



# The Career Transition Program for IMGs

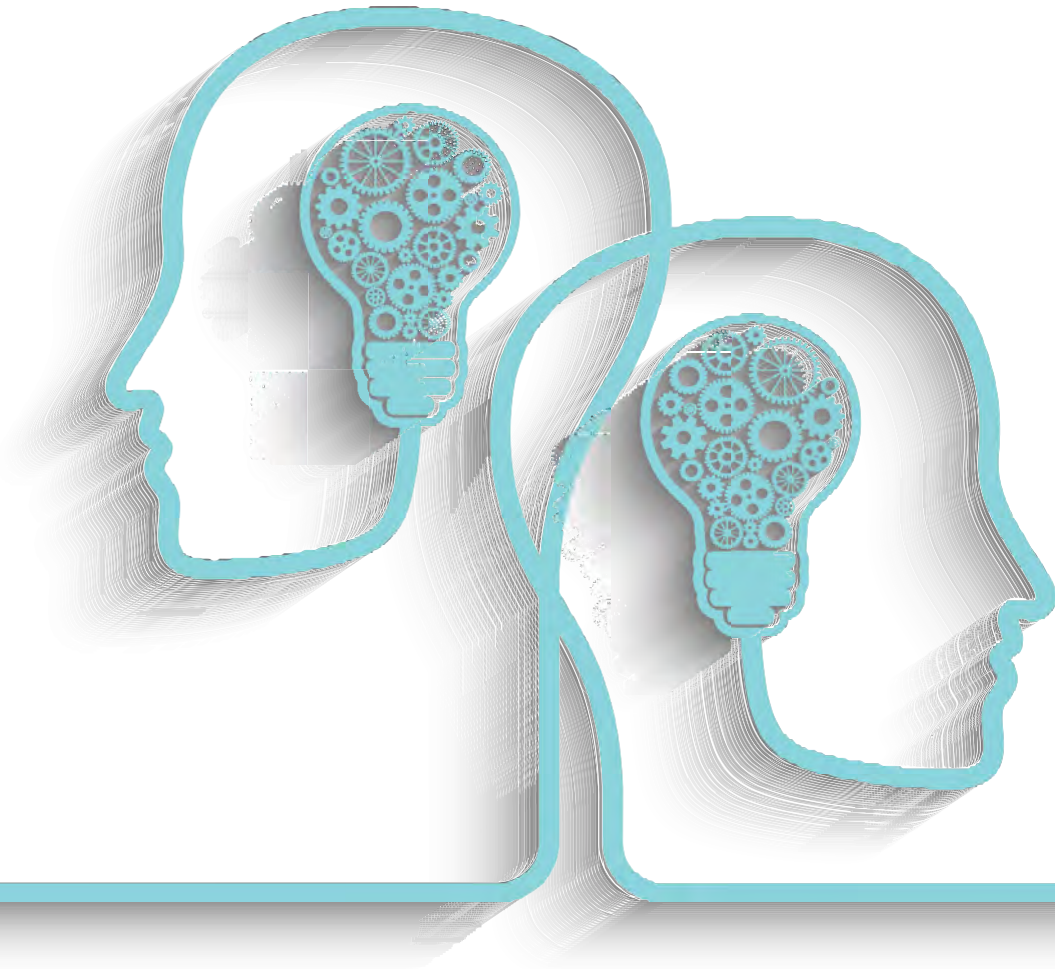
Presenters: Dr. Tanvir Turin Chowdhury, University of Calgary  
Deidre Lake, Alberta International Medical Graduate Association



**UNIVERSITY OF  
CALGARY**

# Agenda

- Introductions
- Why the Career Transition Program for International Medical Graduates?
- What is it?
- Profile of the 50 participants to date
- Exploring the areas where IMGs have a contribution to make in Alberta communities to strengthen the system
- Lessons learned
- Next steps the University of Calgary and AIMGA are taking to create pathways for IMGs in alternative careers



# Introduction



## What is an IMG?

IMGs are either immigrants who have obtained their medical degree outside of Canada or Canadians who have studied abroad (CSAs).

## What is AIMGA?

AIMGA is a non-profit organization dedicated to the successful integration of International Medical Graduates. We offer a variety of educational programs and services to assist IMGs pursuing licensure. We currently have 851 active members.

