



THE COUNCIL FOR ACCESS TO PROFESSIONAL ENGINEERING

*Integrating Internationally Educated Engineers
into the Ontario Professional Workforce*

Under the trusteeship of



THE COUNCIL OF AGENCIES SERVING SOUTH ASIANS



WHAT IS CAPE?

CAPE is an independent member association supporting the integration of internationally educated engineers into the Ontario engineering workforce. It advocates for the removal of systemic barriers that prevent access to professional employment and licensing.



CAPE GOALS

- ✓ Advocate for fair, transparent and accountable practices in licensing.
- ✓ Increase access to employment-related training and services, professional licensing and work in the engineering field.
- ✓ Is not an employment agency
- ✓ A collective voice for internationally educated engineers across Ontario.



CAPE HISTORY

- ◆ 1994 -Coalition for Access to Professional Engineering formed.
- ◆ 1997 CAPE researched/documentated the barriers faced by internationally-educated engineers.
- ◆ 1999 CAPE worked with Professional Engineers Ontario (PEO) to institute The admissions appeal process.
- ◆ 2000 Focus shifted to employment
- ◆ 2003 CAPE has started the engineering access action research project.

CAPE ENGINEERING ACCESS

The Engineering Access Project is a 3 year, Ontario wide action research project that will seek to :

- ✓ Build a collective voice for IEs
- ✓ Engage employers in increasing IEs access to the engineering workplace.
- ✓ Advocate on behalf of IEs
- ✓ Facilitate multi-stakeholder consultation
- ✓ Create an extensive and searchable database of IEs, employers and relevant labour market trends



COLLECTIVE VOICE

- ✓ Strong Membership
- ✓ Searchable inventory of member profiles
- ✓ High Impact Partnerships With Key Stakeholders
- ✓ Links and dialogue with internationally educated engineers, established engineers, community leaders, PEO, OSPE, service agencies government and others



ENGAGE EMPLOYERS

- ✓ Engage employers through consultation, facilitation and networking.
- ✓ Create searchable inventory of employers
- ✓ Build relationship with employers
- ✓ Identify and develop bridges for employer issues.
- ✓ Emphasis on impact and results



ADVOCACY

- ✓ Make the system accessible to the individual engineer
- ✓ Advocate on behalf of constituents to bring about political change
- ✓ Bring IE issues relating to policy, employment, training and education to the attention of all relevant stakeholders
- ✓ Solid labour market research and analysis



***ASSOCIATION OF INTERNATIONAL
PHYSICIANS
AND SURGEONS OF ONTARIO***

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ASSOCIATION OF INTERNATIONAL PHYSICIANS AND SURGEONS OF ONTARIO

The Association of International Physicians and Surgeons of Ontario (AIPSO) is a non-profit, independent professional association that represents physicians and surgeons trained and licensed in jurisdictions outside Canada, presenting a unified and collective voice for its members.





ASSOCIATION OF INTERNATIONAL PHYSICIANS AND SURGEONS OF ONTARIO

Our Mission:

AIPSO's mission is to ensure that internationally-trained physicians are integrated effectively and equitably into the Canadian health care system.

AIPSO's objectives are:

- To facilitate access to the licensing process for internationally-trained physicians
- To work collaboratively with other stakeholders to identify and develop appropriate assessment, orientation, upgrading and integration programs for internationally trained physicians
- To provide information to members on licensing and meaningful employment in the healthcare field



