

An Environmental Scan of Programs and Services
available to
Internationally Educated Healthcare Professionals
in Canada

APPENDIX B

Prepared for
The Western and Northern Health Human Resources
Planning Forum

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NOTE:

The information for the scan was collected between September 1-October 18, 2006. Some program information was not available during the period of data collection

PROGRAMS AND SERVICES	CONTACT INFORMATION and NOTES:
<i>ACCESS TO</i>	<i>INFORMATION</i>
General Info applying to all IEHPs	
<i>Access to Information</i>	
<p>Health Match British Columbia is a comprehensive, no-fee, health care recruitment service for the province of British Columbia, Canada. Recruitment consultants help health professionals determine career opportunities that best correspond with professional and lifestyle interests by:</p> <ul style="list-style-type: none"> • Match your skills and interests to job vacancies • Educate applicants about communities of interest • Facilitating contact with prospective employers <p>Guiding applicants through British Columbia's registration, licensing and immigration procedures and assisting with settlement issues such as real estate options, spousal employment in communities of interest etc</p>	<p>Health Match BC Suite 200 1333 W. Broadway Vancouver, BC Canada, V6H 4C6</p> <p>Telephone: 604-736-5920 Fax: 604-736-5963 Email: recruit@healthmatchbc.org</p>
<p>Skills Connect for Immigrants assists skilled immigrants secure meaningful employment.</p> <p>Clients are moved through one or more of the following service components within the employment bridging system depending on their individual needs:</p> <ul style="list-style-type: none"> • <i>Career Assessment and Planning Services</i> <ul style="list-style-type: none"> ○ Assessment of English proficiency, academic qualifications, technical skills, essential skills, career management skills and financial means ○ Individualized action plan ○ Information and referral to appropriate services or workplace practice • <i>Pre-employment Skill Enhancement Services</i> <ul style="list-style-type: none"> ○ English training at CLB level seven or higher ○ Limited academic upgrading ○ Technical skills upgrading ○ Essential skills upgrading ○ Job search skills ○ Career management skills ○ Orientation to workplace culture • <i>Workplace Orientation and Practice Services</i> 	<p>Sylvia Wende <i>Coordinator</i> BC Skills Connect Program for Immigrants Tel: (250) 753-6911 (ext 108) Fax: (250) 753-4250 E-mail: swende@cvims.org</p>

<ul style="list-style-type: none"> ○ Mentorship and/or job shadowing ○ Internship or apprenticeship. 	
<p>Breaking Barriers, Building Bridges: A directory of contact information for internationally educated professionals in Ontario. Under Industrial Pharmaceuticals, includes contact info for assessments, programs, employers of technologists.</p>	<p>Planning for Progress? Contact us at 416-439-2275 for PCPC or 416-439-1825 for P&A 1200 Markham Road, Suite 400, (Markkham & Ellesmere) www.pcpi.ca</p>
<p>Manitoba Labour and Immigration Website includes comprehensive information for newcomers, including information Fact Sheets, Credential Assessment, Language Assessment. Fact Sheets provide generic description of the profession, educational requirements, workplace requirements, assessment process and contact information for the professional associations</p>	<p>Manitoba Labour and Immigration website: http://www.gov.mb.ca/labour/immigrate/newcomer services/pro18.html</p>
<p>The Access to Professions and Trades in Ontario web site is a service of Findhelp Information Services. Through the web site, a person with international training has seamless access to consistent, reliable information. While the web site focuses on employment in the professions and trades, it creates a vital link to services that can support other needs such as child care, counseling and community involvement</p>	<p>Findhelp Information Services 543 Richmond St W, Ste 125. Toronto, ON M5V 1Y6 416-392-4605 info@findhelp.ca info@findhelp.ca www.findhelp.ca</p>
<p>The Canadian Information Centre for International Credentials (CICIC) acts as a national clearing house and referral service to support the recognition and portability of Canadian and international educational and occupational qualifications. CICIC advises individuals on what they need to do to have their credentials assessed and recognized in Canada, and they are referred to the appropriate institutions and organizations for specific assistance. CICIC does not itself grant equivalencies or assess credentials.</p>	<p>CICIC 94 Claire Street W. Ste 1106 Toronto On M4V 1N6 (416) 962 9725 email: info@cicic.ca http://www.cicic.ca/</p>
<p>Fulfilling The Promise Database (FTPD) has been compiled from a preliminary environmental scan of initiatives, reports, programs, projects and ideas across Canada and internationally related to solutions for access to the labour market. It is a first step in developing a more comprehensive and complete resource on this issue. The database includes information about credentialing, language assessment, bridging programs, exam prep, support networks etc</p>	<p>Maytree Foundation Ste 804 170 Bloor St Toronto ON (416) 944-2627 http://www.maytree.com/</p>

<i>Assessment of Professional Competency</i>	
<p><i>Internationally Trained Professionals and Ontario Universities, Office for Partnerships for Advanced Skills (OPAS), Council of Ontario Universities</i></p> <p>Led by the Council of Ontario Universities, the program is designed to identify program or admission procedure issues that may deter internationally trained professionals from accessing programs required to meet practice requirements in Ontario. Initially the project is initially focusing on health and engineering professionals</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>
<i>Language-general and profession specific</i>	
<p>University of Manitoba:IBT (Internet based Test of English as a Foreign Language) TOEFL Preparation Course is a 75 hour course prepares clients to successfully complete the IBT TOEFL Test</p>	
<p><i>CLB Online Self-Assessment (CCLB)</i> is working in partnership with the Centre for Education and Training to develop an online self-assessment tool (in English and French). The online tool will be accessible to both immigrants and prospective immigrants interested in determining their second language proficiency level based on the Canadian Language Benchmarks (CLB) and Niveaux de compétence linguistique canadiens (NCLC) to inform their decisions about:</p> <ul style="list-style-type: none"> • employment, access to professions and trades, • further education and training • immigration and integration into Canadian society <p>Visitors to this website will be able to access an online assessment to determine their (CLB) or (NCLC) levels in two skill areas - reading and listening.</p>	<p>Centre for Canadian Language Benchmarks 200 Elgin Street, Suite 803 Ottawa, Ontario, K2P 1L5 Telephone: (613) 230-7729; Fax: (613) 230-9305 International Telephone: 011-613-230-7729; International Fax: 011-613-230-9305</p> <p>E-mail: info@language.ca</p> <p>Website - www.language.ca</p>
<p><i>Workplace Language Assessment (WLA) for CLB 7 – 10</i></p> <p>The Centre for Canadian Language Benchmarks (CCLB) is developing a Workplace Language Assessment (WLA) with funding from the Governments of Ontario and Alberta and Citizenship and Immigration Canada. The WLA is a communications assessment tool to assess higher-level language proficiencies (CLB 7-10) of clients seeking entry into workplace-related training opportunities such as bridge to employment programs. It will be available for use with clients who have post-secondary education and some work experience. The tool will assess clients in approximately 90</p>	<p>Centre for Canadian Language Benchmarks 200 Elgin Street, Suite 803 Ottawa, Ontario, K2P 1L5 Telephone: (613) 230-7729; Fax: (613) 230-9305 International Telephone: 011-613-230-7729; International Fax: 011-613-230-9305</p> <p>E-mail: info@language.ca</p>

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<p>minutes and provide CLB scores for each language skill</p> <p>The WLA provides a comprehensive assessment kit. Three sub-tests identify language proficiencies in all four skills – speaking, listening, reading and writing, in terms of CLB levels 7 – 10. Trained and certified CLB assessors will identify eligible candidates for appropriate training. In programs where higher-level CLB are required for employment-related language training, the assessment tool will provide the information for trainers to develop materials at levels appropriate to the clients.</p> <p>One of the features of the WLA kit is a screening tool to help employment counselors or WLA assessors identify clients in the CLB 7-10 range before referring them for a full assessment. It is expected that this will help clients and assessors achieve more positive results from the tool. The new placement tool will meet the needs of a range of workforce-related programs</p>	<p>Website - www.language.ca</p>
<p>English For Internationally Educated Health Care Professionals is an inter-disciplinary language training program for newcomer health care professionals. It is an intensive communication course that focuses on the language skills needed to practice effectively in a Canadian health care work environment. The course include areas such as medical terminology; writing health care reports/forms; inclusive/exclusive language; expressing opinions; apologizing/complaining; providing solutions; small talk in health care setting ; networking; interview techniques; working as a team; note taking for health care and the Canadian health care work culture. The course is 13 weeks long, 15 hours per week)</p>	<p>Halifax Immigrant Learning Centre</p> <p>Suite 201, 7105 Chebucto Rd</p> <p>Halifax NS B3L 4W8</p> <p>Beth Vye</p> <p>bveye@hilc.ns.ca</p>
<p>Michener English Language Assessment (MELA) is set in the context of health care. It describes language proficiency in four skill areas: Speaking, Listening, Reading and Writing.</p> <p>MELA test scores are reported using Canadian Language Benchmarks (CLB) which are a national Canadian standard of English language proficiency.</p> <p>MELA is used to:</p> <ul style="list-style-type: none"> • determine communicative readiness to join health care educational programs • assist program consultants to advise applicants about strong and weak areas in their language proficiency and provide options for skill development 	<p>The Michener Institute for Applied Health Sciences 222 St. Patrick Street Toronto, Ontario Canada M5T 1V4 http://www.michener.ca/access/mela.php</p>

<p>Credentials/PLA</p>	
<p>World Education Services (WES) online credential equivalency service. The Preliminary Online Equivalency (POE) is a self-directed web-based service where individuals or institutions can look up equivalencies of international academic credentials instantly. This online service will help immigrants to Canada as well as educational institutions, employers, regulatory bodies and potential immigrants to Canada who are still overseas.</p> <p>Initially, POE will contain credential equivalencies for the following countries: Australia, Brazil, Canada, China, Colombia, France, Germany, India, Israel, Italy, Japan, Mexico, Nigeria, Pakistan, Philippines, Poland, Russia, South Africa, Spain, Taiwan, Thailand, The Netherlands, Turkey, UK and USA. They expect the list will grow very soon to encompass the vast majority of countries.</p> <p>This self-assessment tool is currently limited to post-secondary degrees and recognized degree-granting institutions. It does not include secondary-level or other types of institutions and credentials</p>	<p>World Education Services-Canada (WES Canada) 45 Charles Street East, Suite 700 Toronto, Ontario M4Y 1S2 Canada Tel.: +1 416 972-0070 Fax: +1 416 972-9004 Toll-free: +1 866 343-0070 (from outside the 416 area code) E-mail: ontario@wes.org Web site: http://www.wes.org/ca/</p> <p>NOTE: WES provides Credential evaluation for College of Nurses of Ontario, College of Occupational Therapists of Ontario as well as The College of Nurses of Ontario.</p> <p>There is \$30 fee to review equivalencies for three international credentials. This fee can be credited towards the cost of a formal evaluation report.</p>
<p>International Credential Evaluation Service (ICES) evaluates the credentials of people who have studied in other provinces or countries and determines comparable levels in British Columbia and Canadian terms .</p>	<p>ICES 3700 Willingdon Avenue Burnaby, British Columbia CANADA V5G 3H2</p> <p>Telephone: 604-432-8800 Facsimile: 604-435-7033 Email: icesinfo@bcit.ca</p> <p>Note: ICES provides Credential Evaluation for Canadian Society for Medical Laboratory Science, College of Licensed Practical Nurses of BC, College of Registered Psychiatric Nurses BC,</p>
<p>International Qualifications Assessment Service (IQAS): The International Qualifications Assessment Service (IQAS) was established by the Alberta Government to help individuals educated outside of Canada. The service assesses international educational documents and compares them to educational credentials in a Canadian province</p>	<p>International Qualifications Assessment Service (IQAS)</p> <p>Alberta Advanced Education 9th Floor, Sterling Place 9942 - 108 Street Edmonton, Alberta T5K 2J5 Canada Tel.: +1 780 427-2655 Toll-free in Alberta: 310-0000 ask for 427-2655 Fax: +1 780 422-9734 Web site: http://www.advancededucation.gov.ab.ca/iqas/iqas.asp</p>

