

Skills Connect - Health Consortium Update



A NEWSLETTER FROM THE HEALTH CONSORTIUM ADVISORY

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Skills Connect - Health: Program Update



As Skills Connect – Health moves through its third year of program delivery, client demand for the services remains strong – to date over 1100 clients have registered in the program offered by Back in Motion and Douglas College. As can be seen in the intake table (lower right), the greatest interest and registration in the program has been from foreign trained physicians, registered nurses and third pharmacists. Since inception the program has served Internationally Educated Health Professionals (IEHPs) from around the globe, with regis-

trants from 64 different countries. Of those countries, the top five source countries for Skills Connect – Health registration have been: 1. Philippines, 2. Iran, 3. China, 4. India, and 5. Russia.

Of the 1137 participants enrolled, 240 have found employment within the program's targeted occupations. It is important to note that 800 continue to be actively engaged in the program and others have found employment outside the healthcare sector. The Employment by Occupation table shows that the greatest number of employment results by occupation has been achieved by Registered Nurses, and secondly, by

Pharmacists. However, when viewed as a percentage of intake, employment in Licensed Practical Nursing shows a very high employment result, this likely indicates a number of Registered Nurses who have found employment as LPNs. Perhaps most remarkably, of those who have found employment, 84% have found employment within their occupation. (Continued page 4)

Employed within Targeted Professions

| | |
|--------------------------------|------------|
| Licensed Practical Nurse | 18 |
| Medical Lab Technologist | 21 |
| Medical Radiation Technologist | 2 |
| Midwife | 2 |
| Occupational Therapist | 7 |
| Pharmacist | 39 |
| Physician | 31 |
| Physiotherapist | 14 |
| Registered Nurse | 63 |
| Speech Language Pathologist | 0 |
| Ultrasonographer | 4 |
| Other | 39 |
| Total | 240 |

2009 Skills Connect Health Consortium Meeting

The annual Skills Connect for Health Consortium Meeting was held on November 26th and was attended by 60 individuals representing government, health regulators, and post-secondary.

Attendees were provided an overview of the program including enrolment and employment placement data as

well as a report on the work of the Advisory. The Consortium appointed new members for the Advisory (see page 4) and identified priorities for 2010. Presentations made by successful Skills Connect – Health clients were highlights of the meeting and clearly demonstrated the power and im-

portance of the program. To view two of the presentations, go to:

Mina Fahim: Pharmacist
<http://www.youtube.com/watch?v=CKzaVPYyanU>

Joy Chang: Occupational Therapist
<http://www.youtube.com/watch?v=CSBuy2lw2l>

The Skills Connect-Health Program is delivered by:

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AND

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| Intake by Occupation | # |
|-------------------------------|-------------|
| Physician | 364 |
| Registered Nurse | 355 |
| Pharmacist | 166 |
| Medical Lab Tech. | 88 |
| Physiotherapist | 70 |
| Medical Radiation | 27 |
| Occupational Therapists | 20 |
| Midwife | 22 |
| Licensed Practical Nurse | 15 |
| Speech Lang. Path. | 5 |
| Ultrasonographer | 5 |
| Total to Jan. 31, 2010 | 1137 |

Skills Connect - Health Consortium Update

Karlo - One of BC's new Licensed Practical Nurses



Karlo is a Licensed Practical Nurse from Philippines where he worked as a First Aid Instructor for Cabanatuan City Council. He was involved in organizing and participating in Boys Scouts Camps and volunteered for Philippines National Red Cross before immigrating to Canada in 2005.

Karlo's first years in Canada were difficult as he could not secure employment within his field unless he registered with College of Licensed Practical Nurses of BC (CLPNBC). He found employment as a Banquet Server at a local Hotel and later as a Card Dealer at a Casino, but was not happy with either of his jobs.