ASSOCIATION OF INTERNATIONAL PHYSICIANS AND SURGEONS OF ONTARIO

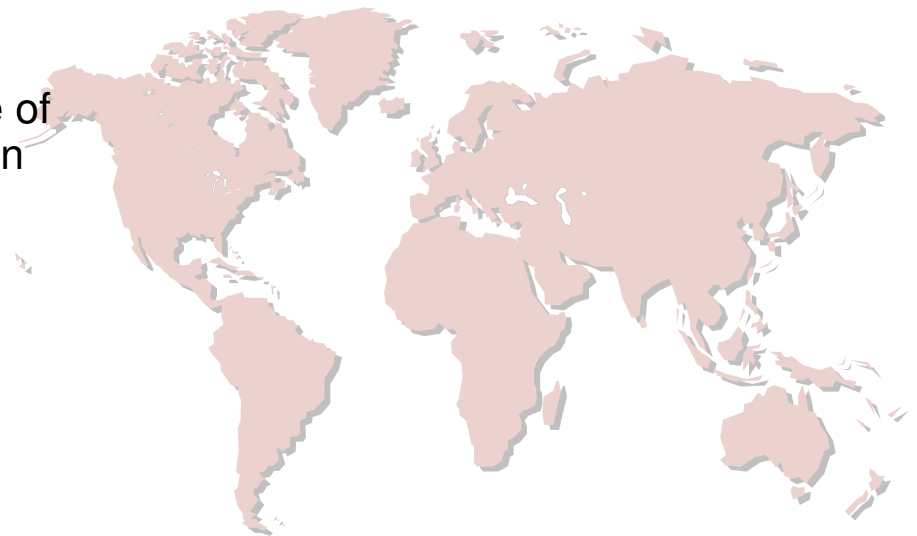
Commitment to Standards

AIPSO is committed to the maintenance of the ideals and standards of the Canadian medical system.

Our Membership

Founded in 1998 with 70 members, AIPSO has more than 1300 registered physicians from 92 countries.

AIPSO's members are at various stages of the licensing process in Ontario. Most are not yet licensed to practice medicine in Ontario.





ASSOCIATION OF INTERNATIONAL PHYSICIANS AND SURGEONS OF ONTARIO

Member Services

AIPSO'S membership services include:

- Website with information on licensing in Ontario and Canada
- Information sessions on licensing for newcomers
- Updates and newsletters
- Directory of members
- Information events on topics pertinent to members
- Links to study groups
- Links with regional groups in communities around the province
- Information events on alternative medically-related training and employment



ASSOCIATION OF INTERNATIONAL PHYSICIANS AND SURGEONS OF ONTARIO

Advocacy

- AIPSO's policy activities include:
- Research and advocacy
- Media coverage
- Development of policy alternatives for equitable integration of internationally-trained physicians
- Development of relationships with other allied groups
- Development of consultative relationships with government, regulatory bodies and other stakeholders
- Participation in task forces, consultations



ASSOCIATION OF INTERNATIONAL PHYSICIANS AND SURGEONS OF ONTARIO

Key Activities

- Development of position papers on barriers, principles and possible policy solutions
- Submission to National Commission on Future of Healthcare in Canada 2002 (Romanow Commission)
- Presentations to Provincial Task Force on IMGs 2002/2003
- Member of Canadian Taskforce on Licensure of IMGs 2002/3
- Advisory Status on Committees Implementing 8 Point Plan

Ongoing:

- Media Interviews (TV, Radio, Newspapers, Magazines)
- Member consultations on issues, policy proposals
- Development of position papers on specific issues



Association of International Physicians and
Surgeons of Ontario

PRESENTATION TO

THE ONTARIO TASK FORCE ON
PHYSICIAN RESOURCES

JULY 2002



Association of International Physicians and Surgeons of Ontario

History:

- founded in 1998 by a coalition of groups of internationally trained doctors settled in communities across Ontario
- to create an effective voice for internationally trained doctors seeking access to licensure and employment as physicians in the Ontario health care system.

AIPSO:

- a non-profit independent professional association which represents physicians and surgeons trained and licensed in jurisdictions outside Canada.
- membership is open to landed immigrants/convention refugees/citizens who are resident in Ontario.



Mission and objectives

AIPSO's mission: To ensure that internationally trained physicians are integrated effectively and equitably into the Canadian health care system.

AIPSO's objectives:

- to facilitate access to the licensing process for internationally trained physicians
- to work collaboratively with other stakeholders to identify and develop appropriate assessment, orientation, upgrading and integration programs for internationally trained physicians
- to provide information to members on licensing and meaningful employment in the healthcare field

Commitment to Canadian standards: AIPSO is committed to the maintenance of the ideals and standards of the Canadian medical system.



How many internationally trained physicians are permanent residents in Ontario?

Our membership:

AIPSO currently has a membership of 1,100 internationally-trained physicians from over 90 countries.