<p><i>Service d'évaluation comparative (SECE):</i> The <i>Évaluation comparative des études effectuées hors du Québec</i> (Comparative evaluation for studies done outside Québec) is a document that indicates a correspondence to the Quebec educational system for studies completed outside Québec.</p>	<p><u>Service des évaluations comparatives d'études</u> (SECE) Centre de reconnaissance des formations et des compétences Ministère de l'Immigration et des Communautés culturelles (MICC) 255, boulevard Crémazie Est, 8e étage Montréal (Québec) H2M 1M2 Canada Tél.: +1 514 864-9191 ou +1 877 264-6164 Fax: +1 514 873-8701 E-mail: equivalences@micc.gouv.qc.ca Web site: http://www.immigration-quebec.gouv.qc.ca/en/education/comparative-evaluation/index.html</p>
<p><i>The Credentials Recognition Program (Manitoba)</i> assists immigrants with professional and/or technical backgrounds in gaining recognition for education and work experience obtained outside of Canada. The program offers assessment and wage assistance as well as counseling and referral services to eligible clients.</p>	<p>Settlement and Labour Market Services Branch Manitoba Labour and Immigration 500 - 213 Notre Dame Avenue Winnipeg, MB R3B 1N3 Phone: (204) 945-7305 Web Site: www.immigratemanitoba.com</p>
<p><i>Profession Specific Supports</i> (includes language/communication, exam or professional bridging programs)</p>	
<p><i>Language/Communication</i></p>	
<p><i>Interdisciplinary Studies, Exam Preparation, Communication and the Health Care Sector, Michener Institute</i> Michener Institute currently offers programs in interdisciplinary studies, exam preparation, and communication and the health care sector as part of their Access & Options program and through other programs they deliver.</p>	<p>The Michener Institute 222 St. Patrick Street Toronto, ON M5T 1V4 Phone: 416 596-3154 Fax: 416 596-3114 E-mail: access@michener.ca</p> <p>NOTE: Beginning in September 2006, Michener will make these program IEHPs all health professionals</p>
<p><i>Canadian Communication for Allied Health Professionals Bridging Program:</i> The program is under development but will be similar to the Canadian Communications for Physicians Trained Abroad. The program will focus on communication of professional, legal and ethical issues.</p>	<p>Margaret Pidlaski. Manitoba Labour and Immigration Adult Training Branch. (204) 945-7415</p>
<p><i>Exam Prep</i></p>	
<p><i>Settlement and Integration Services Organization (SISO)</i> offers a range of programs for newcomers including examination preparation courses for IMGs, intro to the healthcare system, licensing and accreditation, Canadian workplace: requirements and expectations. The site has the capacity for job postings as well</p>	<p>Settlement and Integration Service Organization 360 James Street North LIUNA Station-Lower Concourse Hamilton, ON L8L 1H5</p> <p>http://www.siso-ham.org</p>

<p>Orientation for Healthcare Professionals: An interactive web based site providing orientation information to assist IEHPs prepare for examinations, working as team members, Canada Health Act, Ethics. Similar to the information provided in the IMG Faculty Development program. Supported by Health Canada, U of T Faculty of Pharmacy and 6 provinces</p>	<p>In development Zubin Austin Faculty of Pharmacy, U of T (416) 978-0186 zubin.Austin@utoronto.ca</p>
<p>EMPLOYMENT SUPPORTS</p>	
<p>Career Access for Newcomers (International Medical Graduates), LASI World Skills: is a program designed to help newcomers to Canada access employment that is appropriate to their education and experience. It includes a number of professions and trades — teaching, accounting and finance, engineering, health care (IMGs) and trades. It is delivered in partnership with the City of Ottawa.</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>
<p>REACH, JobSkills is a pilot program to help health care, IT, accounting, engineering and other internationally educated professionals gain employment in their profession. The program provides advice on occupational suitability and education and includes academic learning about workplace culture, and the labour market. Educational assessment is provided through the World Education Services.</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>
<p>Human Resources Skills Development Canada website offers series of skill assessment quizzes that assist newcomer determine best job fit and employment opportunities in Canada. http://www.jobsetc.ca /category_drilldown.jsp?category_id=412&crumb=12</p>	<p>http://www.jobsetc.ca</p>
<p>The International Centre of Winnipeg website connects professionals to a virtual employment centre as well as employment agencies. The same site offers information to employers regarding the steps they must take if they are planning to hire an internationally educated person.</p>	<p>http://www.international-centre.ca/</p>
<p>FINANCIAL SUPPORTS</p>	
<p>Immigrant Employment Loan Program and Maytree Scholarship Program, The Maytree Foundation, Toronto These programs provide financial support for eligible IEHPs to attend colleges or universities in the Toronto area. The loan program is offered in partnership with Alterna Savings</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>

<p>The Credential Recognition Program offered by Labour and Immigration offers limited financial support (up to 50% to a maximum of \$2250) to offset the costs associated with licensing/certifying. As well, a small number of individuals may be eligible to receive wage assistance (up to 40% of the gross wage over 6 mo to a maximum of \$4500. Any business registered and operating in the Province of Manitoba, providing full-time professional or technical employment opportunities, is eligible for assistance. Crown Corporations are also eligible.</p> <p>Jobs created through the Credentials Recognition Program must remain permanent positions upon termination of the wage assistance provided through the program. The creation of new positions cannot result in the layoff, termination or dismissal of any current employees</p>	<p>Ximena Munoz. Manitoba Labour and Immigration, Settlement and Labour (204) 945-5978 XMunoz@gov.mb.ca</p>
<p>CAREER COUNSELING</p>	
<p>Moving Internationally Trained Individuals Toward Licensure, Certification and Employment (Health Professionals), Neighbourhood Link, Toronto provides a range of information, counseling and advisement, job experience and preparation and post-program supports to internationally educated and trained health professionals in Toronto</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>
<p>Employment Centre for International Professionals and Tradespeople offers information sessions, a three-day orientation of the Canadian workplace and workshops including a two-week Career Planning workshop and a two-week Job Search Skills workshop. As well there are a variety of services available including computers, Internet access, photocopying, fax and telephone services.</p>	<p>COSTI Immigrant Services at 2090 Jane Street, Toronto 416 789 3420 ext 244 or Skills for Change - Shabnum Budhwani at 416 658 3101 ext 227</p>
<p>Canadian Information and Networking Services is an on-line forum providing mentoring, resources and other services that assist skilled, experienced, and expert professionals, business people and trades people who are new to Canada, or are considering immigrating, to Canada. This website connects these individuals with Canadians who have similar interests, backgrounds and/or career goals. The interactive forum allows them to share a wide-range of occupational-related knowledge.</p> <p>A feature of CanadaInfoNet is the Online Mentoring Program. The mentors are volunteers who have been working in their profession or trade for a minimum of 2 years in Canada, understand the challenges of immigrating to Canada and offer their time and expertise in order to help newcomers succeed in achieving their settlement, education and/or employment goals.</p>	<p>Canadian Information and Networking Services CanadaInfoNet.org</p>

<p>Hamilton International Health Professionals (HIHP) is a Hamilton-based non-profit, non-governmental organization that aims to facilitate the integration of health professionals, who studied outside Canada, into the Canadian health care system.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • To improve access to comprehensive and user-friendly information on career options • To assist international health professionals to establish a career in Canada • To improve access and admission to Canadian educational institutions (colleges and universities) for purposes of alternative employment • To raise awareness of the Canadian public, politicians and potential international health professionals • Conduct study groups in preparation for Canadian <p>Evaluating Exams</p>	<p>Hamilton International Health Professionals (HIHP) Hamilton, Ontario Tel: (905) 667-7476 Location: 360 James Street North, Hamilton, Ontario Contact: panyaga@siso-ham.org</p>
<p>The International Centre of Winnipeg website offers excellent information referring professionals to agencies that will assess their credentials. : The site also directs healthcare professionals to the websites of the relevant regulatory bodies</p>	<p>http://www.international-centre.ca/.</p>
<p>Employment Projects of Winnipeg (A program operated by the International Centre) offers assessments and employment counselling, career planning, professional resume and cover letter writing, job search techniques and related workshops, job placements, introductory computer courses, computer labs with high speed internet access, and a literacy program</p>	<p>Employment Projects of Winnipeg Inc. 520 Portage Avenue Winnipeg MB R3C 0G2 Phone: (204) 949-5300 Fax: (204) 944-9918 Email: info@epw.ca Web Site: http://www.epw.ca</p>
<p>Prior Learning Assessment Opportunities. Red River College, U of Winnipeg, U of Manitoba, Brandon University have career counseling programs for students seeking recognition of their prior education and experience.</p>	<p>RRC: Louise Gordon, VP Health Sciences, Red River College; Lauren Wa http://www.plarinmanitoba.ca/plar_benefits_e.html), U of M-Sherry Sullivan W-Barb Reid-786-9767; Brandon University-Elaine Tyler-727-7413</p>
<p>The Success Skills Centre (a program offered through the International Centre) is an independent assessment and internship workplace resource centre, providing employment and counselling assistance to immigrant professionals. Advice and guidance to employers and others working with immigrant professionals is also provided.</p>	<p>Success Skills Centre 440 - 500 Portage Avenue Winnipeg, MB R3C 3X1 Phone: (204) 975-5111 Fax: (204) 957-5108 Email: ssc@successskills.mb.ca Web Site: www.successskills.mb.ca</p>

Moving Internationally Trained Individuals toward Licensure, Certification and Employment, St. Catharines Unemployment Help Centre Inc. This program provides assessment and advice on academic, language, employment in order to get internationally educated professionals into employment in their original occupation/profession or in an occupation that matches their educational background and skill set

Jane Seltzer, Manager (Acting)
Health and Long-term Care
Allied Health Human Resources Policy and
Planning Unit, Toronto
Phone: (416)327-8336
Jane.Seltzer@moh.gov.on.ca

PHARMACIST	
<i>Access to Information</i>	
<p>National Association of Pharmacy Regulatory Authorities (NAPRA) website (www.napra.org) provides general information for practicing pharmacists (eg, national drug schedules, Controlled Drugs Act and Regulations, Food and Drug Act and Regulation, Model Standards for Practice, etc) as well as licensure information.</p> <p>The licensure information presents the requirements for licensure in each jurisdiction in a table format. After reviewing the requirements in all jurisdictions in Canada, the applicant can scroll down the page to obtain the contact information for each provincial/territorial body.</p> <p>As well, it links to the Pharmacy Examining Board of Canada which, in turn provides an online free copy of the PEBC Evaluating Examination Booklet, Syllabus, Application Form and Application Form. The same site provides detailed information about the Qualifying Exam and offers a tutorial handbook to assist applicants prepare for the OSCE.</p>	<p>National Association of Pharmacy Regulatory Authorities (NAPRA) website</p> <p>Pharmacy Examining Board of Canada 415 Yonge Street, Suite 601 Toronto, ON Canada M5B 2E7 Telephone: 416-979-2431 Fax: 416-599-9244 Email : pebcinfo@pebc.ca http://www.pebc.ca</p>
<i>Assessment of Professional Competency</i>	
<i>Language-general and profession specific</i>	
<i>Credentials/PLA</i>	
<i>Pharmacists PLA.</i>	<i>NOTE: Two programs in Canada developed PLA for pharmacists. Both have abandoned the process</i>
<p><i>Profession Specific Supports</i> (includes language/communication, exam or professional bridging programs)</p>	

