

Evaluating the Readiness of Healthcare Facilities in Lanark and Renfrew County to Hire and Welcome Internationally Educated Healthcare Professionals into the Workforce



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Purpose

The purpose of this research is to analyze the understanding of healthcare facility management teams regarding the barriers and needs of internationally educated healthcare professionals (IEHPs) in Lanark and Renfrew County and to determine if there is a need for further education and training of facility managers to improve the work experiences for IEHPs and eliminate barriers they may face once gainfully employed in the field. The research allowed insight to see which facilities are ready and willing to hire IEHPs.

Background

Following a review of the literature, we were able to determine several barriers affecting the experiences of IEHPs working in Canadian healthcare facilities. Patterns were noted amongst studies showing a significant lack of knowledge for healthcare management teams that hire and support IEHPs.

From our research we were able to determine that thousands of IEHPs are willing and wanting to work in Ontario/Canada, but are unable to get hired in the healthcare field or choose not to remain in it once hired due to a lack of support during their transition (Ewen, Atlin, & Flecker, 2022, p4).

Methods and Results

- An anonymous 12-question survey was sent out to HR personnel, healthcare facility managers, and hiring teams across Lanark and Renfrew County

Example survey question:

* 3. The facility that I work in is a welcoming environment for internationally educated healthcare professionals (IEHPs).

Strongly disagree

Disagree

Neither agree nor disagree

Agree

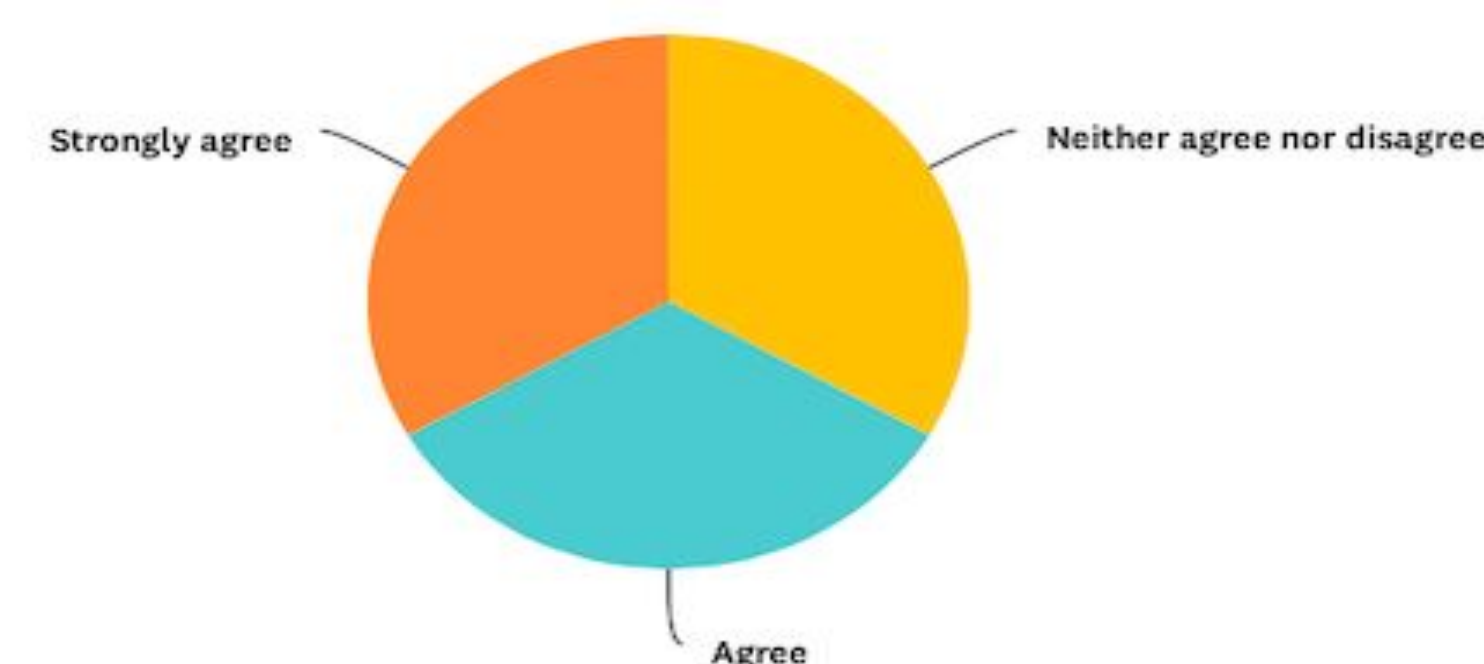
Strongly agree

Preliminary results show that participants are generally in support of IEHPs being hired into their facilities, however discrepancies appeared regarding the need for further education about the IEHP experience.

