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The Integration of Francophone International Health Graduates (IMGs) into Francophone Minority Communities



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Research Team

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Presentation Outline

1. Background
2. Issue, study objectives
2. Methodology
3. Research results
4. Possible solutions



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Background

- Francophone communities want to increase access to French-language health services
- For this to be achieved, one of the things needed is health professionals who can communicate in French
- A number of strategies are being used
- One of these strategies relies on exploiting the potential of International Health Graduates



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Issue

The graduate transition process is fraught with difficulties preventing Francophone international health graduates from practicing their profession.



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General Objective

- To analyze the social and professional integration of Francophone international health graduates (IHG) into Francophone minority communities



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Specific Objectives

- To identify the services available to IHGs
- To create a statistical profile of Francophone IHGs
- To identify the determining factors in the social and professional integration process



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METHODOLOGY

Case Studies

Pan-Canadian studies

Case studies:

- Nova Scotia
- New Brunswick
- Ontario
- Manitoba
- Alberta



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METHODOLOGY

Data Collection

- **Desk research**
 - review of existing services for IHGs;
 - statistical profile of Francophone IHGs
- **Semi-structured interviews (individual or group)**
 - 67 Francophone IHGs
 - 19 agency representatives
 - 10 training participants



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Distribution of IHG Respondents by Region (Focus Group)

Maritimes	Halifax	1	(7)
	Edmundston	1	(4)
Ontario	Ottawa	2	(15)
	Toronto	1	(11)
Manitoba	Winnipeg	1	(11)
Alberta	Calgary	1	(4)
	Edmonton	1	(6)
Total		8	(58)



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Distribution of IMG Respondents by Region (Individual Interview)

Maritimes	Nova Scotia	1
	New Brunswick	2
Ontario	Ottawa	1
West	Manitoba	1
	Alberta	2
	British Columbia	1
Territories	Northwest Territories	1
Total		9



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RESULTS

Agencies that Offer French-Language Services to IHGs

- Maritimes: 1 in Nova Scotia
- Ontario: 1 in Ottawa and 3 in Toronto
- West: None
- Territories: None



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Current Projects

- Canadian Information Centre for IMGs:
www.img-canada.ca
- Training programs for internationally trained nurses in a number of provinces (Nova Scotia, Alberta and British Columbia).



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Situation Before Leaving for Canada

- Lack of information about the credential recognition and graduate transition processes.
- Most respondents expected to be able to:
 - find a job quickly; and
 - work in French.



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Credential Recognition

- A relatively difficult process, depending on the profession.
- A process that can be lengthy, complex, rigorous and costly.
- Lack of standardization among provinces.

– Three patterns:

- The IHG finds a job in his/her field;
- The IHG finds a job in a related field; or
- The IHG gives up on his/her field.



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Credential Recognition

- **Factor that facilitates credential recognition**
 - Strong English language skills.
- **Requirements of professional bodies and professionals**
 - More help and flexibility on the part of health professionals and the College of physicians.
- **Tests**
 - Pose two difficulties: 1) basic knowledge questions and 2) documents often distributed in English.



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Graduate Transition

- **Job search**
 - Applying to several places
 - Being overqualified
- **Professional integration**
 - English immersion
- **Organizational culture and working relationships**
 - Working conditions and work methods
 - Working relationships with colleagues and patients



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Social integration

- **Network and friends**
 - Professional integration facilitates social integration
 - Made up mostly of immigrants
- **Resources and existing services**
 - **Training**
 - Ontario: Cité collégiale and Collège Boréal
 - **Services provided by community organizations**
 - Limited services for IHGs
 - **Language of services**
 - Services mostly in English



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Analysis of IMG needs

- **Financial needs**
 - High training costs
- **Information needs**
 - Accessibility and quality of information
 - Information on host communities
- **Training needs**
 - Professional and language training (Canadian culture)
- **Peripheral service needs**
 - Support



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Solutions proposed by the IMGs

- Allocate financial aid
- Credential recognition
- Information
- Raise awareness among employers and the host community
- Language training and upgrading
- Peripheral training for professionals
- Mentoring and internships
- Orientation services
- Support in the workplace
- Social integration
- Role of governments



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Possible solutions

- Have the credential recognition process conducted in French
- Develop training and services in the training centres
- Mentoring and networking
- Community services
- Support within the existing resources in the health sector