While improving his English at Vancouver Community College (VCC) he spoke to the career advisor and learned about the Skills Connect Health (formerly ArriveBC) program. He contacted Back in Motion in September 2007 and joined the program in

October of that year. Skills Connect coached Karlo on the registration process with CLPNBC and assisted him to prepare and submit his application in spring 2008. Meanwhile, with the help of his counselor, Karlo prepared his International Credential Evaluation Services (ICES) application and started studying for International English Language Testing System (IELTS). He also enrolled in the LPN exam preparation course at VCC and started his studies

While continuing with his CLPNBC registration, Karlo started to look for a more meaningful job within health care. His counsellor helped him to revise his resume and prepared him for interviews. He was coached on how to access the hidden job market and the importance of networking. With these new job search strategies, Karlo found a part-time job as an Adult Service Worker with the Burnaby Association for

Community Inclusion where he began working in May 2008.

Karlo passed the IELTS exam in the summer of 2008 and while he was waiting to hear from CLPNBC about his evaluation, continued upgrading his education and nursing skills. In October, CLPNBC informed him he was eligible to write the LPN exam. Karlo registered to write his LPN exam and successfully passed in May 2009. He became fully qualified for any LPN position.

His résumé was revised to reflect his new qualifications and he continued to actively look for a suitable employment. By the end of May he secured a part-time position as an LPN at Riverview Hospital while continuing to work as an Adult Service Worker on a part-time basis at the Burnaby Association for Community Inclusion. Karlo continues to move forward and is currently pursuing his registration with CRNBC.

"SKILLS CONNECT HELPED ME TO CONNECT WITH OTHER CLIENTS TO BUILD A STUDY GROUP. WE MET TWICE A WEEK AND RECEIVED LOTS OF SUGGESTIONS ON HOW TO WORK TOGETHER AND GIVE EACH OTHER FEEDBACK. ALL OF OUR MEMBERS PASSED THE EVALUATION EXAM FOR PHARMACISTS."

(CHRISTINE FEB 10)

Skills Connect - Health Events and Activities

Throughout the year Douglas College and Back in Motion have been offering Skills Connect – Health clients a variety of opportunities each month to connect with other clients in their professions as well as previous clients who are now fully licensed. The group meetings and events have featured representatives from regulatory bodies, professional associations, health employers, and bridging programs. For-

mer clients who are now working in their profession often help by sharing their experience and providing useful tips about working in one's field. This level of exposure to health care professionals enables clients to navigate the highly complex and regulated Health Care field. Clients also learn about professional practice, employers and patient expectations, patient centered practice and collaboration

with other professionals.

Upcoming Events

Internationally Trained Occupational Therapists act as standardized patients - In April, three internationally trained Occupational Therapists will have the opportunity to sit in on the Mental Health and Humanistic Approach class along with UBC's Occupational Therapy (OT) stu

Continued on page 3

Five IMG's Secure Residencies at St. Paul's

Douglas College is pleased to announce that five of their clients who have been working towards becoming Medical Doctors in BC have successfully secured residency positions beginning July 2010 at St. Paul's Hospital. Currently, a total of 18 residencies are offered per year for International Medical Graduates (IMG's): 12 for family physicians, and 6 specialist residencies. From these five Skills Connect – Health clients, four are looking forward to start working in Family Medicine; and the fifth will be working towards a specialty residency position.

In addition to on-going 1-1 coaching with their Career Consultants, these five clients have received a number of Skills Connect – Health ser-

vices. These services included assistance with creating their personal letter for the CARMS application and securing temporary employment in the health sector while going through the licensing / registration process. In addition, clients have been provided the opportunity to participate in Study Groups specifically focused to assist them to successfully prepare for the registration exams required by the appropriate regulatory organization.

To add value to the Skills Connect – Health Program, Douglas College has also been offering specific workshops and events for International Medical Graduates. These include workshops such as the CARMS Interview

Preparation and Multiple Mini Interview Strategies. Those IMG clients who have attended these events have had the opportunity to hear from IMG's who have gone through the IMG-BC program as well as IMG's who have successfully obtained their Medical License.

Douglas College is currently working towards an event where our five IMG's will be able to participate in a panel where they will have the opportunity to share their 'journey to success' and provide tips to other IMG clients on how to go through the licensing process leading to residency. The event is scheduled for March 30, 2010 at the Burnaby Training Centre.