Analysis

My place of employment would benefit from further education about the expertise and education standards of IEHPs.

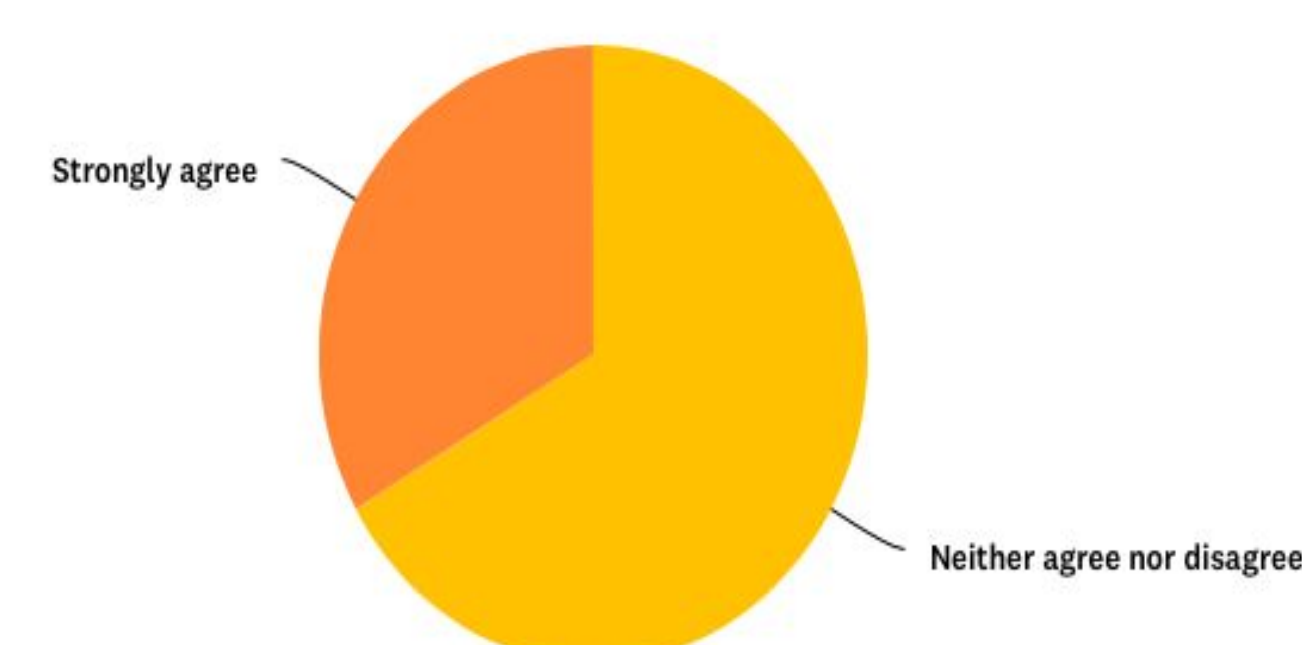
Answered: 3 Skipped: 0



When analysing this question, 33.33% of participants said that they agree their place of employment could use more education on IEHPs, 33.33% voted that they strongly agree their place of employment needs more education, and 33.33% said they neither agree nor disagree.

An IEHP job applicant with an international license would be an asset to my facility.

Answered: 3 Skipped: 0



When analysing this question, 33.33% of participants strongly agree that an IEHP job application would be an asset whereas, 66.67% voted that they neither agree nor disagree that an IEHPs application would be an asset to their facility

*Results are preliminary as survey deadline has not yet passed.

Conclusion and Recommendations

Once the survey submission deadline passes, we will analyze the data and draw conclusions about our findings as they pertain to the research questions. Based on these findings, we will evaluate the learning and education needs of healthcare facility managers in Lanark and Renfrew County regarding their readiness to hire and welcome IEHPs into their facilities. We will include resources from LIP and the National Newcomer Navigation Network (N4) to aid in this education as well as pathways for future research.

Future work surveying both IEHPs and managers to cross-reference discrepancies within an identical survey would prove useful in clarifying where misunderstandings exist, and specific solutions could be derived from such research.