Language/Communication	
<p>Development and Implementation of a Canadian Language Benchmark Training Program for Pharmacists Enhanced Language Training (ELT), IPG Program, School of Pharmacy, University of Toronto ESL and professional language upgrade course for internationally trained pharmacists.</p>	<p>Under development Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>
<p>Pronunciation Enhancement Pilot (PEP) project. The Pronunciation Enhancement Pilot program is a flexible eight-week continuing education program designed to increase the clarity of spoken English in professional situations. Learning is supported through a unique combination of pronunciation software, weekend clinics, and short, weekly in-class and/or telephone group interaction sessions.</p>	<p>Alberta College of Pharmacists Suite 1200, 10303 Jasper Ave NW Edmonton, AB T5J 3N6 Telephone: (780) 990-0321 Telephone: 1-877-227-3838 Fax: (780) 990-0328</p> <p>http://pharmacists.ab.ca/news_events/default.aspx</p>
<p>Pharmacy Enhanced Language Training (ELT) Program at the U of T, U of Ottawa and U of Waterloo is a 24 week pharmacy specific language training course aimed at IPGs who have not met the fluency requirement for licensure/admission to the IPG Program. Admission requirements are: status in Canada and BSc Pharmacy Degree.</p>	<p>Contact:Marie Rocchi,Dean International Pharmacy Graduate Program marie.dean@utoronto.ca or Leslie Dan > 19 Russell Street, > Toronto, Ontario > Phone: (416) 946-0660 > Fax: (416) 946-8168</p> <p>http://www.ipgcanada.ca/</p>
Exam Preparation	
<p>International Pharmacy Graduates:Evaluating Examination Study Guide: development of a guide to assist IEPs prepare for the Evaluating Exam</p>	<p>Under development. Expected to be available 2008 Project Contact: Peter Gibson, Executive Director, Western & Northern HHR Planning Forum 250-952-3145 Peter.J.Gibson@gov.bc.ca</p> <p>Technical Contact: Sandi Huddy, Canadian Pharmacy Practice Programme, The Division of Continuing Pharmacy Professional Development Faculty of Pharmaceutical Sciences, University of British Columbia 604-827-3390.....shuddy@interchange.ubc.ca</p>
OSCE Prep Course for Pharmacists	<p>Eileen May Manitoba Labour and Immigration 5th floor, 213 Notre Dame Avenue, Winnipeg. MB (204) 945-0935 emay@gov.mb.ca</p> <p>Under consideration</p>

<p>Bridging Programs</p>	
<p>University of Toronto offers Canadian Pharmacy Skills I (CPS I). Program is offered in two modules (16-20 weeks full time sturdy). Content addresses patient therapeutics, counseling skills, professional practice & pharmacy management, communication skills and professional practice Lab. Part 2, Canadian Pharmacy Skills II (CPS II) focuses on advanced therapeutics, advanced patient counseling skills, self care and advanced professional practice & pharmacy management and an advanced professional practice lab. Program utilizes community mentors to work with ITPs. (See Note 1) for detailed course description and evaluation. The program is delivered through a combination of distance delivery/classroom contact..</p> <p>Note: University of Toronto Canadian Pharmacy Skills developed a prior learning assessment as one component of the comprehensive program. The PLA component has been suspended and replaced with the English Language Program Orientation</p>	<p>Contact: Marie Rocchi, Dean International Pharmacy Graduate Program marie.dean@utoronto.ca or Leslie Dan > 19 Russell Street, > Toronto, Ontario > Phone: (416) 946-0660 > Fax: (416) 946-8168</p> <p>http://www.ipgcanada.ca/</p> <p>Cost is: \$6500 for each module</p>
<p>Canadian Practice Pharmacy Program. University of British Columbia Focus of campus instruction is communication, therapeutics, patient dialogue, healthcare system and a Practice skills lab. This is followed by a 12 week practice placement 12 weeks, based on achieving competency.</p>	<p>Catherine Ekeland Coordinator, Canadian Pharmacy Practice Program, the Division of Continuing Pharmacy Professional Development Tel: (604) 827-5781 E-mail: cekeland@interchange.ubc.ca</p>
<p>The International Pharmacy Bridging Program in Edmonton runs for 41 weeks. Students participate in seminars, workshops and clinical role play scenarios that develop and hone their professional knowledge and patient counseling skills. Students participate in work place experience while engaged in 500 hours of Alberta College of Pharmacists structured practical training.</p> <p>Students engage in a prior learning assessment so that accurate customized learning plans can be developed and effectively implemented throughout the duration of study.</p> <p>Phase I: 24 weeks of intensive academic study. Specific areas of concentration include:</p> <ul style="list-style-type: none"> ▪ Pharmacy: Pharmaceutical Care Management; Professional Pharmacy Practice; Patient Counselling; Pharmacy Terminology; Integrated Pharmacy Practice. ▪ Communication: Communication for the Professional Workplace; Pronunciation; IELTS Preparation & Examination 	<p>Bredin Institute – Centre for Learning Suite 500, Capital Place 9707 – 110 Street Edmonton. Alberta T5K 2L9 Phone. (780)425-3730</p> <p>gfairbank@bredin.ab.ca</p> <p>NOTE: Cost of program: \$9,250</p> <p>80% of our students received payment for their hours of placement provided sign an employment contract. Intern salaries for the February 2005 Intake \$12.00 - \$28.00 hour.</p> <p>A site in Calgary is anticipated for January 2007</p>

<ul style="list-style-type: none"> ▪ Culture/Workplace: Cultural Adaptation & Diversity Training; Canadian Values and Cultural Capital; Job Search Preparation; Employer Presentations; Practicum Placement; Workplace Related Assignments; Computer Software Training; Keyboarding <p>Phase II Students complete 500 hours of structured practical training required by the Alberta College of Pharmacists with an employer of their choice. Program administrators assist students in locating suitable preceptors and provide continuous support during structured practical training placements, ensuring positive outcomes for both students and preceptors.</p> <p>Phase III 4 weeks of Intensive Observed Structured Clinical Examination preparation.</p>	
<p>The University of Manitoba Bridging Program for Pharmacists. This has been offered twice. The program is a unique model for educating internationally educated pharmacists. Traveling mentors assist pharmacists in the workplace. It has been accepted by the regulatory body in Manitoba</p>	<p>Contact: Sandy Howell.(204)945-1682</p> <p>The program is not offered presently</p>
EMPLOYMENT SUPPORTS	
<p>“Pharmacy Career in Canada” (www.overseascareer.com) is a private site that links employment opportunities with licensure requirements etc. Information on this site is easy to understand but most importantly, they offer, for a fee, a licensure e-book or preparatory manual</p>	<p>Pharmacy Career in Canada (www.overseascareer.com)</p>
FINANCIAL SUPPORTS	
CAREER COUNSELING	

NURSES	
<i>Access to Information</i>	
Canadian Nurse Association website has a specific link for international applicants. The site explains the requirements to work in Canada, job possibilities and provides links to the regulatory bodies in each jurisdiction as well as the Colleges of Midwives and the Registered Psychiatric Nurses.	http://www.cna-nurses.ca
<i>Occupational Fact Sheet for Internationally Educated Nurses</i> provides information on how to become registered and practice as a nurse in British Columbia (BC). Section 11 has a glossary of commonly used terms in this fact sheet. IENs can also link to all of the nursing education programs in BC from the Registered Nurses Association of BC website: www.rnabc.bc.ca The fact sheet does not address immigration nor detailed employment matters	www.ecdev.gov.bc.ca/ProgramsAndServices/IQU/pdf_files/nurses_occupational_fs.pdf
<i>Assessment of Professional Competency</i>	
<u>Self /pre Assessment Tests</u> The <i>LeaRN CRNE Readiness Test</i> will help RNs assess their readiness to take the Canadian Registered Nurse Examination (CRNE). The CRNE is part of the licensing or registration requirements for nurses in all provinces or territories in Canada other than Quebec. For further information on the CRNE visit CRNE . The test provides an opportunity to take real exam questions presented in a manner similar to those of the CRNE. While the actual CRNE is a paper and pencil exam, this test is done completely online. Doing the test online allows you to receive an instant overall percentage score and sub-scores by question format and by CRNE competency categories. You will also see the range of percentages required to pass the CRNE since June 2000	Canadian Nurses Association allIT@cna-aiic.ca 613-237-2159 ext. 255 or 1-800-361-8404 (toll free within Canada) Cost for the test is \$42.38 including GST, in Canadian funds
<i>The Canadian Practical Nurse Registration Examination Predictor Test</i> is a web based practice test designed to help candidates estimate their readiness to take the Canadian Practical Nurse Exam. Two tests are available: Predictor Test I and Predictor Test II . Both tests contain case-based and independent questions. Each test comes in both French and English. Results are provided on line and provide an actual test score as well as predict the probability of passing the licensure exam.	Assessment Strategies 1-888-900-0005 http://www.asitest.ca The cost for a single 100-item Predictor Test is \$34.95 and the cost for both Predictor Tests is \$49.90. Note: this practice test is designed for all LPN candidates and are specific to IENs. Site presently being revised

Language-general and profession specific	
<p>CELBAN Readiness Self Assessment: is designed to determine readiness to take the official CELBAN. The assessment includes: Sample listening and reading tasks to evaluate your skills in these areas Sample writing tasks with expert samples with which to compare your work.</p> <ul style="list-style-type: none"> ▪ Opportunity to have your writing evaluated by a CELBAN assessor (a fee will apply). ▪ Video recording of parts of a CELBAN Speaking assessment in progress. <p>The listening and reading part of the online assessment takes approximately 70 minutes to complete. The optional writing and speaking part takes approximately 30 minutes to complete.</p>	<p>Canadian English Language Assessment Services (CELAS) Centre</p> <p>Address: 400 - 123 Main Street, Winnipeg, Manitoba Canada R3C 1A3</p> <p>Phone: (204) 945-0588</p> <p>Fax: (204) 948-3214</p> <p>E-mail: celas@rrc.mb.ca</p> <p>LINK: http://www.celban.org</p>
<p>CELBAN (Canadian English Language Benchmarks Assessment for Nurses) The CELBAN listening, writing, and reading assessments are administered as a group test totaling approximately 3 hours. The CELBAN speaking assessment is administered individually, and lasts approximately 20 to 30 minutes</p>	<p>Canadian English Language Assessment Services (CELAS)</p> <p>Address: 400 - 123 Main Street, Winnipeg, Manitoba</p> <p>Phone: (204) 945-0588</p> <p>E-mail: celas@rrc.mb.ca</p> <p>NOTE: Used by RNABC, AARN, SRNA, CRNM, College of Nurses in Ontario, CRNNS and YRNA to assess language Capacity of RNs. Also used by CLPNBC, CLPNA,SALPN, CLPNM, College of Nurses of Ontario, ANBLPN,CLPNNS, LPNAPEI and LPNNL to assess language capacity of LPNs \$300 for applicant kit</p>
Credentials/PLA	
<p>Prior Learning Assessment and Recognition for Nursing Baccalaureate, College of Nurses of Ontario</p> <p>The College of Nurses is developing criteria and a model for a prior learning assessment and recognition (PLAR) process to determine equivalency to a baccalaureate degree in nursing. This model will form the basis for pilot projects to be developed and delivered by assessing agencies. The aim is to provide a PLAR-based alternative for applicants to demonstrate the competencies required to meet the education requirement for RN registration.</p> <p>This one-year pilot project is funded by the Ministry of Health and Long Term Care.</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>

<p>At this time UBC is exploring the opportunity for PLAR towards the Nurse Practitioner (NP)</p>	<p>gloria.joachim@ubc.ca Program Coordinator UBC School of Nursing T201-2211 Wesbrook Mall Vancouver, B.C. Canada V6T 2B5 tel (604) 822-7420 fax (604) 822-7466</p> <p>http://www.nursing.ubc.ca</p>
<p>Profession Specific Supports (includes language/communication, exam or professional bridging programs)</p>	
<p>Language/Communication</p>	
<p>Graduate Nurse with English as an Additional Language is designed to prepare IENs who are required by the RNABC to upgrade their English language skills. Nursing knowledge and skills are also upgraded</p>	<p>Kwantlen University College 12666 - 72nd Ave Surrey, B.C. V3W2M8 www.kwantlen.ca</p>
<p>English for Nurses This course provides students with support in their English studies generally and, in particular, prepares them to apply the nuances of "Canadian English" in clinical practice. During the course, nurses work in groups and individually with an instructor, to address areas of strength and weakness in English language competencies. The main areas of clinical focus will be on communicating as a member of the nursing and health team, and on accurate writing skills required in the clinical area.</p> <p>Communication In Nursing This course is designed to provide the building blocks of successful professional and ethical communication in nursing. Each module presents crucial data and experiential learning on aspects of communications skills and their applications to nursing practice in Canada, for the benefit of the patient, nurse and members of the health team. For nurses educated outside Canada, these modules provide essential information and skill development techniques to prepare you for your new nursing career in the Canadian context.</p>	<p>Stenburg College Surrey Campus at Central City Suite 750 – 13450 – 102nd Avenue Surrey, BC V3T5X3 Telephone: (604) 580-2772 Toll Free: 1-87-STENBERG Facsimile: 604-580-2774 Email: admin@stenbergcollege.com or</p> <p>Vancouver Campus Suite 200 – 1111 Melville Street Vancouver, BC V6E3V6 Telephone: (604) 684-4467 Toll Free: 1-87-STENBERG Facsimile: 604-689-4430 Email: vanadmin@stenbergcollege.com</p>