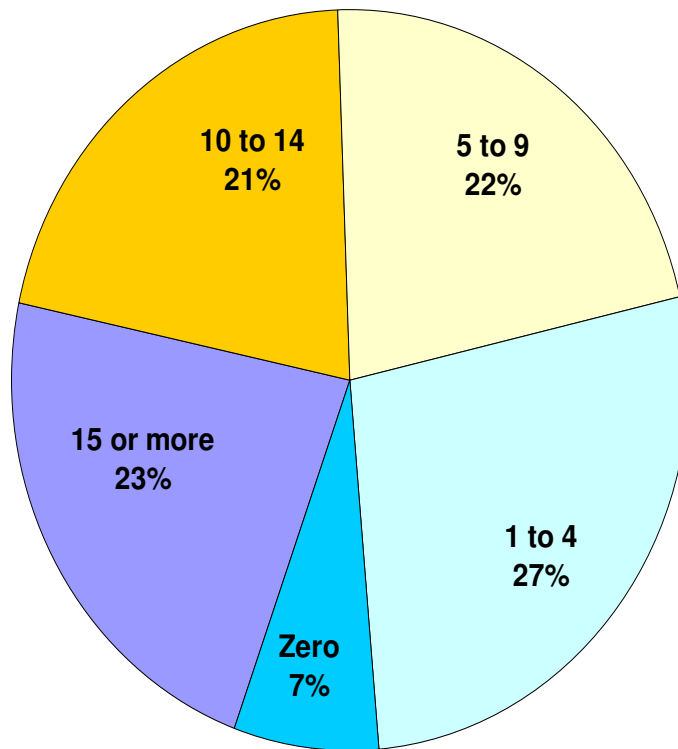
A caveat - the "real" numbers:

- AIPSO estimates that our database represents no more than half the total number of internationally trained physicians resident in Ontario.
- estimate the total number of international physicians who are Ontario residents/Canadian citizens is anywhere from 2000-4000



AIPSO MEMBERSHIP STATS

Years as Physicians

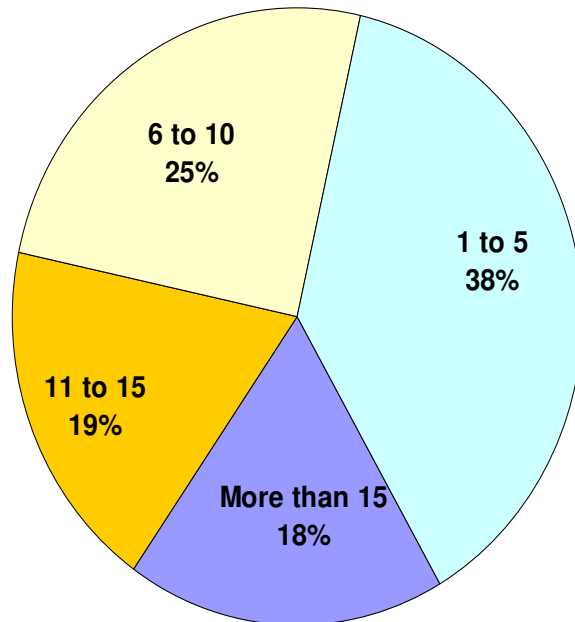


- 88% have over 5 years experience as a licensed physician
- 44% have 10 years or more as a licensed physician
- only 7% are recent graduates with no practice experience



AIPSO MEMBERSHIP STATS

Years as Specialist



- 62% have over 5 years experience as a specialist

- 37% have more than 10 years experience as a specialist



AIPSO MEMBERSHIP STATS

Country of Origin		
Iran	121	14%
India	109	13%
Pakistan	96	11%
Romania	51	6%
China	46	5%
Bangladesh	35	4%
Russia	33	4%
Afghanistan	30	3%
Sri Lanka	25	3%
Yugoslavia	25	3%
Other	302	44%