Acknowledgements

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Additionally, we would like to extend our gratitude to all who chose to participate in our survey.



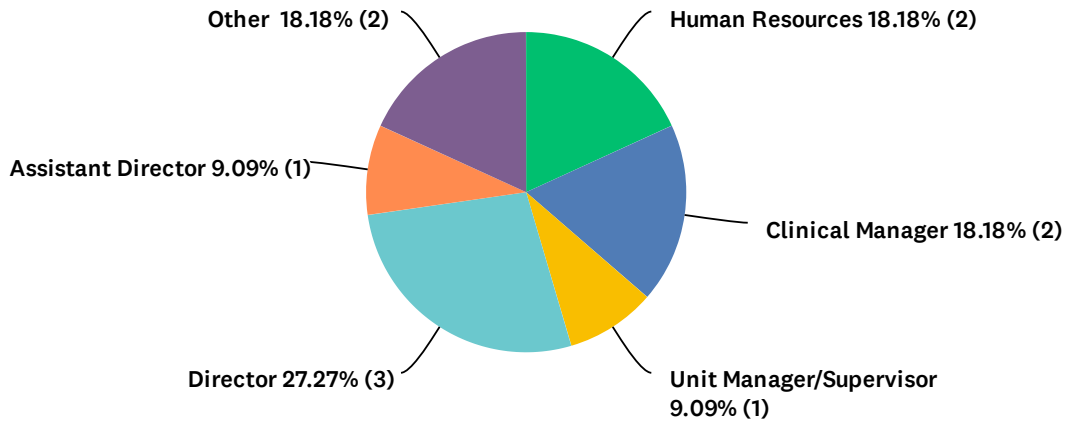
Local Immigration Partnership
Partenariat local pour l'immigration
LANARK & RENFREW

References

- Canadian Medical Association. *Canada's Health System is on life support: Health Workers Call for urgent mobilization to address shortages, burnout and backlog issues*. Canadian Medical Association. (2022, March 10). Retrieved October 6, 2022, from <https://www.cma.ca/news-releases-and-statements/canadas-health-system-life-support-health-workers-call-urgent>
- Ewen, C., Atlin, J., & Flecker, K. (2022, March). *Addressing the Underutilization of Internationally Educated Health Professionals in Canada: What the Data Does and Doesn't Tell Us*. World Education Services. Retrieved October 6, 2022, from <https://knowledge.wes.org/rs/317-CTM-316/images/canada-report-addressing-the-underutilization-of-iehps-in-canada.pdf>

Q1 Please select the most appropriate option for you position:

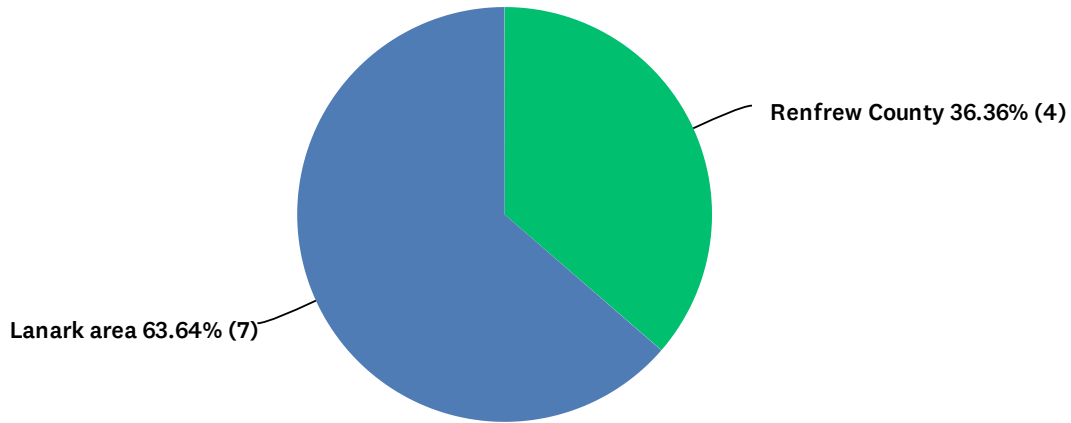
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Human Resources	18.18%	2
Clinical Manager	18.18%	2
Unit Manager/Supervisor	9.09%	1
Director	27.27%	3
Assistant Director	9.09%	1
Other	18.18%	2
TOTAL		11

Q2 What region do you work in?