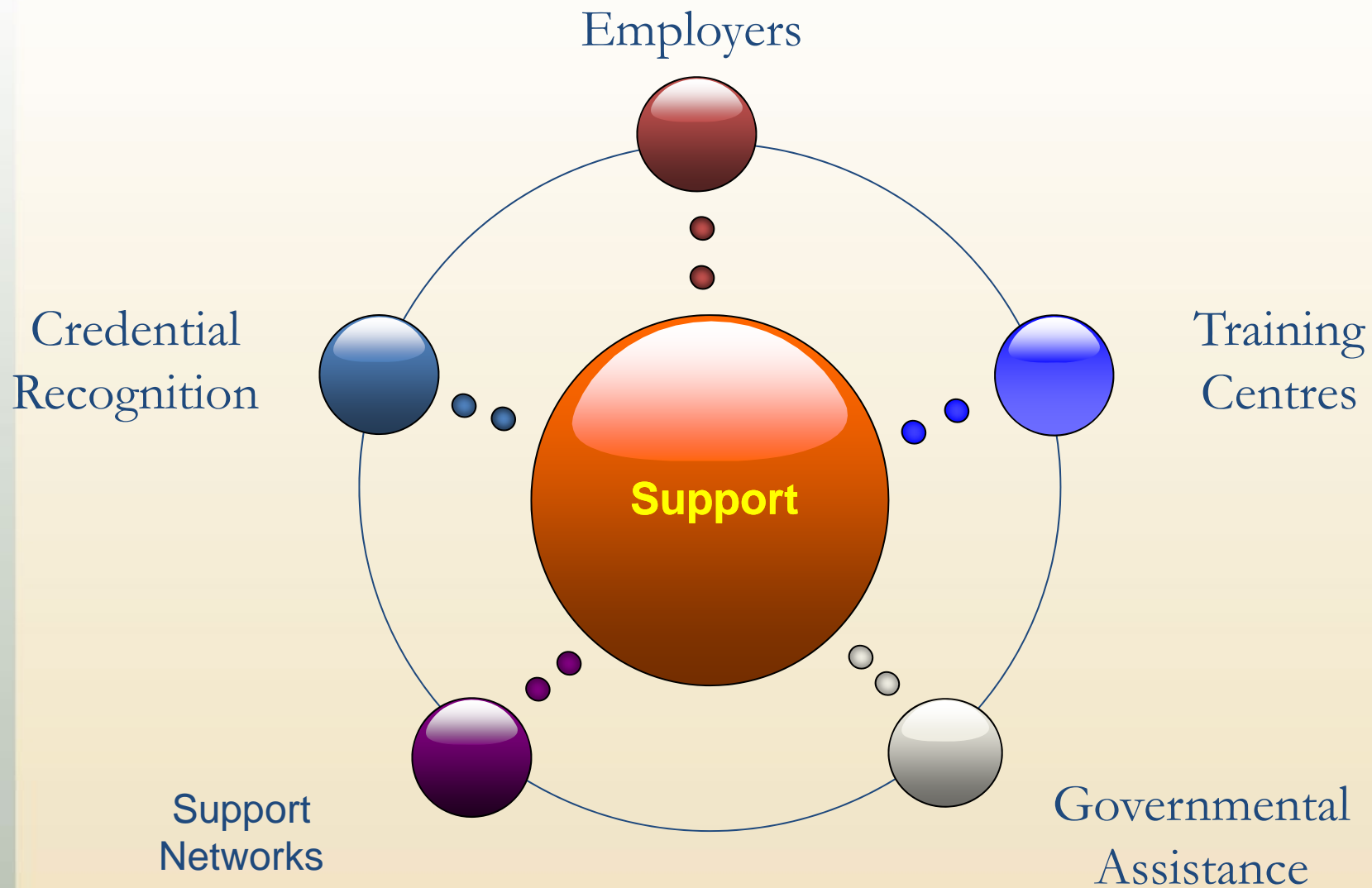


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Possible Solutions

- **The goal of these solutions would be to narrow the gap between IHGs' expectations and reality**
 - by informing them better before they leave and when they get here and
 - by establishing training activities and services to facilitate the social and professional integration of IHGs.



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Thank you!



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