<p>The English for Nursing Purposes program is designed to develop students' specific language skills for training in the nursing field. The intermediate level program will target the vocabulary, listening, speaking, reading and writing competencies that are commonly required in a nurse-training program. Particular attention is paid to improving students' competencies in interacting in social situations, giving and receiving information and instructions, using language persuasively and effectively to get things done, and in constructing and understanding specific formats and texts in a nursing context.</p>	<p>Red River College D214 - 2055 Notre Dame Avenue Winnipeg, Manitoba, Canada R3H 0J9 Telephone: 204-632-2143 Fax: 204-632-5269 E-Mail: intled@rrc.mb.ca</p> <p>Tuition fees: \$3,325.00</p>
<p>Exam Preparation</p>	
<p>CRNE Preparation This course is designed to prepare IENs over 17 weeks for the CRNE .</p> <p>RN Qualifying Courses for Nurses Seeking Registration with the CRNBC The qualifying course offers theoretical and practical experience in a variety of formats and supported by clinical placements. Theory courses are conducted by a mixture of distance learning and individual tutoring modes. These aspects are dependent on individual needs, the requirements outlined in the letter of assessment (for nurses new to BC) from CRNBC Regulatory Services. The course starts with 30 hours of classroom work. The total theory hours amount to 200..</p>	<p>Stenburg College Surrey Campus at Central City Suite 750 – 13450 – 102nd Avenue Surrey, BC V3T5X3 Telephone: (604) 580-2772 Toll Free: 1-87-STENBERG Facsimile: 604-580-2774 Email: admin@stenbergcollege.com or</p> <p>Vancouver Campus Suite 200 – 1111 Melville Street Vancouver, BC V6E3V6 Telephone: (604) 684-4467 Toll Free: 1-87-STENBERG Facsimile: 604-689-4430 Email: vanadmin@stenbergcollege.com</p>
<p>RN Licensure Preparation Program (for Foreign trained Nurses) Designed to upgrade skills to meet Canadian standards and language in preparation of taking the <u>Canadian RN Licensure exam</u>, the RN Licensure Preparation Program is made up of 4 components:</p> <ul style="list-style-type: none"> • English for Nursing Purposes - Level 1 • English for Nursing Purposes - Level 2 • The RN Licensure Exam Preparation Course • The Internship 	<p>OMNI College Vancouver 300-7671 Alderbridge Way Richmond, BC Canada V6X 1Z9</p> <p>Tel: 1-604-279-1800 Fax: 1-604-279-1896</p> <p>Email: info@omnicollege.com Website: www.omnicollege.com</p> <p>12 months full time, plus a 6-months paid internship Tuition: \$15,000 CDN, plus a non-refundable \$200 application fee</p>

<p>The B.C. Open University offers courses designed to assist nurses who completed their basic nursing in countries other than Canada to meet registration requirements with the RNABC and prepare for nursing practice in B.C.</p> <ul style="list-style-type: none"> • Maternal/Newborn Nursing Qualifying Theory/Clinical • Psychiatric/Mental Health Nursing Qualifying Theory/Clinical • Nursing in Canada • International English Language Testing System (IELTS) Preparation • Clinical Experience • Registered Nurse Examination Preparation 	<p>Thompson Rivers University Open Learning Division 4355 Mathissi Place, Box 82080 Burnaby, BC., Canada V5C 6J8</p> <p>www.bcou.ca</p>
<p>Bridge to Canadian Nursing is designed to help foreign trained nurses learn about Alberta's health care system and to help them pass the CRNE (Canadian Registered Nursing Exam). It combines an assessment of their previous education and experience with a tailored program of study that introduces them to the theoretical and practical knowledge and language skills they will need to make the transition</p>	<p>Christine Boyle, Coordinator, Bridge to Canadian Nursing Program, Department of Undergraduate Studies Mount Royal College Calgary, Alberta</p> <p>(780) 440-5187</p>
<p>Nurse Credentialing' program consisting of nursing refresher and qualifying courses that are available by distance delivery. The program is designed for the registered nurse who has been out of nursing for more than five years for nurses trained in another country Nursing refresher courses and clinical experiences prepare nurses to write the Canadian Registered Nurse Examination through the Canadian Nurses Association (CNA).</p>	<p>Nurse Credentialing Program Grant McEwan College P.O. Box 1796 Edmonton, AB T5J 2P2 (780) 497-5703</p>
<p>Canadian Nursing Tutorial Services, Inc. is a private company located in Winnipeg, Manitoba. This program consists of a series of seminars designed to prepare IENs for the writing of the Canadian Registered Nurses Exam (CRNE).</p>	<p>E Mattson 488 Christie Road Winnipeg, Manitoba Canada R2N 4A5 (204) 255-1001</p> <p>mattson@ilos.net</p>

<i>Bridging</i>	
<p><i>The Practical Nursing Certificate to Diploma Fast Track program</i> provides Registered Practical Nurses who hold a Certificate with an academic pathway that will result in the achievement of an Ontario College Diploma. This two-semester fast-track program focuses on assisting students to develop their knowledge, critical thinking, communication, and research and leadership skills and to apply these skills in practice in acute health care settings. The curriculum of this program has been designed in accordance with the College of Nurses of Ontario's Professional Standards and Entry to Practice Competencies for Ontario Registered Practical Nurses</p>	<p>Centennial College International Education Office 941 Progress Avenue Toronto, Ontario, Canada M1G 3T8 E-mail: international@centennialcollege.ca Phone:416-289-5393 Fax:416-289-5352</p>
<p><i>Bridging for Internationally Educated Nurses (BIEN), Mohawk/McMaster</i> Mohawk College provides education and experience through a bridge program to prepare IENs for registration as RPNs or to prepare them for acceptance to the BScN program. The program is new and has not had graduates ready to move on, but it is planned that the Mohawk BIEN program will provide a bridge to the McMaster BScN program</p>	<p>Mohawk College of Applied Arts and Technology Continuing Education Health Sciences Jennifer Rath Phone: (905) 540-4247, ext. 26737 Email: Email Jennifer</p>
<p><i>Practical Nurse Program for Internationally Educated Nurses</i>:A 10-month face-to-face program is designed to support the internationally educated nursing professional in achieving academic and employment success. Language training instructors, in partnership with practical nurse instructors, help participants acquire the nursing knowledge, clinical judgment, and communication skills required for practical nursing in Canada. Interactive classes, labs, and workshops are designed to target specific student needs and to assist with communication challenges, preparation for the practicum, and the national PN exam. The program has four stages: 1.Bridging communication for practical nurses, and challenge exams; 2.Language support for PN required courses ;3.Practicum training workshops and 4.Nursing practicum</p>	<p>Norquest college 10215 - 108 Street Edmonton, AB T5J1L6 ESL Intensive Westmount Campus info@norquest.ca or 644-6700 Cost: \$15-30,000</p>
<p><i>New Options for Foreign Trained Nurses Seeking Employment in Ontario, Algonquin/Ottawa</i> The program is designed to assist nurses who have been trained outside of Canada to be able to practice in the province's health-care sector. The program offers IENs four training options: Personal Support Worker (PSW) certificate, a Registered Practical Nurse (RPN) diploma, BScN upgrade/refreshers option; and the Post RN baccalaureate bridge option required for registration with the College of Nurses of Ontario. The program partners include the University of Ottawa, the Ottawa Civic Hospital, and Local Agencies Serving Immigrants (LASI) World Skills</p>	<p>Algonquin College: Ottawa Carmen Hust 613 727-4723 ext. 7263 or 1 888 684-4444 ext. 7263 hustc@algonquincollege.com</p>

Draft Environmental Scan of Programs and Services available to IEHPs in Canada

<p>CARE (Creating Access to Regulated Employment) Centre for Internationally Educated Nurses at George Brown College. This program involves community agencies, health care employers, educational institutions and the regulatory body. The CARE Centre assists internationally educated nurses to enter their profession in Ontario in the shortest time possible. It offers customized services to registered nurse (RN) and registered practical nurse (RPN) applicants, such as competency/skills assessment, orientation to the nursing profession in Ontario, sector-specific language training, examination preparation and support, job shadowing, and employment search strategies</p>	<p>CARE Centre for Internationally Educated Nurses Phone: 416-226-2800 Email: info@care4nurses.org Website: www.care4nurses.org</p>
<p>Centennial College prepares non-registered internationally educated nurse graduates who are either rejoining the nursing practice after an absence of a number of years, or have obtained a diploma or degree in another country but are not deemed to be baccalaureate equivalent by the College of Nurses of Ontario. Successful graduates of the two-semester, full-time Bridging to University Nursing program can apply for admission to a degree-completion program at a university recognizing this bridging program, such as Ryerson University in Toronto.</p>	<p>Centennial College: Toronto Marnie Forbes 416 289-5000 ext. 8061 MForbes@centennialcollege.ca</p>
<p>York University's Internationally Educated Nurses (IEN) program consists of a Qualifying Term, which includes nursing courses and English language support, followed by four consecutive terms of study for full-time students. Upon successful completion of the program, students earn a Bachelor of Science in Nursing (BScN) degree.</p> <p>The qualifying session (12-16 weeks) in a small group format includes all four language skills (reading, writing, listening, speaking) and language usage specific to nursing as well as 2 nursing courses and 2 non-nursing courses. Students then integrate into the nursing curriculum</p>	<p>York University School of Nursing Phone: 416-736-5271 Email: aknurs@yorku.ca Website: www.atkinson.yorku.ca/NURS/</p>
<p>Nurse Bridging (La Cite replication of Algonquin Nurse Bridging) Project, La Cite. This course prepares IENs to meet the requirements for licensing and to write the College of Nurses of Ontario licensing examination. It includes academic learning and clinical instruction as well as some workplace orientation and employment preparation.</p>	<p>La Cité collégiale: Ottawa</p> <p>Lise Boulet-Groulx 613 742-2493 ext. 2093 lboule@lacitec.on.ca</p>
<p>Transition to Nursing in Quebec for Internationally Educated Nurses: a 5 month (540 hours) full time intensive, tuition free, full time attendance program designed to prepare IENs for integration into the Quebec workforce. This program is designed to allow Internationally-educated nurses who wish to become licensed in Quebec to complete the "Consolidation of Nursing Skills " or " Professional</p>	<p>CEGEP John Abbot College</p> <p>21,275 Lakeshore Road Ste. Anne de Bellevue, Quebec H9X 3L9 Canada</p>

