

Framework for the Attraction, Integration and Retention of IEHPs to Atlantic Canada

Core Values of the Framework

1. Transparency
2. IEHP Involvement in decision making
3. Intercultural Inclusiveness model that values experience of IEHPs
4. Equitable Services for IEHPs
5. Intergovernmental Collaboration
6. Long Term Sustainability

Foundational Blocks / Themes

- Ethical recruitment and retention
- Development of comprehensive pathways for professions
- Portfolio development to support credential review
- Timely credential review and timely, fair and transparent assessment
- Support for communication competency development
- Increased opportunity to obtain relevant Canadian work experience
- Partnerships, collaboration and coordination among Government and NGOs
- Increased capacity for all stakeholders to identify and respond to integration needs

Continuum of Service / Pathway for Integration of IEHPs



Pillar 1

Comprehensive Information

Pillar 2

Profession Specific Assessment / Gap Analysis

Pillar 3

Education / Bridging

Pillar 4 & 5

Workplace & Community Integration

★ Situation

IEHPs are needed to sustain the Canadian Health Care System

The Atlantic Integration Framework is a continuum visualized as “five pillars,” each representing common themes and key decision points in an IEHP’s path. Each pillar addresses specific needs of the IEHPs situation before entry into Canada to eventual licensure and complete professional and community integration. The stages and key decision points along the continuum are fluid and flexible, recognizing that each IEHP, their family and community of integration are unique.

IEHP Outcomes

1. Wide Access to transparent and accurate information about immigration and profession specific pathways
2. Increased offshore access to information and services
3. Increased awareness of, monitoring of, and compliance with, Pan-Canadian ethical recruitment principles and practices
4. Timely credential review and communication of results
5. Increased data collection
6. Increased monitoring of recruitment practices

IEHP Outcomes

1. Fair and consistent assessment processes
2. Access to francophone assessment processes
3. Inter-provincial collaboration to meet AIT labour mobility objectives
4. Fair and consistent registration practices
5. Increase in access to, and continuity of, profession-specific assessments
6. Innovation in assessment to increase sustainability
7. Increased access to opportunities for meaningful Canadian experience
8. Increased access to offshore assessments

IEHP Outcomes

1. Increased access to, and continuity of, profession-specific bridging
2. Innovation to increase access and sustainability for healthcare related alternate employment
3. Increased opportunity for meaningful Canadian experience and skill development in health care system to increase success in bridging, and subsequent employment and reduce de-skilling

IEHP Outcomes

1. Increase in, and monitoring of, voluntary and legislated compliance with principles of ethical employment/retention
2. Promotion of equitable career progression
3. Increased inter-cultural competence for all employees
4. Provision/support for IEHP and family social integration and long term retention
5. Promotion of Collaborative Partnerships with NGOs and other stakeholders
6. Increased data collection
7. Promotion of supports for post-licensure career progression

★ Impact

Attraction, integration and retention of IEHPs into the health care system in Atlantic Canada

[Learn More about the Framework](#)

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