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

Crude Physician - Population Ratio

Patient Age-sex Adjusted Physician - Population Ratio

Real (Patient age-sex adjusted, physician age-sex adjusted) Physician - Population Ratio

Year

# Medical School Enrolment

<table>
<thead>
<tr>
<th>Country</th>
<th>First year enrolment</th>
<th>Population</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK*</td>
<td>5,970</td>
<td>61 million</td>
<td>1:10,218</td>
</tr>
<tr>
<td>Australia*</td>
<td>1,460</td>
<td>19.3 million</td>
<td>1:13,200</td>
</tr>
<tr>
<td>Canada**</td>
<td>2,028</td>
<td>31.5 million</td>
<td>1:15,500</td>
</tr>
<tr>
<td>USA***</td>
<td>17,120</td>
<td>290 million</td>
<td>1:16,939</td>
</tr>
</tbody>
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*International Medical Workforce Conference, 2002  
** AFMC Canadian medical Education Statistics, 2003  
***American Association of Medical Colleges, 2002
## IMGs Practicing in Canada
### Country of Origin

<table>
<thead>
<tr>
<th>MD - Country of graduation</th>
<th>Number practicing</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.K.</td>
<td>3639</td>
</tr>
<tr>
<td>S. Africa</td>
<td>1997</td>
</tr>
<tr>
<td>India</td>
<td>1342</td>
</tr>
<tr>
<td>U.S.A.</td>
<td>506</td>
</tr>
<tr>
<td>France</td>
<td>438</td>
</tr>
<tr>
<td>Poland</td>
<td>425</td>
</tr>
</tbody>
</table>

**Total** 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
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
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

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

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