

**Name of organizer:** **Dr Gina Marie Awoko Higginbottom**  
 Organization: University Of Alberta  
 E-Mail

Title of workshop: Internationally Educated Health Professionals: Experiences and research from two Canadian Provinces

Format of Workshop: Three presentations and audience discussion

Theme of the workshop: Economic and labour market integration

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Name of first presenter: Dr Gina Marie Awoko Higginbottom  
 E-mail address:  
 Organisation: University of Alberta  
 Title/Theme of presentation: The transition of internationally educated nurses (IEN) into the Alberta Health care system

Name of second presenter: Jordana Salma  
 E-mail address:  
 Organisation: University of Alberta  
 Title/Theme of presentation: Career Advancement and Education Opportunities: Experiences and Perceptions of Internationally-Educated Nurses.

Name of third presenter: Karen Sharma, Assistant Director,  
 E-mail address:  
 Organisation: Labour Market and Strategic Initiatives Branch, Immigration, Settlement and Multiculturalism Division, Manitoba Labour and Immigration  
 Title/Theme of presentation: Manitoba's Nursing Recruitment Initiative: Lessons Learned Related to the Ethical and Safe Recruitment of Internationally Educated Health Professionals  
 Internationally Educated Health Professionals: Experiences and research from two Canadian Provinces

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#### Abstract

Canada and other 'high income nation states' have sought to redress deficits in the health care workforce via the recruitment of internationally trained nurses (IENs) and medical professionals. The ethics of such strategies are complex. The three presentations in our workshop share research evidence and experiences from Alberta and Manitoba

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#### Summary

Canada and other 'high income nation states' have sought to redress deficits in the health care workforce via the recruitment of internationally trained nurses (IENs) and other medical professionals. The ethics of such strategies are complex. Effective recruitment and retention are needed, if this strategy is to be deemed a success. The three presentations in our workshop share research evidence and experiences from Alberta and Manitoba. Manitoba's Regional Health Authorities have developed a framework for the recruitment of IENs. The framework establishes standards for ongoing ethical and safe recruitment missions, processes for supporting the labor market integration of the recruited nurses, supports to assist the recruited nurses to meet Manitoba's licensing requirements and measures to encourage their retention in Manitoba. This presentation will provide an overview of the framework, the outcomes of the pilot initiative and the lessons learned related to ethical and safe recruitment. Findings from two research studies in Alberta provide evidence of the transitioning of IENs into the Alberta health care system and opportunities for career advancement. Scant research to date has been conducted on the transition of IENs into the Canadian healthcare context; existing research largely focuses on credentialing issues, however a smooth transition ultimately impacts not only on IENs but on health care provision for the general population. Little research exists on the opportunities for career advancement and education for IENs in Canada. The workshop provides an opportunity for incisive debate and dialogue on migration in the 21<sup>st</sup> century.