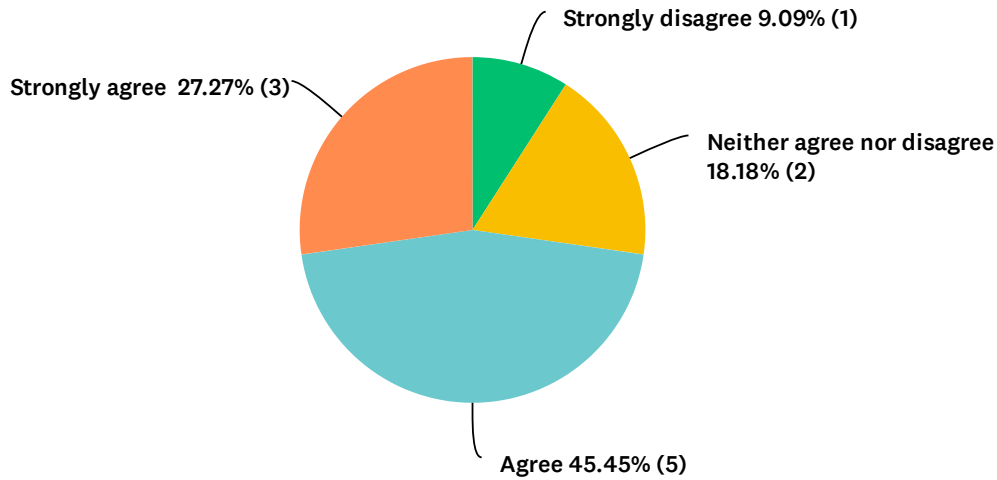
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Renfrew County	36.36%	4
Lanark area	63.64%	7
TOTAL		11

Q3 The facility that I work in is a welcoming environment for internationally educated healthcare professionals (IEHPs).

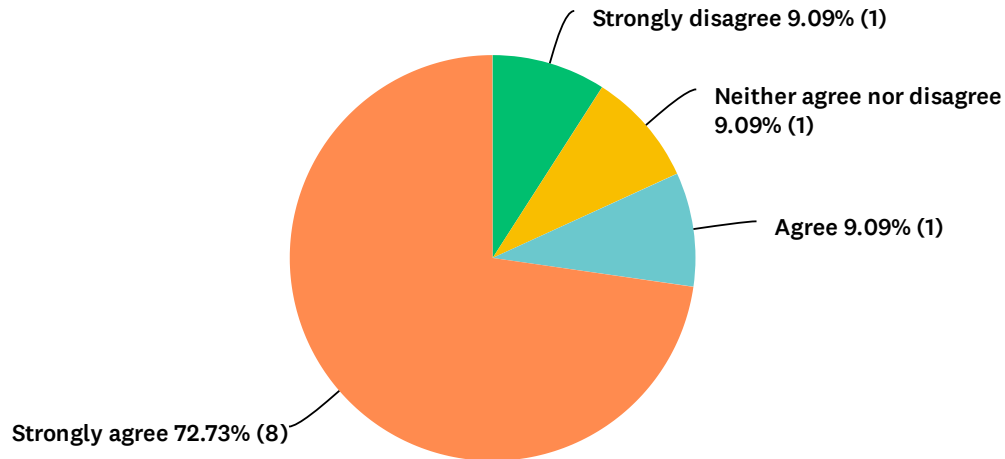
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	9.09%	1
Disagree	0.00%	0
Neither agree nor disagree	18.18%	2
Agree	45.45%	5
Strongly agree	27.27%	3
TOTAL		11

Q4 I have a responsibility to welcome and support IEHPs hired into my facility.

