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Two Step Migration: New Pathways and Practices For Entry into the Nursing Profession in Ontario.

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Supporting Newcomers in an Evolving Policy Environment

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Regulated professions and the governance of skilled migration

Nursing is a complex regulated profession

- National training systems with international engagement
- Global codes and conventions
- Bilateral labour agreements
- Complex set of intermediaries
- Mixed institutional context (public/private/(un)regulated)
- Labour flexibilization (contract workers, bifurcation of profession)
- Scope of practice protections
- Gendered, feminized, racialized processes of occupational segmentation

How does professional regulation and immigration policy change intersect in the case of nursing?

- Set of research projects
- Source country study (India)
- Two step migration in Canada (students from India and Live in care givers from Philippines)
- Labour market assessment of immigration policy and professional regulatory change

Internationally Educated nurses in Canada 2011

- Make up 8.3% of total Canadian nursing workforce
- Mostly women
- Between ages 24 and 44
- Resided and worked in Ontario (43%)
- From a handful of source countries, in particularly the Philippines (56%)
- Top national group registering in Ontario 2014 is from India.

Country of training (Canada excluded)	Number of applicants in the reporting year
India	1871
Philippines	1034
U.S.	122
Iran	106
Jamaica	69
Nigeria	64
Pakistan	54
U.K.	51
Nepal	28
China	26

Country where applicants to the College of Nurses of Ontario were originally trained (2014).

Source, CNO annual report to the Office of the Fairness Commission, p29.

New migration pathways into the labour market

New pathways: International students

- Federal government promotes international student enrollment
- Internationalization focus of PSE
- Rapid policy changes after 2000
- The Student Partners Program (SPP) (2009) increase international student registration numbers (especially from India & in colleges).
- Express Entry (2015) includes Post-graduate international students

Two step migration and nursing

- About 17,500 IENs entered Canada in 2011 as economic immigrants (43 %), and family class (3 %) and temporary foreign workers (49 %). (including ~11% international students).
- Immigration visa transitions in health care add complexity to:
- Labour force planning in health sector
- Ethical recruitment protocols for international health care workers
- Processes of migrant workforce integration

Express Entry and Internationally Educated Nurses

- express entry application management program introduced early in 2015.
- Max points 1200, 600 for demographic/human capital and 600 for job offer or PNP. Over 600 results in automatic invitation to apply.
- LMIA process determines if a Canadian can fill the position first.
- Applicants applies to EE and registers in job bank to be matched to a job.
- Regulated nurses cannot apply to work as a nurse without registration and cannot register unless they have met all the criteria.
- Application through NNAS (National Nursing Assessment Service)
- Pass NCLEX-RN replaces CRNE (RN entry-to-practice exam)
- Met safe practice criteria: window reduced from five to three years
- Internationally Educated Nurses Competency Assessment Program (IENCAP), which includes a written multiple choice examination and an Objective Structured Clinical Examination (OSCE) – clinical setting high stakes exam
- Competency gaps require further FT training with limited enrolment spots in Canada.

Alternative two-step pathways for nurses

	Canadian born and educated	Internationally born and educated
Engineering	39.0%	20.3%
Medicine	85.5%	36.7%
Nursing	71.2%	53.6%

Ontario match rates by place of birth and education, 2011

Source: Ontario's Office of the Fairness Commissioner and Ministry of Citizenship, Immigration and International Trade, 2015

Canadian born and educated	Foreign born and educated
1. Health care manager	1. Nurse aid / orderly
2. Head nurse	2. Homemaker / housekeeper
3. College instructor	3. Practical nurse
4. Health policy researcher	4. Babysitter / nanny
5. Nurse aid / orderly	5. Food service worker
6. Administrative officer	6. Retail salesperson
7. University professor	7. Cashier
8. Office clerk	8. Secretary
9. Retail salesperson	9. Cleaner
10. Homemaker / housekeeper	10. Labourer

Top ten alternative occupations for unmatched nurses, Ontario, 2011.

Source: Ontario's Office of the Fairness Commissioner and Ministry of Citizenship, Immigration and International Trade, 2015

Conclusions

- IENs immigration is complicated and multistaged.
- IENs can and do enter under a variety of visas, often transitioning from one status to another.
- Complexity of EE and Regulated professions is a challenge for nurses, and poses specific concerns with regard to gender and skilled migration outcomes.
- Nursing is an important channel for skilled female migration.
- Alternative careers for IENs in Canada are generally not comparable to previous training
- Pre-arrival assessment needs to be increased while nurses are on the list of desired occupations.
- Regulatory agencies need to continue to acknowledge the international nature of nursing.
- Enhanced cooperation and mutual recognition of international credentials needed while maintaining integrity of training levels and public safety.

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- Research assistants Lindsay Blackwell, Sarah Ashan and Kataure Virpal (Research assistants)
- For more information please visit <http://imrc.ca/skilled-migration/>



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