▪ Preparation for national testing▪ Preparation for residency training▪ Direct to work (including orientation for practice ready IMGs)▪ Other facilitators & barriers

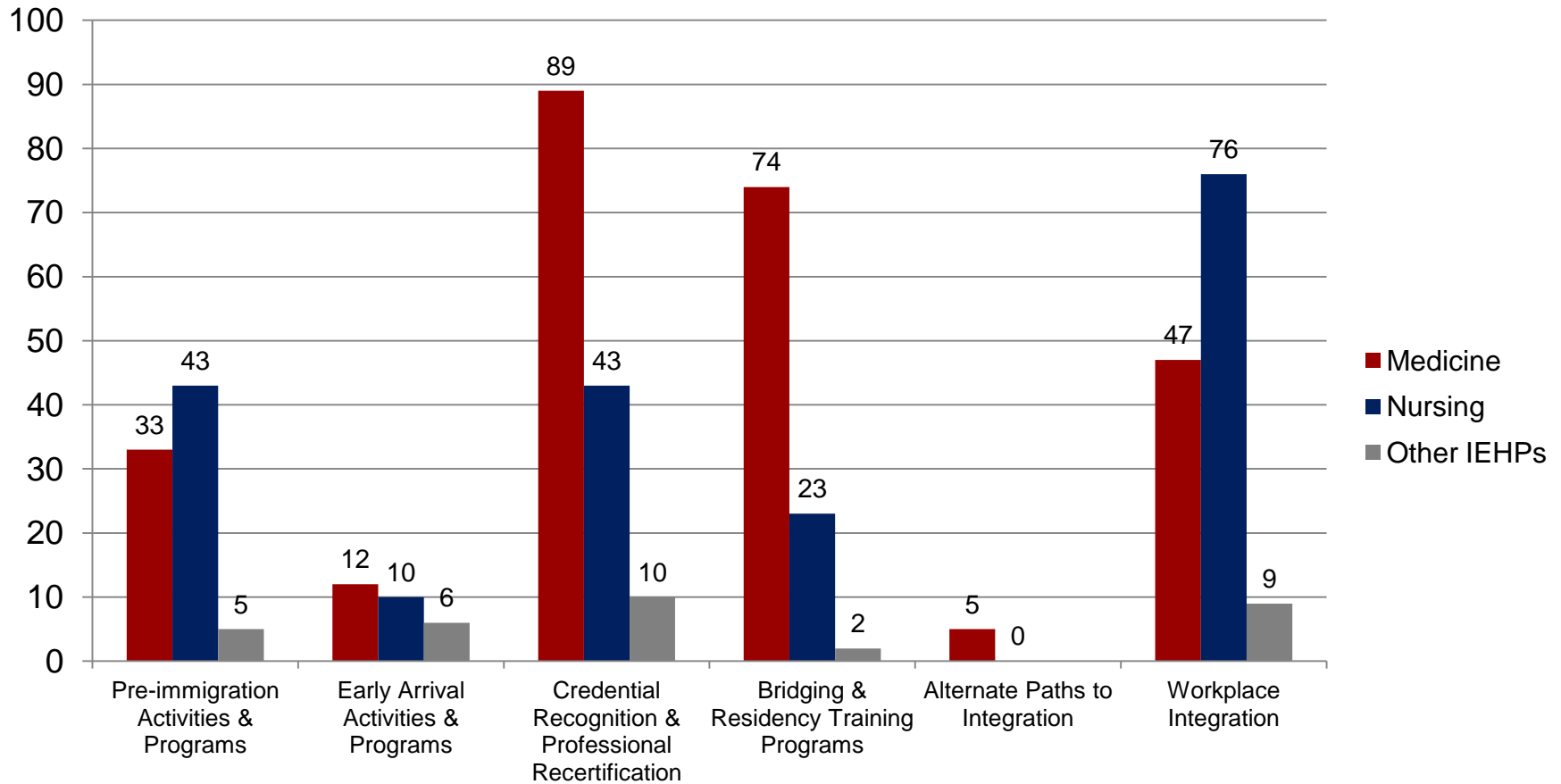
Narrative Themes

Major Theme	Definition	Minor Themes
Alternate Paths to Integration	Examples of IEHPs pursuing integration via other professional roles or jobs.	<ul style="list-style-type: none">▪ IMGS as PAs, etc.▪ IENs not as RNs but Licensed Practical/Psychiatric Nurses (LPN, RPN) Personal support workers (PSW), personal care attendants (PCA), etc.▪ Other IEHPS
Workplace Integration	When IEHP become members of a workgroup within an organization where they can use their professional knowledge and expertise.	<ul style="list-style-type: none">▪ Practice Profile – How & where▪ Internal migration▪ International migration▪ Workplace discrimination▪ Other facilitators & barriers▪ Role of employers▪ Employer experiences & evaluation of competency

Findings: Frequency of Themes



Findings: Frequency of Themes Medicine, Nursing & Other IEHPs



Findings: Gaps in Literature



Little is known about the:

- Diversity within the IEHP group and how they are different or similar to other skilled workers migrating to Canada.
- Sociocultural integration of IEHPs and their families.
- The complete range of service offered by immigration settlement organizations.
- The effectiveness of policies and programs to address barriers to credential recognition and professional recertification.
- Commonalities and effectiveness of various bridging and residency program models, curricula.
- Retraining of IEHPs into other healthcare professions and alternative paths to IEHP workforce integration.
- Role of employers in facilitating workplace integration.

Recommendation for Research



- Exploring the relationship between professional and socio-cultural integration of IEHPs, especially those in rural and remote areas.
- Providing evidence for developing and evaluating bridging and residency training programs; identification of promising practices.
- Research with an inter-professional focus to identify common challenges and best practices.
- Examining the long-term practice patterns of IEHPs.
- Employment outcomes of regulated and nonregulated IEHPs.
- Engaging more IEHPs in research; conducting studies with larger sample sizes.

Summary



- Literature reveals professional organizations and governments are sensitive to the needs of IEHPs and have developed a variety of resources to facilitate their integration.
- Research is needed to evaluate their effectiveness and identify promising practices.
- Generating empirical evidence will help professional organizations and governments locally and internationally modify, maintain and develop new programs and policies to facilitate IEHP integration into the labor workforce.



Conclusion



A summary of the report is available from the CHHRN Website @ <http://www.hhr-rhs.ca>.

A full report with reference list can be obtained from Chantal Demers @ info@hhr-rhs.ca.

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Citations



Arksey, H. & O'Malley, L. (2005) Scoping studies: towards a methodological framework, *International Journal of Social Research Methodology*, 8(1), 19-32.

Levac, D., Colquhoun, H. & O'Brien, K. (2010). Scoping studies: advancing the methodology. *Implementation Science*, 10(5), 69.