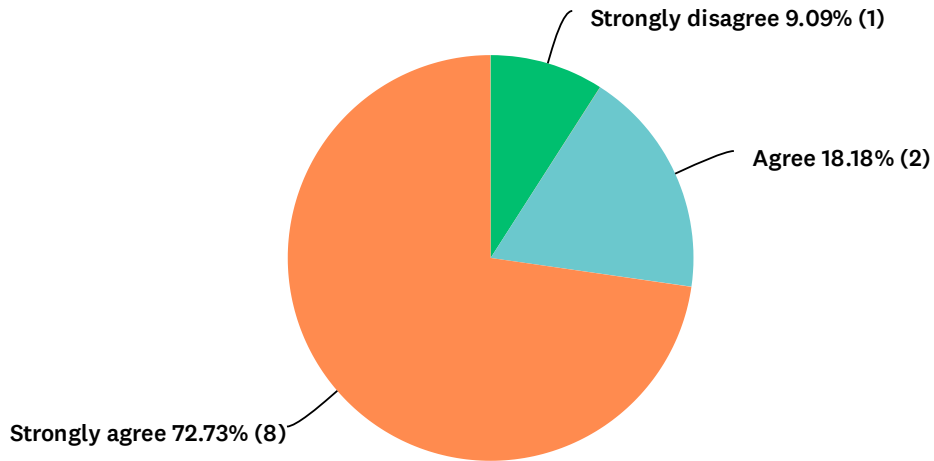
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	9.09%	1
Disagree	0.00%	0
Neither agree nor disagree	9.09%	1
Agree	9.09%	1
Strongly agree	72.73%	8
TOTAL		11

Q5 Internationally educated healthcare professionals are an asset to the Canadian healthcare system.

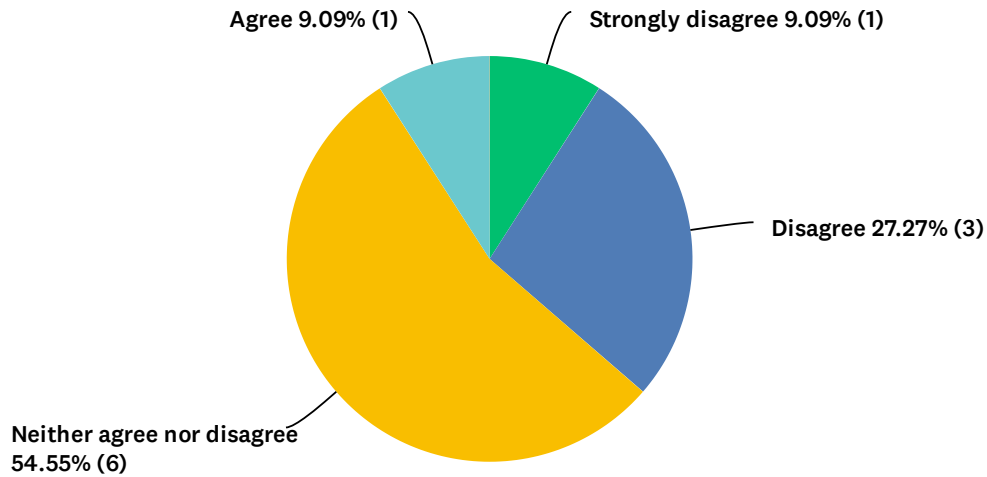
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	9.09%	1
Disagree	0.00%	0
Neither agree nor disagree	0.00%	0
Agree	18.18%	2
Strongly agree	72.73%	8
TOTAL		11

Q6 Internationally educated healthcare professionals have adequate education to be licensed in Canada without further education within the country.

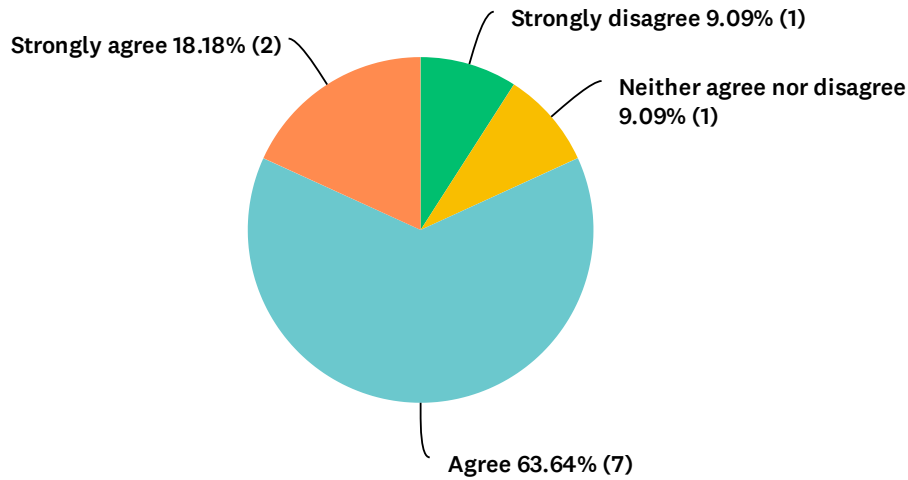
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	9.09%	1
Disagree	27.27%	3
Neither agree nor disagree	54.55%	6
Agree	9.09%	1
Strongly agree	0.00%	0
TOTAL		11