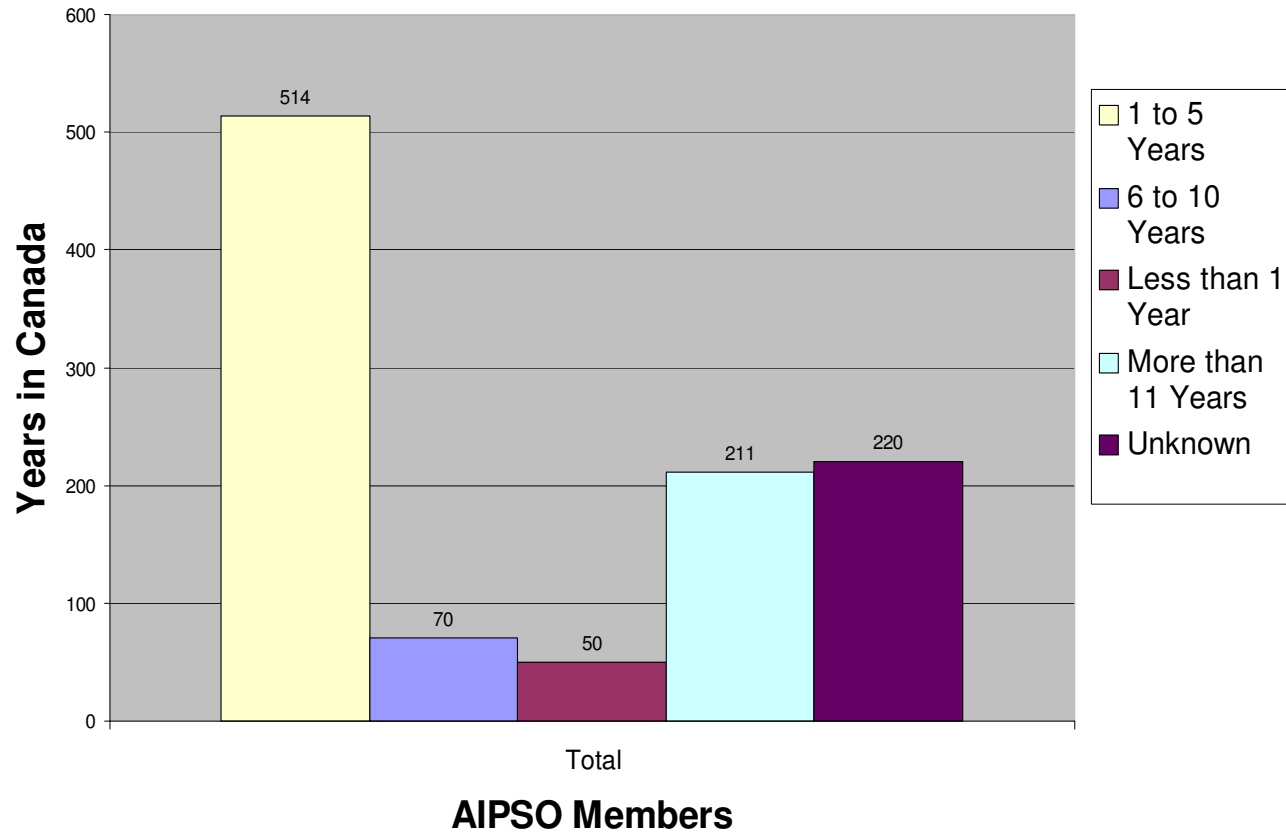


AIPSO MEMBERSHIP STATS

Specialty		
General Practitioner	372	44%
OB/GYN	82	10%
Paediatrics	40	5%
Internal Medicine	37	4%
Anaesthesiology	34	4%
General Surgery	40	5%
Radiology	17	2%
Pathology	15	2%
Dermatology	15	2%
Cardiology	15	2%
Neurology	14	2%
Ophthalmology	13	2%
Psychiatry	12	1%
Orthopaedic Surgery	12	1%
Other	130	15%



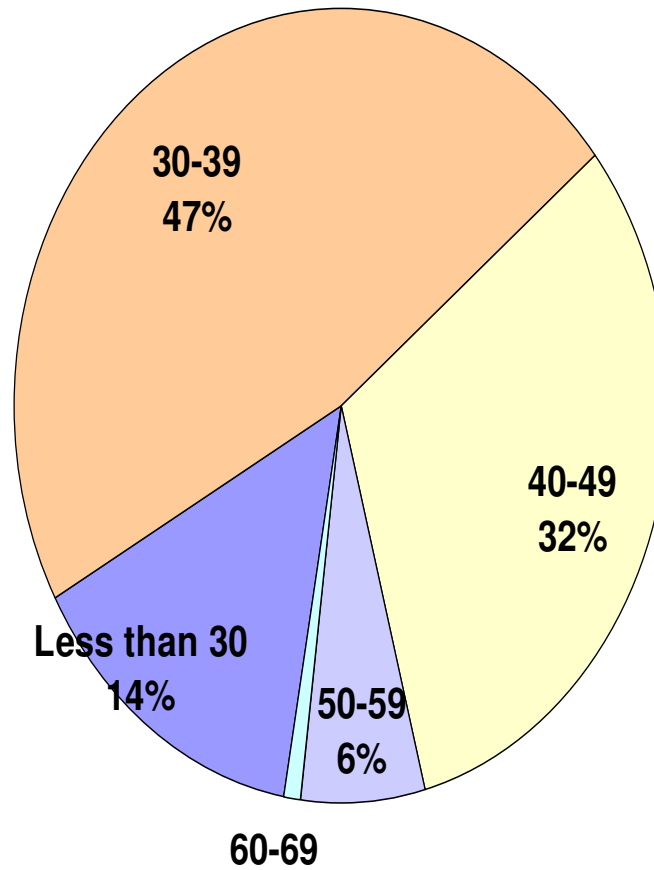
AIPSO MEMBERSHIP STATS





AIPSO MEMBERSHIP STATS

Age of Members





Key Issues: Integrating Ontario's International Physicians

1. Physician resources wasted

- a very substantial pool of internationally trained physicians in Ontario, both in Family Medicine and other specialties
- Physicians with years of experience and training are un- or underemployed.