SC Health Events and Activities continued

dents. In addition, through the coordination of the Skills Connect program, these clients will participate as mock standardized patients. They will observe how the mental health and humanistic approach theory is applied, which Michael Lee, Clinical Associate Professor at UBC has identified as a significant area of weakness for international OT's completing their exam process. Mr. Lee will be meeting with the Skills Connect clients to prepare them for the class and will review and answer client questions afterwards.

Preparing for the Pharmacist OSCE (Objective Structural Clinical Examination)

Clients

will discuss possible scenarios and learn about exam strategies and stress management before and during the exam. Clients will learn about the importance of professional communication and how to demonstrate professionalism through the use of clear communication.

CARMS Interview Preparation for Medical Doctor In order to obtain residency in BC MD's need to go through a CARMS interview. Clients learn about strategies that will increase their chances of successfully passing the interview, common questions at the interview as well as Multiple Mini Interviews. In addition,

clients have the opportunity to take part in a simulated CARMS interview and receive constructive feedback

Study Groups for clients who are preparing for exams with their Regulatory Body.

Douglas College provides space at the library for clients to meet and study together on a regular basis. Each group has a team leader who works with the Skills Connect - Health Program Coordinator to select study resources to coordinate the group and study effectively. Positive results have been achieved e.g. 2009 Evaluation Exam for Pharmacist all 10 clients passed the exam.

THE PHARMACIST SUPPORT GROUP PROVIDED A LOT OF INFORMATION THAT I DID NOT KNOW BEFORE. I MET OTHER PHARMACISTS FROM MY COUNTRY WHO TOLD ME HOW THEY GOT A JOB IN A PHARMACY WHILE THEY WERE GOING THROUGH THE LICENSING PROCESS. NOW I FEEL CONFIDENT THAT I CAN DO IT TOO"
(NERMEN OCT/09)

Facilitating the Workplace Integration of Internationally Educated Healthcare Professionals

SKILLS CONNECT-HEALTH ADVISORY

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Skills Connect - Health on the Web

Advanced Education and LMD
http://www.welcomebc.ca/en/immigration/come/lmp/employment_services/skillsconnect/index.html

Back in Motion
<http://www.skillsconnect.ca/seekingemployment.html/healthcare-sector>

Douglas College
<http://www.douglas.bc.ca/training-community-education/working-solutions.html#Health>

Program Update Continued

Although the employment results are central to the program, it is important to remember that all of the Skills Connect – Health clients receive individualized career and occupational planning that sets out a carefully considered path for each participant. These action plans are highly varied, both in individual and occupational requirements and, for some clients, articulate a series of steps that may include occupational specific education and upgrading, professional certification and licensing, language proficiency testing and upgrading, credential evaluation and professional exams, etc. As a result, many individuals' plans for employment in the BC health sector are long-term plans. Nevertheless, it is clear that in almost every case Skills Connect-Health serves to accelerate the IEHPs return to work in the health sector and the utilization of their international skills and experience within BC.

2009 - 10 Consortium Advisory Membership

Debbie Sargent

Associate Dean, School of Health and Human Services

Patricia O'Hagan

PhD, Faculty of Health Sciences Continuing Education, Douglas College

Donna Daines

Academic Director, Thompson Rivers University School of Nursing, Open Learning Division

Anne Kuleta

Recruitment Advisor, HR Services, PHC, PHSA and VCH

Pat Semeniuk

Director, Learning and Development
HR: PHC, PHSA and VCH

Gillian Parker

Interim MPT Program Coordinator,
UBC Department of Physical Therapy

Marge Hawkins

Faculty Nurse Educator
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Lynn Cairns

Registration Advisor, College of Registered Nurses of BC

Jelena Putnik

Assessment Manager, College of Midwives of BC

Frank Gillespie

Education Officer, BC Nurses Union

Rebecca Tunnacliffe

CEO, Physiotherapy Association of BC

Alison Greig

MPT Program Coordinator,
UBC Department of Physical Therapy

Mabel Tung

Treasurer, BC Nurses Union

Ex-Officio Members

Beverly MacLean-Alley

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