Q7 My place of employment would benefit from further education about the IEHP experience in Canadian healthcare facilities

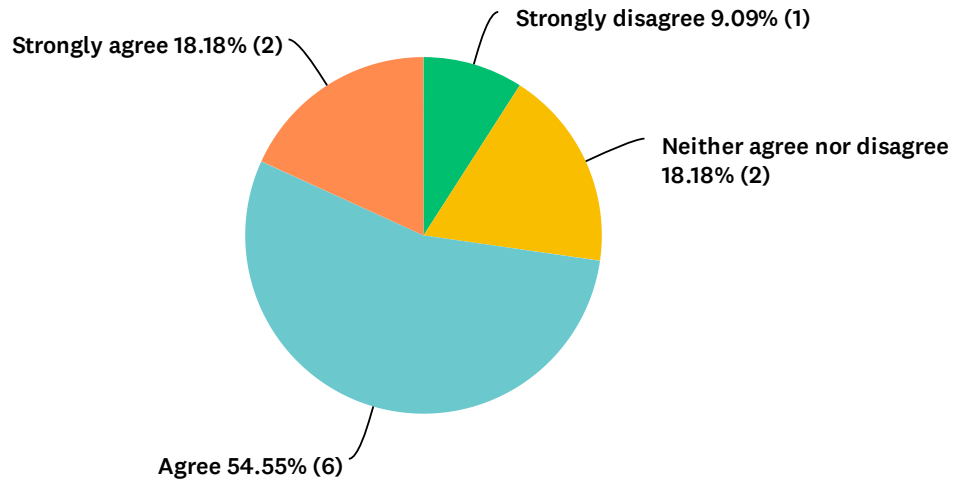
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	9.09%	1
Disagree	0.00%	0
Neither agree nor disagree	9.09%	1
Agree	63.64%	7
Strongly agree	18.18%	2
TOTAL		11

Q8 My place of employment would benefit from further education about the expertise and education standards of IEHPs.

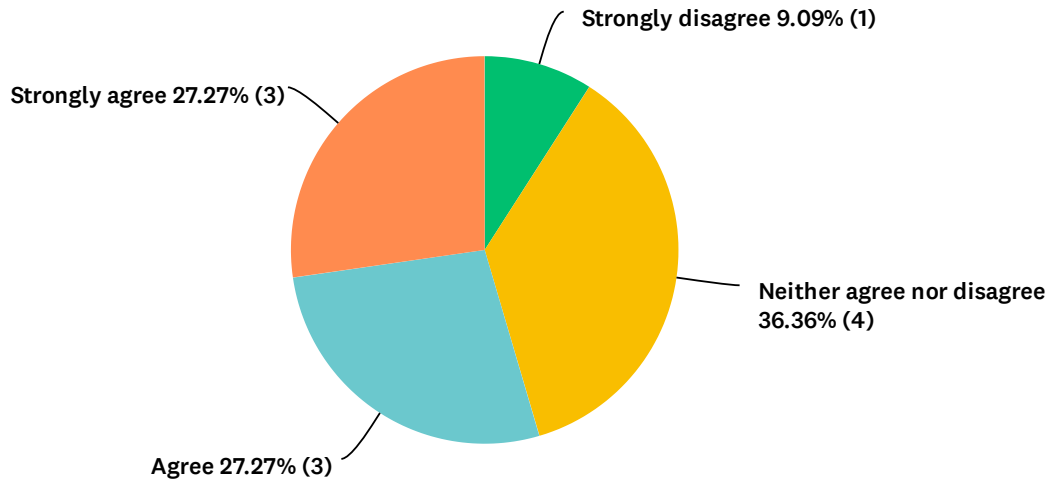
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	9.09%	1
Disagree	0.00%	0
Neither agree nor disagree	18.18%	2
Agree	54.55%	6
Strongly agree	18.18%	2
TOTAL		11

Q9 An IEHP job applicant with an international license would be an asset to my facility.