2. Ontario's international physicians are a permanent part of our internal physician resource

- **Skilled Immigrants:** Canada is increasingly attracting highly educated and skilled immigrants
- **Settled Ontarians:** Internationally recruiting as short term solution vs. integrating an existing and growing
- **Expectations:** Reasonable expectation that once they have passed exams, will have access to required post-graduate training/Canadian experience on equal basis with other Canadians
- **Equity:** As landed immigrants/citizens, there are human rights and equity issues surrounding access to the elements of the licensure process, especially post graduate training/Canadian experience. Major elements of our current system may not meet the requirements of the Canadian Charter of Rights



3. A coherent, comprehensive path to practice

- **Standards not questioned:** Not asking for exemptions or lowering of standards
- **Seeking equitable opportunity** to be oriented, assessed, upgraded through p-g training if necessary, and moved into practice through a coherent, coordinated education/licensing system or process for international physicians
- **Call for a comprehensive path to practice:** Current situation is a series of responses developed on a more ad hoc basis, not a comprehensive system
- We have all the elements of a comprehensive system if we look across the country



Principles of a comprehensive path to practice

- i) **Coherence/consistency/coordination** of standards, policies, programs nationally and provincially
- ii) **Efficiency and effectiveness** in terms of the number of physicians licensed, the time it takes from their arrival in Canada, and the cost both to the individual and to the system.
- iii) **Equity, constitutionality and respect for human rights:** Policies and programs related to assessment and licensing of internationally trained physicians must meet the requirements of the Charter.
- iv) **Transparency and accountability:** All regulators are ultimately accountable to the legislature and the public for the implementation of their standards in a transparent manner.



Towards a Model: Elements of a path to practice based on coherency, efficiency, equity, and accountability

- Access to adequate *orientation* to the Canadian system of medical assessment, medical practice and the Canadian health care system
- Access for all WHO recognized medical school graduates to *assessments* based on adequate performance of defined and objectively measurable competencies, without regard to where or when they were acquired
- Elimination of *redundant* exams which create barriers in terms of costs and time (ie. elimination of MCCEE. Consistent requirement of QE1 for all programs.)
- *Access to any required additional post-graduate training* on an equal basis with Canadian graduates (ie. access to the first iteration of CaRMs for all who qualify, regardless of place of graduation. This assumes that the ratio of residencies available relative to the number of students graduating from Canadian medical schools is increased to recommended levels of at least 130:100.)
- *Placement in post-graduate training at a level appropriate* to skills, experience and training needs
- Establishment by regulatory bodies of *licensing equity plans* to monitor and ensure accountability, transparency, and elimination of barriers



4. Involve all key stakeholders

- A comprehensive system can only be developed if all key stakeholders are involved, including licensing bodies, faculties of medicine, underserved communities, government and international physicians' organizations
- A coordinated approach will allow stakeholders to address jurisdictional issues and improve consistency and efficiency of the integration process



5. Adequate resources to build the capacity of the system

- Political will is required by Government in order to ensure that adequate resources are available at all levels of the system to make a comprehensive solution



Summary: 5 KEY ISSUES TO CONSIDER

1. We are vastly under-using an essential resource in the context of a dramatic physician shortage
2. Ontario's international physicians are part of our internal resources; our self-sufficiency; our citizenry with rights in the system
3. We need a comprehensive, coordinated, coherent path to practice for our immigrant physicians who meet standards
4. All stakeholders need to be involved in developing this comprehensive solution
5. Government must commit adequate resources to make the solution possible



Partners in a comprehensive, equitable solution

- We believe that Ontario's internationally trained physicians are a key part of the physician resource solution for Ontario and Canada in the short, medium and long term.
- AIPSO and Ontario's international physicians hope to be included as colleagues and stakeholders in the process. We are allies and partners in the resolution of Ontario's physician shortage; part of the solution.