<p>Integration" stage required by the Ordre des infirmières et infirmiers du Québec (OIIQ). This program also prepares the students for the Professional Licensing Examination set by the OIIQ that will allow them to practice nursing in Quebec in the capacity of Registered Nurses (RN). In addition, the program offers an introduction to Quebec's culture, nursing and health care practices in a context that can be significantly different from their country of origin.</p>	<p>(514) 457-5036 http://www.johnabbott.qc.ca</p>
<p>Orientation to Canadian Nursing 17-week certificate program is designed for nurses educated outside Canada who wish to gain Canadian experience in order to meet these employers' requirements. The curriculum includes classroom, lab, and two clinical practice experiences, provided and supervised by experienced and qualified nursing instructors. The successful completion of this program will provide you with a certificate and transcript demonstrating your Canadian Nursing experience</p> <p>The Canadian Nursing Context component of this course will provide students with a synopsis of the history of nursing and healthcare in Canada, the development of current trends and directions for nursing, and predictions about what the future might hold for nurses in Canada. The course will also cover legislation related to the organization of healthcare in Canada, an overview of the organization of healthcare services, funding, and issues of politics surrounding healthcare and nursing in Canada. Another part of this course will focus solely on nursing issues, covering content including the Regulatory Bodies for nursing, nursing unions, private practice, Standards for Registered Nursing Practice across Canada and in BC, Nursing ethics, and legislation relevant to nursing practice in BC.</p> <p>Clinical Experiences Clinical placements are subject to availability and the exigencies of the service, as well as student location. Students are supervised by Instructors and Registered Nurses on site. The Instructor/Tutor will be available by phone, pager or cell phone at all times, but particularly when the student is working under the supervision of an RN on the Unit. Students complete up to 150 hours of clinical experience in each area - medical nursing and surgical nursing - which may be extended to facilitate learning or successful completion of course objectives. Students have up to six months to complete this course.</p>	<p>Stenberg College Surrey Campus at Central City Suite 750 – 13450 – 102nd Avenue Surrey, BC V3T5X3 Telephone: (604) 580-2772 Toll Free: 1-87-STENBERG Facsimile: 604-580-2774 Email: admin@stenbergcollege.com</p> <p>Vancouver Campus Suite 200 – 1111 Melville Street Vancouver, BC V6E3V6 Telephone: (604) 684-4467 Toll Free: 1-87-STENBERG Facsimile: 604-689-4430 Email: vanadmin@stenbergcollege.com</p> <p>Stenberg College is a private educational facility. Information on tuition not available</p>

<p><i>EMPLOYMENT SUPPORTS</i></p>	
<p><i>New Options for Foreign Trained Nurses Seeking Employment in Ontario Algonquin/Ottawa</i></p> <p>The program is designed to assist nurses who have been trained outside of Canada to be able to practice in the province’s health-care sector. The program offers IENs four training options: Personal Support Worker (PSW) certificate, a Registered Practical Nurse (RPN) diploma, BScN upgrade/refresher option; and the Post RN baccalaureate bridge option required for registration with the College of Nurses of Ontario.</p> <p>The program partners include the University of Ottawa, the Ottawa Civic Hospital, and Local Agencies Serving Immigrants (LASI) World Skills</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>
<p><i>Pilot Project for the Internationally Educated Licensed Practical Nurse Transition Program</i></p> <p>This project will recruit 24 underemployed IENs currently working in Vancouver Coastal Health care settings, including acute, long term care and home support, and those currently working in privately paid home support. The selected individuals will be supported to participate in a:</p> <ul style="list-style-type: none"> • Math and English assessment for VCC • Credential Assessment (if necessary) • 4 week workplace English language program. • Prior Learning Assessment and Recognition (PLAR) process to determine clinical and theoretical gaps in their training and experience. • 6 month full-time transition program for IENs wishing to become LPNs. • 4 month workplace practice and mentorship program. <p>After completing the Workplace English Language Training program participants will take the Canadian English Language Benchmark Assessment for Nurses (CELBAN) test. And after completing the Practical Nurse Transition program the participants will write the Canadian Practical Nurse Registration Examination (CPNRE).</p> <p>Length of Project: 12 -13 months</p>	<p>Project Coordinator: Priti Shah Phone # 604 945 5836 Fax # 604 941 5555 Email : drishticonsulting@telus.net</p>
<p><i>FINANCIAL SUPPORTS</i></p>	

<i>CAREER COUNSELING</i>	
<p><i>Directions for Immigrants in Trades and Professional Careers</i> is a Calgary-based service to help new Canadians restart their career. Our information resource centre can show professionals - including engineers, doctors, nurses and accountants - the path they need to follow to get a job in their field of experience</p>	<p>Directions for Immigrants in Trades and Professional Careers #110, 805 - 5th Avenue SW Calgary, Alberta Canada T2P 0N6 Telephone: (403) 297-2555 Fax: (403) 297-3424 E-mail: ditpc@bowvalleycollege.ca http://www.ditpc.ca</p>

MIDWIVES	
<i>Access to Information</i>	
College of Midwives of BC offers info about becoming a midwife on their website, including contact info for schools, info for internationally educated midwives	College of Midwives of BC 210 - 1682 West 7th Avenue Vancouver, BC. V6J 4S6 Tel: (604) 742-2230 Fax: (604) 730-8908 Email: information@cmbc.bc.ca Website: www.cmbc.bc.ca
<i>Assessment of Professional Competency</i>	
<i>Language-general and profession specific</i>	
Ryerson University: <i>Midwifery Language Proficiency Test (MLPT)</i> , is designed to test the reading, writing, and listening skills needed in order to practise as a midwife in Ontario	Alison Gaul, Program Administrator International Midwifery Pre-registration Program The G. Raymond Chang School of Continuing Education, Ryerson University 415 Yonge Street, Suite 602A Toronto, ON M5B 2E7 PH:416.979.5000, ext. 7681 agaul@ryerson.ca Cost of Program is \$175
<i>Credentials/PLA</i>	
College of Midwives of BC offers a prior learning and experience assessment (PLEA)that includes: 1. Assessment of midwifery education, previous clinical experience and English language fluency via an Application Portfolio . 2. Written Examination 3. Objective Structured Clinical Examination 4. Six-day Orientation program 5. Some candidates are also required to successfully complete a period of Supervised Practice The application offers two self assessment tools to assist applicants evaluate their readiness to apply for the program	College of Midwives of BC 210 - 1682 West 7th Avenue Vancouver, BC. V6J 4S6 Tel: (604) 742-2230 Fax: (604) 730-8908 Website: www.cmbc.bc.ca Email: information@cmbc.bc.ca

<p>The College of Midwives of Manitoba P.L.E.A. includes:</p> <p>Portfolio Assessment: A review of applications and accompanying documentation (portfolio) by trained Assessors to determine if your training and experience has prepared applicant to work within the Manitoba model of care.</p> <p>If approved, applicants proceed to Written and Clinical Exams to assess competency in providing safe and appropriate care to Manitoba women..</p> <p>If applicant passes written exam component, or the clinical exam component, or both proceed to:</p> <p>Orientation: All P.L.E.A. candidates are required to attend a week-long Orientation Program prior to applying for registration. The program is designed to facilitate your integration into Manitoba’s health care system and midwifery practice groups</p> <p>Length of program is approx 7 months</p>	<p>The College of Midwives of Manitoba 235-500 Portage Ave. Winnipeg, MB Canada, R3C 3X1</p> <p>Phone: 204-783-4520 Fax: 204-779-1490</p> <p>admin@midwives.mb.ca</p>
<p><i>Profession Specific Supports</i> (includes language/communication, exam or professional bridging programs)</p>	
<p><i>Language/Communication</i></p>	
<p><i>Ryerson University:CVIM 500 Professional English for International Obstetric Nurses and Midwives.</i> The 42 hour course in professional communication skills for international nurses and midwives who are nonnative English speakers. The focus is on developing professional language proficiency needed in Canadian hospital and community workplaces by nurses and midwives. Through content specific to the health professions, students improve their reading, listening, comprehension, pronunciation, grammar, and vocabulary skills. During the course, students build on their knowledge of medical terminology and develop proficiency in documenting clients' files, holding telephone conversations with clients and with other health care professionals, taking histories, and giving information and counselling support</p>	<p>Alison Gaul, Program Administrator International Midwifery Pre-registration Program The G. Raymond Chang School of Continuing Education, Ryerson University 350 Victoria Street, Toronto, ON, Canada M5B 2K3 PH:416.979.5000, ext. 7681 agaul@ryerson.ca</p> <p>Cost: approx \$5500</p>
<p><i>Exam Preparation</i></p>	

<i>Bridging Programs</i>	
<p><i>Midwifery Bridging Program</i> that will be capable of being implemented initially in the four Western Provinces and three Northern Territories is under development</p>	<p>Under development Project Contact: Peter Gibson, Executive Director, Western & Northern HHR Planning Forum 250-952-3145 Peter.J.Gibson@gov.bc.ca</p> <p>Technical Contact: Wendy Martin, Assessment Manager, College of Midwives of BC 604-742-2232 nas@cmbc.bc.ca</p>
<i>EMPLOYMENT SUPPORTS</i>	
<i>FINANCIAL SUPPORTS</i>	
<i>CAREER COUNSELING</i>	

MEDICAL LABORATORY TECHNOLOGISTS	
<i>Access to Information</i>	
<p>Canadian Society for Medical Laboratory Science-CSMLS website (www.csmls.org) link “international technologists” has information for those applying either from within and outside the county. Those applying from outside the country are immediately directed to a list of the competencies required of technologists in Canada and they can access a booklet that guides them through a self assessment of their ability to meet the competency standards. They are then helped to link to the online information handbook.. The handbook explains every step on how to complete a Prior Learning Assessment as a condition of working in Canada. http://www.csmls.org/english/nonres.htm. It also contains all the application forms, information about costs, requirements for language assessment as well as the link to each regulatory body.</p>	<p>Canadian Society for Medical Laboratory Science, (CSMLS)</p> <p>PO Box 2830, LCD Hamilton, ON L8N 3N8 Canada Website: http://www.csmls.org Email: pla@csmls.org Telephone: (905) 528-8642 Fax: (905) 528-4968</p>
<p>The Michener Institute Website link to International Students, offers information about language assessment and courses for Medical Laboratory technologists and Medical radiological Technologists, as well as information about licensure in Canada.,</p>	<p>The Michener Institute for Applied Health Sciences 222 St. Patrick Street Toronto, Ontario Canada M5T 1V4 http://www.michener.ca/access/ao_pgm_medlab.php</p>
<i>Assessment of Professional Competency</i>	
<i>Language-general and profession specific</i>	
<i>Credentials/PLA</i>	
<i>Profession Specific Supports</i> (includes language/communication, exam or professional bridging programs)	

Language/Communication	
<p>BCIT Medical Laboratory Certificate Program is designed as a refresher for internationally-trained medical laboratory technologists, or Canadian-trained medical laboratory technologists who have been out of the workforce for a lengthy period</p> <p>COMM 1071 Professional Health Communications 1 focuses on basic listening, writing, and speaking skills required for effective professional communication in a health care setting, communication with patients, other health professionals, your peers, and your instructors; planning, organizing, and presenting information orally and in writing.</p> <p>COMM 1074, - Oral Communication Skills for Med Lab provides students with the opportunity to improve their oral English Language skills to an acceptable level for working in the medical laboratory field. Focus on pronunciation and intonation skills in communicating medical laboratory information clearly and accurately either in person and over the telephone.</p>	<p>British Columbia Institute of Technology 3700 Willingdon Avenue, Burnaby, British Columbia, Canada, V5G 3H2, Professional Qualifying Program: http://www.bcit.ca/study/programs</p>
Exam Preparation	
<p>Medical Laboratory technologist exam preparation "3 Day Course". Participants will be supplied with written notes and a "Mock Examination</p>	<p>C/J Health Care Support College Inc. 1371 Neilson Road Suite 413 Scarborough, ON M1B 4Z8 (416) 283-8252</p>
<p>Preparation for OSMT Certification Exam: Part-time course designed to assist candidates in preparing for the OSMT Certification Exam for MLA/Ts. Offered twice a year.</p>	<p>CDI College 424 Yonge St., #200 Toronto ON (416) 963-8633 Please contact Janet Morrissey or Ken Hussein at 416-963-8633</p>
<p>CDI Ottawa East is offering refresher courses for all CDI College students and students outside of the campus preparing them for OSMT Certification Exam.</p>	<p>CDI College 1200 St.Laurent Blvd , Ottawa ON contact Robin Beasley at 613-236-8282 NOTE: Course is also offered in Hamilton and Scarborough</p>