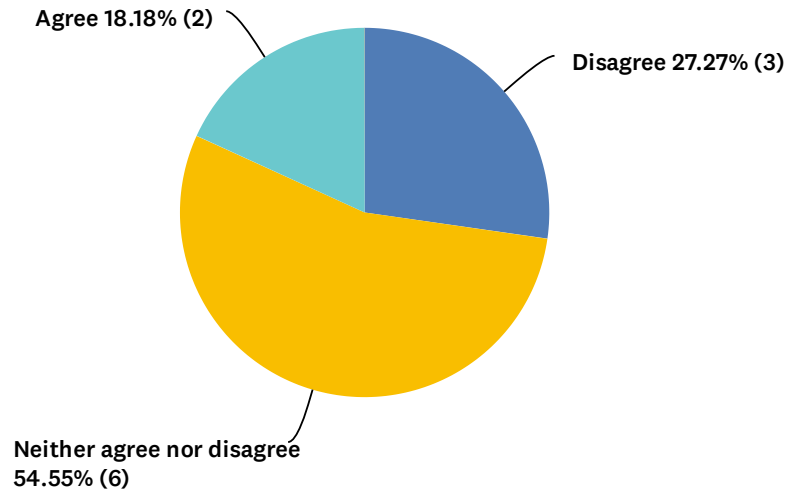
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	9.09%	1
Disagree	0.00%	0
Neither agree nor disagree	36.36%	4
Agree	27.27%	3
Strongly agree	27.27%	3
TOTAL		11

Q10 I would choose to hire a Canadian-trained healthcare professional over an IEHP in my facility.

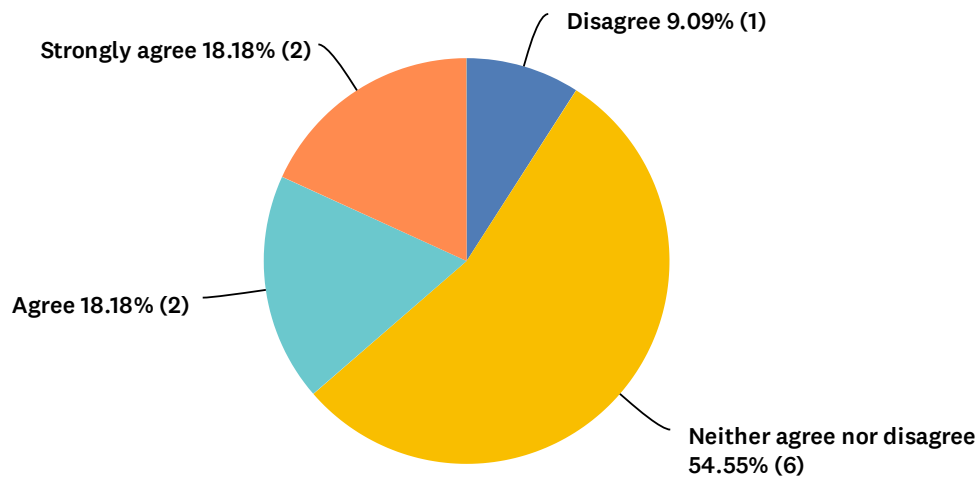
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	27.27%	3
Neither agree nor disagree	54.55%	6
Agree	18.18%	2
Strongly agree	0.00%	0
TOTAL		11

Q11 IEHPs face racism and discrimination in their Canadian workplaces.

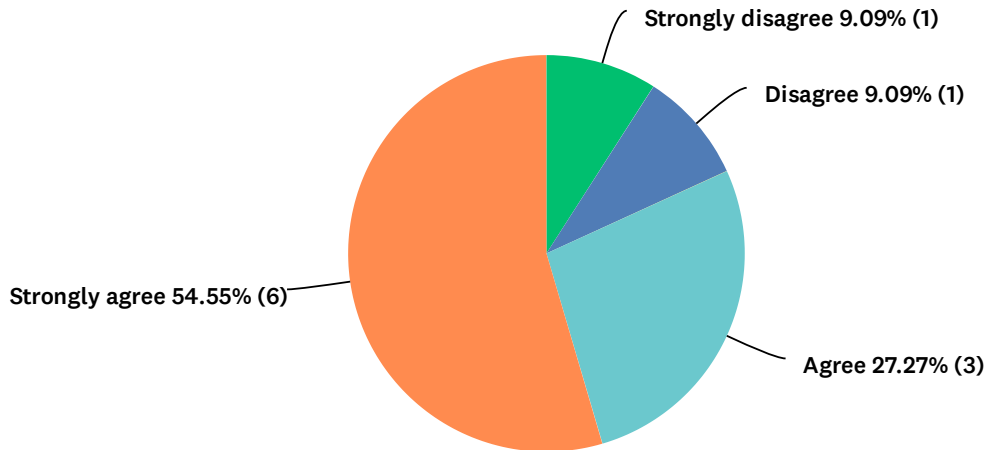
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	0.00%	0
Disagree	9.09%	1
Neither agree nor disagree	54.55%	6
Agree	18.18%	2
Strongly agree	18.18%	2
TOTAL		11

Q12 Expedited hiring of IEHPs could help to alleviate the healthcare worker staffing crisis.

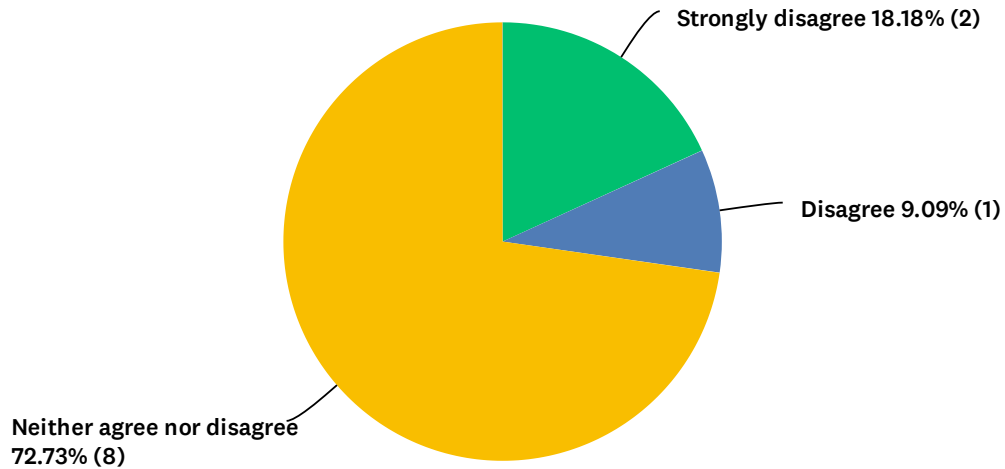
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	9.09%	1
Disagree	9.09%	1
Neither agree nor disagree	0.00%	0
Agree	27.27%	3
Strongly agree	54.55%	6
TOTAL		11

Q13 The license application process for IEHPs seeking a Canadian license to practice is accessible and fair.

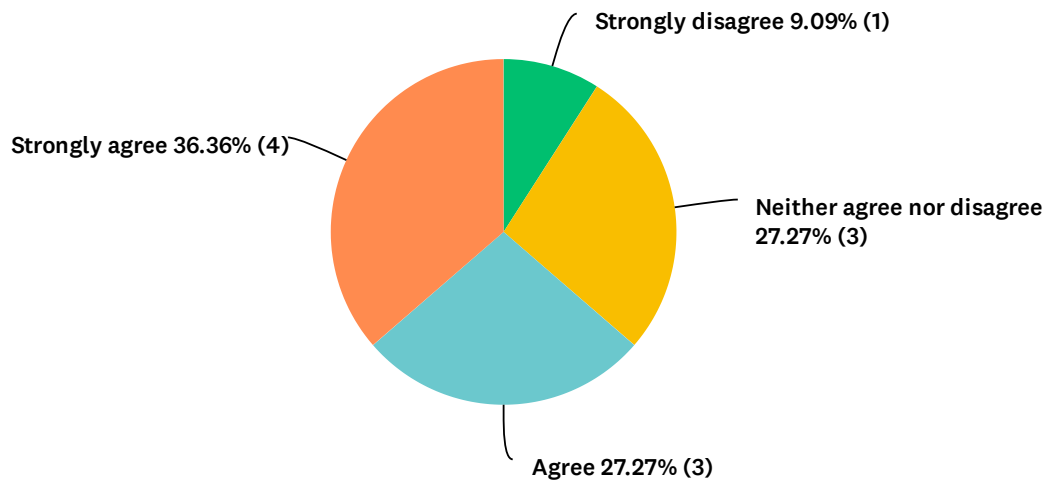
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	18.18%	2
Disagree	9.09%	1
Neither agree nor disagree	72.73%	8
Agree	0.00%	0
Strongly agree	0.00%	0
TOTAL		11

Q14 My facility is ready and willing to hire IEHPs.

Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	9.09%	1
Disagree	0.00%	0
Neither agree nor disagree	27.27%	3
Agree	27.27%	3
Strongly agree	36.36%	4
TOTAL		11