<p><i>Bridging Programs</i></p>	
<p><i>Medical Laboratory Science - Professional Qualifying Program</i> is a competency-based program. It is designed for internationally educated professionals and based on competencies established by the national certifying body, the Canadian Society of Medical Laboratory Science (CSMLS), and by the BCIT Medical Laboratory industry-based design process. The program provides theoretical, practical and clinical learning experiences. In a competency-based model, students have the opportunity to first practice, and then become capable of a variety of competencies. Students prove competence during real-life experiences (clinical placements). Successful completion of this program requires proof of competence</p> <p>This program is 14 months in length, full-time, beginning in September. After the first year, there is a 2 month summer break, prior to the second clinical practicum</p>	<p>British Columbia Institute of Technology 3700 Willingdon Avenue, Burnaby, British Columbia, Canada, V5G 3H2, http://www.bcit.ca/study/programs/6565certt</p> <p>Cost: approx \$3000</p>
<p><i>Medical Laboratory Technology Accelerated Program:</i> A 10 month program bridges gap required for applicants to write the certification exam and assist students develop employability skills. In addition to the technical courses offered are:</p> <ul style="list-style-type: none"> • <i>Effective Communication and Worksite English,</i> • <i>Healthcare in the Canadian Context, and Professional Practices.</i> <p>Five months of the program are didactic/laboratory experience followed by five months of a simulated clinical practicum. The simulated practicum focus is on giving the students a hands on simulated hospital/private lab experience</p>	<p>Northern Alberta Institute of Technology Contact: Heather Gray (780)378-5280 heatherg@nait.ca http://www.nait.ca/programs/MTA</p> <p>NOTE: This program is not currently offered.</p>
<p><i>Medical Laboratory Tehcnology Professional Bridging Program</i> Partnering with programs offered in other jurisdictions, DSM plans to offer the didactic component either on line or by distance ed with clinical support from local preceptors</p>	<p>Diagnostic Services of Manitoba Trish Van Denakker 1501-155 Carlton St Wpg. MB R3C 3H8 (204) 926-7065 tvandenakker@dsmanitoba.ca</p> <p>Projected cost: \$12,000 NOTE: Program is proposed and is currently not offered</p>

<p><i>Mohawk College Bridging Program for Medical Laboratory Technology.</i> The course is 9 months plus 675 hours of clinical instruction focusing on:</p> <ul style="list-style-type: none"> • Sector Specific Languages courses and preparation for the CSMLS competency based exam • Orientation to Canadian workplace practices • Mentoring and tailored exam preparation courses <p>Some of the coursework is available in a web based format, which does allow students some flexibility for their timetables and study needs. A mentorship program, where the first graduates act as mentors for the current intake of students, does provide additional support for the participants in the program</p>	<p>Mohawk-McMaster Institute for Applied Health Science 1400 Main Street West Hamilton Ont L8S 1C7</p> <p>Att: Mary Golba-Bylhouwer (905) 540-4247 ext 26706 mary.golba-bylhouwer@mohawkcollege.ca</p>
<p><i>Introduction to Interdisciplinary Studies:</i> For Medical laboratory technologists, respiratory therapist and radiological technologists. identification of personal learning styles; the Canadian Health Care System; professional communications; professionalism in health care ethics and health care; study skills; competency based multiple choice examinations; regulatory college requirements for maintaining registration; special needs populations; job search techniques; resume writing and interview techniques</p> <p>The program is 40 hours, offered in a classroom setting and is available on the internet through the BlackBoard learning platforms</p>	<p>The Michener Institute for Applied Health Sciences Contact: Cathy Pearl Director, Access and Options</p> <p>cpearl@michener.ca (416) 596-3148</p> <p>www.michener.ca/access</p>
<p><i>EMPLOYMENT SUPPORTS</i></p>	
<p><i>FINANCIAL SUPPORTS</i></p>	
<p><i>CAREER COUNSELING</i></p>	
<p><i>Pathways: Improving IEHP Access to Practice and Programs for Medical Radiation Technology (MRT) and Medical Laboratory Technology (MLT), CON*NECT, ACCATO, Michener and CIITE (funded by Health Canada)</i></p> <p>A booklet and CD Rom resource for admissions officers and counselors in colleges assisting IEHPs interested in practicing radical radiation therapy or medical laboratory science in Ontario</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>

MEDICAL RADIOLOGICAL TECHNOLOGISTS	
<i>Access to Information</i>	
<i>The Canadian Association of Medical Radiation Technologists (CAMRT-website</i> , under the “Careers” link, there is a description of the role and responsibilities of each of the professions. When the applicant clicks on the “Certification” button, they are lead to specific information for international graduates seeking licensure. There is a guide on that link that provides good direction on the steps for applying for certification.	The Canadian Association of Medical Radiation Technologists (CAMRT- www.camrt.ca) Note: CAMRT is the national certifying body for radiological technologist, radiation therapist, nuclear medicine technologist or a magnetic resonance technologist
<i>The College of Medical Radiation Therapists of Ontario (CMRTO)</i> , the registration body for Ontario, provides detailed step by step information on their site for international graduates seeing employment as a medical radiation technologist in Ontario	College of Medical Radiation Technologists of Ontario 170 Bloor Street West, Suite 1001 Toronto, Ontario Canada M5S 1T9 Telephone: (416) 975-4353 Overseas Applicants contact aching@cmrto.org http://www.cmrto.org/registration/international.asp
<i>Ontario Society for Medical Technologists website</i> offers detailed information to medical technologists regarding the licensure process including where to get credentials assessed, contact information as well as a link for <i>Transition Options for Internationally-TrainedProfessionals</i>	OSMT 234 Eglinton Avenue East Suite 402 Toronto, Ontario M4P 1K5 http://www.osmt.org NOTE: Site under development
<i>Assessment of Professional Competency</i>	
<i>Language general and profession specific</i>	
<i>Credentials/PLA</i>	
<i>Profession Specific Supports</i> (includes language/communication, exam or professional bridging programs)	
<i>Language/Communication</i>	

<i>Exam Preparation</i>	
<p><i>2007 Certification Handbook for Nuclear Medicine, Radiation Therapy and Radiological Technology</i> is an online guide to preparing for the examination, including application process, sample exam questions etc</p>	<p>Canadian Association of Medical Radiation Technologists 10th Floor, 85 Albert Street, Ottawa, Ontario K1P 6A4</p> <p>Phone: (613) 234-0012 or (toll free in Canada) 1-800-463-9729 Fax: (613) 234-1097</p> <p>http://www.camrt.ca/english/contact.htm- link to credentials</p>
<p><i>OSMT Prep (Medical Laboratory Technician)</i> Three day workshop is held on three consecutive weekends in May and in October. It is intended as a refresher course to prepare qualified candidates to write the OSMT MLA/T certification examination.</p> <p>Course ID: OSMT100</p>	<p>Centennial College 941 Progress Ave. Box 631, Station A Scarborough, ON M1K 5E9 416-289-5000 ext 2261</p> <p>Register on-line at: http://secure.centennialcollege.ca/webreg or call 416-289-5000 x 2267 Cost: \$203</p>
<i>Bridging Programs</i>	
<p><i>Introduction to Interdisciplinary Studies:</i> For Medical laboratory technologists, respiratory therapist and radiological technologists. identification of personal learning styles; the Canadian Health Care System; professional communications; professionalism in health care ethics and health care; study skills; competency based multiple choice examinations; regulatory college requirements for maintaining registration; special needs populations; job search techniques; resume writing and interview techniques</p> <p>The program is 40 hours, offered in a classroom setting and is available on the internet through the BlackBoard learning platforms</p>	<p>The Michener Institute for Applied Health Sciences Contact: Cathy Pearl Director, Access and Options</p> <p>cpearl@michener.ca (416) 596-3148</p> <p>www.michener.ca/access</p>
<i>EMPLOYMENT SUPPORTS</i>	
<i>FINANCIAL SUPPORTS</i>	

<p>CAREER COUNSELING</p>	
<p><i>Pathways: Improving IEHP Access to Practice and Programs for Medical Radiation Technology (MRT) and Medical Laboratory Technology (MLT), CON*NECT, ACCATO, Michener and CIITE (funded by Health Canada)</i></p> <p>A booklet and CD Rom resource for admissions officers and counselors in colleges assisting IEHPs interested in practicing redical radiation therapy or medical laboratory science in Ontario</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>

PHYSIOTHERAPISTS	
<i>Access to Information</i>	
<i>Educational Credential Assessment for Physiotherapists Educated Outside of Canada:</i> An online guide outlining the assessment process for licensure as a PT in Canada including a guide for schools completing information request forms, P/T regulatory bodies	The Canadian Alliance of Physiotherapy Regulators www.alliance.org Note: The website is being redesigned. The Alliance is in the process of carrying out a diagnostic review that will guide them in their management of internationally educated graduates.
<i>Guide for Internationally Educated Physiotherapist</i> is a link on the College of Physiotherapists of Ontario website. A series of self assessment questions to guide the applicant through the application process	College of Physiotherapists of Ontario 375 University Avenue Suite 901 Toronto, Ontario M5G 2J5 416-591-3828, 1-800-583-5885 Fax: 416-591-3834 General email: info@collegept.org Web: www.collegept.org
<i>Assessment of Professional Competency</i>	
<i>Language general and profession specific</i>	
<i>Profession Specific Supports</i> (includes language/communication, exam or professional bridging programs)	
<i>Language/Communication</i>	
<i>Exam Preparation</i>	
<i>Orientation Resource for the Physiotherapy Competency Exam</i> provides the blueprint for the exam, sample questions and detailed information on how to use the computerized answer sheet. Part of the certification process for physiotherapists is a clinical simulation exam. The Orientation Resource does an excellent job of describing the process to the applicants and explaining the criteria on which the applicant will be examined.	Canadian Alliance of Physiotherapy Regulators Suite 501-1243 Islington Ave. Etibocoke ON M8X 1Y9 (416)234-8820 http://www.alliancept.org
<i>Self Assessment Guide to Legislation, Standards, Codes and Guides.</i> A series of Yes/No questions testing applicants knowledge of professional responsibility as a physio in Ontario. Self assessment guides using scenario/answer on conflict of interest, culturally sensitive care, ethical decision making, informed consent, professional accountability, record keeping.	College of Physiotherapists of Ontario http://www.collegept.org

<p><i>Building Exam Writing Skills for Registration Success in Physiotherapy:</i> A program to prepare internationally educated physiotherapists to take the written and clinical components of the Professional Competency Exam and align the success rate of internationally educated candidates more closely with that of Canadian graduates. The project will have four component parts: an overview of exam context and use in Canada; skill development in writing multiple choice exams; skill development in writing clinical based practical exams; and post exam follow up and support</p>	<p>College of Physiotherapists of Ontario 375 University Avenue Suite 901 Toronto, Ontario M5G 2J5 416-591-3828, 1-800-583-5885 Fax: 416-591-3834 General email: info@collegept.org Web: www.collegept.org</p> <p>Under development. It is anticipated that the project components will be ready to pilot-test in the spring of 2007</p>
<p><i>Bridging Programs</i></p>	
<p><i>EMPLOYMENT SUPPORTS</i></p>	
<p><i>FINANCIAL SUPPORTS</i></p>	
<p><i>CAREER COUNSELING</i></p>	

OCCUPATIONAL THERAPISTS	
<i>Access to Information</i>	
<i>Canadian Association of Occupational Therapists (CAOT) website</i> provides the information required by OT's educated outside of Canada. The website also has a very unique link to the World Federation of Occupational Therapists site (www.wfot.org). Using the information on this site permits an applicant to immediately determine if their educational program is one recognized by the World Federation, a requirement for eligibility to write the CAOT examination. The CAOT site explains the steps an internationally educated graduate must do to become licensed to work in Canada. Applicants can apply for the national certification examination on line. It also has a FAQ link which has excellent information on it.	Canadian Association of Occupational Therapists (www.caot.ca) - link "Certification"
<i>Language general and profession specific assessment</i>	
<i>Credentials/PLA</i>	
<i>Profession Specific Supports</i> (includes language/communication, exam or professional bridging programs)	
<i>Language/Communication</i>	
<i>Pilot project</i> for 7 OTs, provides orientation, self assessment materials in a web-based format and exam preparation. Includes orientation to healthcare in Canada, client centered service, communication. Uses a virtual tutor to assist students with feedback	University of Western Ontario Sue Baptiste School of Rehabilitation Science Faculty of Health Sciences McMaster University (905) 525-9140 ext. 27804 baptiste@mcmaster.ca Under development
<i>Exam Preparation</i>	
<i>Bridging Programs</i>	
EMPLOYMENT SUPPORTS	
FINANCIAL SUPPORTS	
CAREER COUNSELING	

PHYSICIANS	
<i>Access to Information</i>	
<i>Canadian Information Centre for International Medical Graduates Website</i> providing general info to IMGs seeking licensure in Canada. www.img-canada.ca . Access to information regarding licensure process and contacts in every province, general information about the healthcare system in Canada, information regarding physician practice requirements, links to government, regulatory and IMG groups across the country as well as link to AIPSO website with information regarding alternative careers	<i>Canadian Information Centre for International Medical Graduates</i> www.img-canada.ca
<i>Association of International Physicians and Surgeons of Ontario:</i> provides IMGs with links to regulatory bodies, interest groups, information and education sites as well as current information regarding the status of IMG licensure in Canada	AIPSO 1992 Yonge Street, Suite 205 Toronto, ON M4S 1Z7 Tel: (647) 439-3848 Fax: (647) 439-4652 www.aipso.ca
<i>IMG-Ontario</i> is a central resource and assessment center for IMGs. It is the single point of entry for IMGs seeking registration to practice in Ontario. IMG-Ontario provides information and case management services to IMGs to assist them in navigating the Ontario regulatory, selection and postgraduate system	IMG-Ontario 700 Bay Street, Suite 200 P.O. Box 332 Toronto, ON M5G 1Z6 Telephone: (416) 946-0550 Fax: (416) 946-0572 Email: img.resources@utoronto.ca Web site: http://www.oimgc.utoronto.ca
<i>Assessment of Professional Competency</i>	
<i>The Self Assessment Evaluating Examination (SAEE)</i> is a multiple-choice question practice examination and is intended for graduates of international medical schools wishing to test their level of preparedness for the Medical Council of Canada's Evaluating Examination (MCCEE.) The (SAEE) does not cover all of the material that is covered in the (MCCEE) and therefore is not meant to take the place of the MCCEE . It is provided solely as a sample of the type and style of multiple-choice questions that may be found in the (MCCEE) and is intended to be a study aid to help participants prepare themselves for the (MCCEE). The MCC Website also offers a list of publications to assist IMGs prepare for the examinations	Medical Council of Canada Telephone: (613) 521-6012 Fax: (613) 521-9417 Mailing address: Medical Council of Canada PO Box 8234 Stn T Ottawa ON Canada K1G 3H7 w www.mcc.ca
<i>Language- general and profession specific</i>	

<i>Credentials/PLA</i>	
<p><i>The National Assessment Collaboration (NAC)</i>, led by the MCC, has been working towards a common approach in the evaluation of IMGs applying for licensure. Part of this work includes identification of language assessment and preparation programs.</p>	<p>Medical Council of Canada PO Box 8234 Stn T Ottawa ON Canada K1G 3H7</p> <p>http://www.mcc.ca</p>
<p><i>Western Alliance for Assessment of International Physicians (WAAIP)</i> was a one year demonstration project that developed a competency-based assessment process for International Medical Graduates (IMGs) applying for medical licensure in the Western provinces and Northern territories.</p> <p>The project included the development and use of assessment tools that are sufficiently flexible to assess the diverse competencies of IMGs. A two phased clinical evaluation will be conducted for IMG registrants in the disciplines of Family Medicine, General Surgery and General Internal Medicine</p> <p>The second phase will include establishment of a Western and Northern Assessment Consortium (WNAC) for assessing IMGs</p>	<p>Western Alliance for Assessment of International Physicians (WAAIP) G306 Health Sciences Centre University of Calgary 3330 Hospital Drive NW Calgary, Alberta T2N 4N1</p> <p>Email waaip@ucalgary.ca Website www.waaip.ca Phone 403 210-8650</p> <p>Project Contact: Peter Gibson, Executive Director, Western & Northern HHR Planning For 250-952-3145 Peter.J.Gibson@gov.bc.ca</p> <p>NOTE: The program is not operational at this time.</p>
<p><i>Profession Specific Supports</i> (includes language/communication, exam or professional bridging programs)</p>	
<i>Language/Communication</i>	
<p><i>Canadian Communications for Physicians Trained Abroad</i> The Canadian Communications for Physicians Trained Abroad is a part-time program for foreign-trained physicians who have participated in CAPE through the Medical Licensure Program for International Medical Graduates; have completed at least one year of post graduate medical training; have an unexpired pass standing in the Medical Council of Canada Evaluating Exam (MCEE) or have applied to write the MCEE.</p>	<p>Red River College Language Training Center Room 334, 3rd floor, 123 Main Street Winnipeg, Manitoba (204)945-6151</p> <p>E-mail: sbates@rrc.mb.ca Website: http://www.rrc.mb.ca</p>

<p><i>Exam Preparation</i></p>	
<p><i>The C₂LEO Program</i> This self study course incorporates the Medical Council of Canada (MCC) objectives on Considerations of Legal, Ethical and Organizational aspects of medicine (CLEO) with the cultural and medical communication factors important to practicing medicine in a Canadian context (C₂LEO). The Website is organized around a number of clinical cases, each of which incorporates one or more C₂LEO objectives. The roles of the physicians in these cases are based upon the CANMED's roles and are designed to provide opportunities to reflect upon the knowledge, skills and attitudes required of physicians in successful Canadian practice. Uses standardized patients, video clips and case studies.</p>	<p>College of Physicians and Surgeons of Canada and Medical Council of Canada. http://icarus.med.utoronto.ca/ccc/</p> <p>Under construction</p>
<p><i>The Ontario IMG School</i> prepares the International Medical Graduates who are planning to take the second part of Ontario IMG Program exam (OSCE) and/or part II of Medical Council of Canada Qualifying Exam and/or the American CSA. The sessions are six hours long and are held during the weekend, when the OSCE Courses take place between the months of January until September. Each session covers different OSCE scenarios while providing opportunities for students to practise with the standardized patients (SPs).</p> <p>The course includes three mock exams consisting of ten 10-minute stations, simulating the real OSCE setting. In each station, in addition to the SP, an examiner is present who observes the interaction between the candidate and the SP. The examiner provides individualized feedback to the candidate and following each mock exam, a review session is held and the checklists and performance rank order sheet are returned to the candidate to keep for his/her personal records.</p> <p>Throughout the course, communication skills are emphasized strongly in addition to the necessary medical knowledge. Students are presented with various OSCE-type scenarios and are provided with several opportunities to interact with SPs in order to take history, perform physical exam, or provide counseling. Immediate feedback is given while reviewing the scenario in detail.</p>	<p>IMG Ontario 6021 Yonge Street, Suite #240 Toronto, ON, Canada, M2M 3W2 Tel: (416) 788-0-IMG (0464) administration@ontarioimgschool.com</p> <p>Cost is \$1800</p>
<p><i>The Legal, Ethical and Organizational Aspects of Medical Practice in Québec</i> (ALDO-Québec presents information required for residents in medicine preparing for their examination on these topics. Indeed, ALDO-Québec provides information deemed crucial to medical practice in Québec for all physicians practising here</p>	<p>Collège des médecins du Québec 2170, boulevard René-Lévesque Ouest Montréal (Québec) H3H 2T8</p> <p>info@cmq.org</p> <p>Numéro général : (514) 933-4441</p>

<p>Clinical Assessment for Practice Project (CAPP) This website provides information about the Clinical Assessment process for IMGs in Nova Scotia. It includes video clips to assist IMGs prepare to perform skills on the OSCE, info about the exam process, the model for licensure in NS.</p>	<p>Clinician Assessment for Practice Program (CAPP) College of Physicians and Surgeons of Nova Scotia Suite 200, 1559 Brunswick St. Halifax, Nova Scotia Canada B3J 2G1</p> <p>Website: www.capprogram.ca</p> <p>Program Manager: Gwen MacPherson Phone: (902) 482-2917</p>
<p>Bridging</p>	
<p>Pre-Residency Program for IMGs, IMG Ontario This program provides preparatory training to all IMGs accepted into first year family medicine training positions prior to beginning their training. The PRP addresses key competency areas, such as communication and orientation to the Canadian workplace in order to improve IMGs' success in postgraduate training.</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>
<p>The Ontario IMG School, a private institution, prepares the International Medical Graduates who are planning to take the second part of Ontario IMG Program exam (OSCE) and/or part II of Medical Council of Canada Qualifying Exam and/or the American CSA.</p> <p>The sessions are six hours long with each session covering different OSCE scenarios and providing opportunities for students to practise with the standardized patients.</p> <p>Throughout the course, communication skills are emphasized strongly in addition to the necessary medical knowledge</p> <p>The course includes three mock exams consisting of ten 10-minute stations, simulating the real OSCE setting. In each station, in addition to the SP, an examiner is present who observes the interaction between the candidate and the SP. Following each mock exam, a review session is held and the checklists and performance rank order sheet are returned to the candidate to keep for his/her personal records.</p>	<p>Ontario IMG School</p> <p>6021 Yonge Street, Suite #240 Toronto, ON, Canada, M2M 3W2 Tel: (416) 788-0-IMG (0464) administration@ontarioimgschool.com</p>

<p>Provincial IMG Programs: There are 7 IMG programs in Canada, each with their own unique approach to assessment and bridging programs. Most programs are accelerated and are based on recognition of prior learning of the applicant.</p> <p>IMGBC: 18 positions available. Process includes a 3 month clinical assessment followed by full residency training.</p> <p>Alberta International Medical Graduate Program (AIMG): 24 positions. Process includes a 4 month clinical assessment followed by full residency training</p> <p>MLPIMG (Medical Licensure Program for International Medical Graduates): 15 positions 3-day CAPE (Clinicians Assessment & Professional Enhancement) followed by a three week clinical assessment that includes a two-day orientation. The outcomes would range from immediate entry to practice, up to 1 year of training, and counseling for alternate careers.</p> <p>New program starting 2006 that builds on WAIP. Selected IMGs evaluated in the clinical setting over 3 months.</p> <p>IMG Ontario: up to 200 positions in either Family Medicine or a specialty. Applicants enter either as Clerks, PGY1 or 2 or Practice Ready routes.</p> <p>NS: Applicants participate in Clinical Assessment for Practice and then may either be directed to complete a full residency or be issued a conditional license to practice.</p> <p>NFLD: Clinical Skills Assessment and Training Program (CSAT) is designed to assess core knowledge, skills and competencies of physicians in a general/family practice setting. It provides specific, individualized training, as prescribed by the assessment process, and evaluates the effectiveness of the training through in-training evaluation and, in some situations, a re-assessment.</p>	<p>Canadian Information Centre for International Medical Graduates www.img-canada.ca</p>
<p><i>EMPLOYMENT SUPPORTS</i></p>	
<p>Professional Development Program for Educators of Internationally Educated Nurses (IENs) Develop a Professional Development Program for a broad range of nurse educators working with IENs, both as faculty in educational institutions and nurse educators in health care agencies</p>	<p>Under Development</p> <p>Canadian Association of Schools of Nursing</p> <p>Suite 15 99 Fifth Avenue, Ottawa, ON K1S 5K4 </p> <p>Telephone: (613) 235-3150 ext 25</p>
<p>IMG Handbook: This will be based on the handbook developed for engineers, providing the physician with critical information about practice in Manitoba</p>	<p>Under development</p> <p>Eileen May Labour and Immigration Manitoba (204) 945-0935 emay@gov.mb.ca</p>

<p><i>AIPSO website</i> offers information to IMGs who may be seeking alternate career employment. It offers advice on types of employment, educational credentials required and where to obtain them, employer links etc. The site is accessed through the Canadian Information Centre for International Medical Graduates.</p>	<p>Association of International Physicians and Surgeons of Ontario http://www.aipso.ca/</p>
<p><i>Fast Track MLA/T Diploma Program</i> designed for foreign trained physicians or technologists with phlebotomy experience Approximately 6-12 weeks</p>	<p>Robtech Institute 150 Laird Drive, Suite 202 Toronto, Ontario M4G 3V7 Tel: 416 466-6107 http://www.robotech.com Cost: \$5-7500</p>
<p><i>FINANCIAL SUPPORTS</i></p>	
<p>IMGs who enter formal residency training following assessment, receive a salary under the collective agreement of their provincial interns and residents association. IMG who enter “Gap” or orientation programs may or may not receive remuneration depending on the policy of the government.</p>	
<p><i>CAREER COUNSELING</i></p>	
<p><i>Career Transitions: Employment Alternatives for Internationally Trained Physicians, Association of International Physicians and Surgeons of Ontario (funded by Health Canada? or MCI?)</i></p> <ul style="list-style-type: none"> This project is led by the Association of International Physicians and Surgeons of Ontario. The focus of the project is to assist IMGs seeking to make a transition into alternative employment in licensed and non-regulated health-related occupations where the feasibility or interest in obtaining a medical license is low. <p>This program is also known as Sector Specific Employment Services for Alternative Health Sector Employment for Internationally Trained Physicians</p>	<p>Jane Seltzer, Manager (Acting) Health and Long-term Care Allied Health Human Resources Policy and Planning Unit, Toronto Phone: (416)327-8336 Jane.Seltzer@moh.gov.on.ca</p>

<p>AIMD BC (Association of International Medical Doctors of British Columbia) To ensure that internationally trained medical doctors are integrated effectively and equitably into the British Columbia health care system.</p> <p>Goals</p> <ol style="list-style-type: none"> 1. To facilitate access to the licensing process for IMGs living in British Columbia. 2. To work collaboratively with other stakeholders to identify and develop appropriate assessment, orientation, upgrading and integration programs for British Columbia IMGs. 3. To provide information and support to members in licensing and finding meaningful employment in the health care field. 	<p>AIMD BC c/o Co-ordinator, BCITP Net (British Columbia Internationally Trained Professionals) Surrey Delta Immigrant Services Society 1107-7330 137th Street Surrey, BC V3W 1A3 Email: bcitp_net@sdiss.org Tel: (604)-729-6598. Web Site: http://aimd.bcitp.net Location: Vancouver Regional partners in Victoria, Nanaimo and Vernon</p>
<p>Directions for Immigrants in Trades and Professional Careers is a Calgary-based service to help new Canadians restart their career. Our information resource centre can show professionals - including engineers, doctors, nurses and accountants - the path they need to follow to get a job in their field of experience</p>	<p>Directions for Immigrants in Trades and Professional Careers #110, 805 - 5th Avenue SW Calgary, Alberta Canada T2P 0N6 Telephone: (403) 297-2555 Fax: (403) 297-3424 E-mail: ditpc@bowvalleycollege.ca http://www.ditpc.ca</p>
<p>AIMGA (Alberta International Medical Graduates Association)Services include</p> <ul style="list-style-type: none"> • Access and information on the licensure • Exam preparation support • Data Base <p>Career advice</p>	<p>AIMGA 1409 Edmonton Trail NE, Suite 205 Calgary, Alberta T2E 3K8 Telephone: (403)-262-8040 E-mail: aniw@shaw.ca Web Site: www.aimga.ca</p>
<p>AFMGM (Association of Foreign Medical Graduates of Manitoba) Services include:</p> <ul style="list-style-type: none"> • Coordinating study groups and examination preparation sessions • Initiating networking activities with similar organizations in other provinces <p>Encouraging the Faculty of Medicine, University of Manitoba, to undertake the design of programs for foreign-trained doctors</p>	<p>AFMGM Email: most51@hotmail.com Tel: (204) 284-8509 Location: Winnipeg, Manitoba</p>

OTHER	
<p>Faculty Development Program for Teachers of Internationally Educated Health Care Professionals: The goals of this Faculty Development Program for Teachers of International Medical Graduates are twofold: to help prepare teachers in diverse settings to work with IMGs in an effective and collaborative manner; and to enhance the learning – and practice – experience of IMGs. There are 4 modules available on line to assist professionals working with IMGs.</p>	<p>Association of Faculties of Medicine of Canada 774 Echo Drive Ottawa, Telephone: (613) 730-0687</p> <p>http://www.medicine.mcgill.ca/facdev_img/ECA_en.htm</p>

The following project proposals are either committed to, or being considered for funding in 2006/07.

BC:

- **Skills Connect Implementation Plan** - Undertake a collaborative process to develop an implementation plan for Skills Connect in the health sector. **June – October, 2006**
- **Skills Connect service provision** - Work with the qualified consortium/consortia to develop and implement integrated service models that identify and support internationally educated health professionals to secure employment within **the priority occupations. October 2006 – March 2007**
- **Internationally Medical Graduates – Post-licensure Targeted Workshops –** This project would identify areas of difficulty most commonly experienced by IMGs and develop appropriate training modules. A preliminary list of possible modules include: communication skills, chronic disease management, palliative/cancer/geriatric care, Aboriginal health care, E-technologies, physician and patient expectations in hospital and maternity care, GP/FP and the ambulatory care environment, prescribing practices, and specific Health Authority programs. It is expected that building confidence and competence in IMGs will help with recruitment and retention, especially in under-serviced areas. Consideration will be given to how these modules could be applied to other health professions. **September 2006 – March 2007**
- **Internationally Educated Nurses Post-Licensure Employment Project:** Recruitment, Practice Consolidation and Integration - VCHA partnership - This project will develop and pilot an integrated bridging program (IBP) to recruit, support and integrate Internationally Educated Nurses (IENs) with prior acute care qualifications and experience into acute and long term units in hospitals of Vancouver Coastal Health
- **Pilot Project for the Internationally Educated Licensed Practical Nurse Transition Program** - VCHA partnership -The goal of the project is to develop an innovative model to support internationally educated nurses working within the Vancouver Coastal Health Authority, who are currently working in non-nursing positions, to make the transition into new roles as full scope practice licensed practical nurses working in acute, transitional and extended care settings. January 2006 – March 2008.
- **MLT/MLA Program Development:** BCIT currently offers a certificate program for internationally educated Medical Laboratory Technologists. Vancouver Community College offers a Medical Laboratory Assistant program and would like to consider an MLA program for internationally educated MLAs. A project will be developed to identify innovative ways to ensure internationally educated medical laboratory professionals are able to become employed at their highest skill level. **August 2006 – March 2007 TBD**
- **Graduate Nurses English as an Additional Language Program (GNEAL) - Kwantlen University College: January 2006 – March 2008.** Web based delivery programs TBD

Draft Environmental Scan of Programs and Services available to IEHPs in Canada

Appendix B

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- **Specialty Nursing** – This project aims to identify IENs that are working in Fraser Health Authority and have experience in critical care nursing prior to coming to Canada. It will prepare them to work in a critical care area by developing stronger English language skills and to refresh their critical care nursing skills.
- **Expanding IEN Bridging Programs in BC** – This project aims to expand the GNEAL program outside the Lower Mainland. Initial discussions are underway to partner with the College of New Caledonia. Kwantlen faculty would provide workshops, orientating, and serving as mentors to faculty at the partner school to assist them to develop a similar education program at their institution.
- **Staff orientation to IENs** – The objective of this project is to enhance a unit's preparedness to support IENs as staff nurses, increase awareness of the challenges faced by IENs new to the Canadian health care system, and to support the retention and success of IENs working within the BC health care system
April 2006 – March 2009
- **GNEAL : Mix-mode and Online Delivery Pilot** – The objective of this project is to deliver at least 2 GNEAL program courses using web-based technology and evaluate the success of this delivery approach
- **Update Thompson Rivers University refresher and exam prep courses** - The Transition to Canadian Nursing Series was designed to assist internationally educated nurses in their move to the Canadian workforce. There are web-based courses, available worldwide, and clinical experience course available in Canada only. There are 8 courses in the series that need to be updated. **January 2006 – March 2007**
- **Increase capacity to provide licensing information and assessment services for IEHPs in priority professions.** Regulatory bodies have responsibility to consider applications for licensing from IEHPs. To deliver on this responsibility, they must establish criteria and develop and implement processes for assessing each individual against those criteria. Research has shown that these processes often contain a variety of barriers for IEHPs. In addition, these assessment processes must be accessible. Professional associations are often important sources of information for IEHPs who are pursuing licensing, certification or other connections to their profession. It is evident that regulatory bodies and professional associations currently have varying levels of capacity to provide licensing information and assessment services. Under this component, BC regulatory bodies and professional associations will propose projects to address specific barriers experienced by IEHPs in the priority professions. **June 2006 – March 2007**
- **Medical Radiography Technologist Bridging Program for IEHPs:** explore the feasibility of developing a bridging program in internationally educated MRTs and develop modules, as appropriate. **June 2006 – March 2007**
- **International Qualifications Program (IQU) of the Ministry of Economic Development** has contracted for the development of ELT curricula with Camosun College which will in turn work with other colleges to produce ESL

curricula at the Canadian Language Benchmarks 7 & 8 levels (Advanced) in Health as well as other sectors.

For information contact:
Judy Thompson
Director
Strategic Partnerships & Planning
Ministry of Health Services
5-1-1515 Blanshard Street
Victoria BC V8W 3C8
Phone: (250)952-1286
Fax: (250) 952-2799
Email: Judy.Thompson@gov.bc.ca

SASKATCHEWAN

- **Development of on-line access to information** on a provincial/territorial basis about route to licensure for IEHPs of priority professions (to be linked with future national site) and their families
- **Development and implementation of bridging programs to support IEHPs once they enter the workplace.** Programs could be delivered by employers (e.g. hospitals, regional health authorities, etc.)
- **Facility development and mentoring modules for IEHPs;**
- **Assessment tools to assess IEHPs' -IMG readiness to practice and residency training**

For more information about these programs contact

Sandra Cripps
Director of Program and Resource Development
Workforce Planning Branch
Saskatchewan Health
Phone: (306) 787-5693
Fax: (306) 798-0023
E-mail: scripps@health.gov.sk.ca

Atlantic Canada

- **Welcome to NS and PEI-** An employment /counseling and support program. Designed to assist applicants with general English skills and exam prep. Program to run for 18 weeks
- **Bridge to LPN:** to be offered to through a NS Community college, INLPNs can compare their skills with the LPN competencies. Upgrading to be provided
- **Bridge for IEN: RN** Similar to the Bridge to LPN program. Prior learning assessment for IERNs with degrees

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- **Orientation to Canadian Health Care System:** a 10 week program including English professional communication components
- **Assessment Centre for IENs: Atlantic Canada:**
There will be two parts to the centre: One to assess entry level competencies through an OSCE evaluation and prepare candidates to write the licensure exam. The second to provide a bridging program
- **Web portal for IENs:** Information site for IENs seeking licensure in Atlantic Canada will be in different languages: English, French, Chinese, Arabic, German, Indian. Portal will link with other information sites

Contact: Andrea MacDonald
 Research Associate
 Price-MacDonald & Associates Consulting Inc. (PMA)
andrea@price-macdonald.com
 Ph: (506) 650-4669
 Fax: (506) 849-4419

Western and Northern Health Human Resource Forum

- **Development of Project Evaluation Plan.** There are two different components of the evaluation plan, being:
 1. Overarching Evaluation of the increase of employment of IEHPs within the Forum jurisdictions over the course of the IEHP Initiative, and
 2. Task Specific Evaluation based on an individual evaluation of each of the Activities identified in the Annual Activity Plans
- Development of a Dissemination Plan that will include a web site and a list server to ensure key stakeholders are informed of projects and services currently available or planned.

Contact:
 Peter Gibson, Executive Director, Western & Northern HHR Planning Forum
 250-952-3145
Peter.J.Gibson@gov.bc.ca

**PLEASE NOTE THAT IF YOU NOTICE ANY
 INACCURACIES, ERRORS, OR OMISSIONS FROM
 THESE LISTS, PLEASE NOTIFY PETER GIBSON, as per
 the above details**