## What we know?

The pathway to licensure is a highly competitive one. The sooner one starts the process, the better. For those who do not meet with success, their skills and knowledge are not being fully utilized. In general, IMGs are often unemployed or underemployed.

## Vision & Purpose

Through the community research Dr. Chowdhry and his team are doing and the work of AIMGA, we know IMGs have a contribution to make in Alberta communities to strengthen the system. Our aim is to do the research needed to provide the right kind of support to make this happen.

# Career Transition Program



The **Career Transition Program (CTP)** assists IMGs who are considering an alternative pathway into the Canadian health care system as a short or long-term career goal by:

- increasing IMGs overall knowledge and awareness of alternative career pathways where IMGs can utilize their skills, experience and education through a series of workshops;
- providing IMGs with the tools necessary to manage their own career path;
- providing opportunities to meet with guest speakers, employment coaches, HR consultants, and mentors to discuss alternative options and to obtain feedback; and
- placing participants in a 50-hour observership placement in an area of interest that aligns with their skills, experience, and desired alternative career pathway.

# Career Transition Program

## Program Format

The program consists of the following:

- 10 career workshops with guest speakers which include IMGs in alternative careers, HR Specialists, Program Directors from post-secondary institutions, talent specialists from AHS, other specialists employed in health care
- Opportunities to connect with mentors through speed mentoring events and mentorship circles
- A 50-hour observership placement to explore an area of interest
- Individual coaching sessions to create a career plan, revise tools, and determine next steps
- An evaluation of the program impact and outcomes

## Workshop Topics

Managing transitions, making the most of change, dealing with the loss of professional identity, finding a job in Canada that makes use of your experience, education and expertise, alternative careers, networking, informational interviews, understanding and using social media effectively, your elevator pitch and professional biography, putting your resume and interviewing skills to the test, giving and receiving feedback within the Canadian context, successfully managing conflict in the workplace, and the importance of soft skills, teamwork, initiative, and critical thinking.

## Acknowledgments

This program has been made possible with funds from the Governments of Canada (Immigration, Refugees and Citizenship Canada – IRCC) and Alberta (Newcomer Supports) to assist IMGs considering alternative pathways into the Canadian health care system.

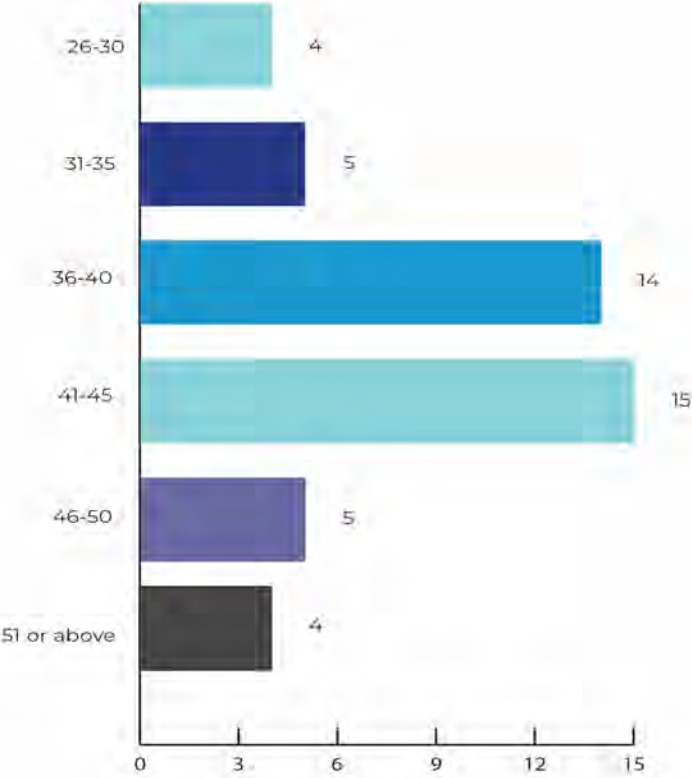


Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada



# Who are the CTP Participants?



Age Ranges



- A: Family Medicine = 20
- B: Obstetrics & Gynaecology = 7
- C: Internal Medicine = 5
- D: Pediatrics = 2
- E: Other = 12\*

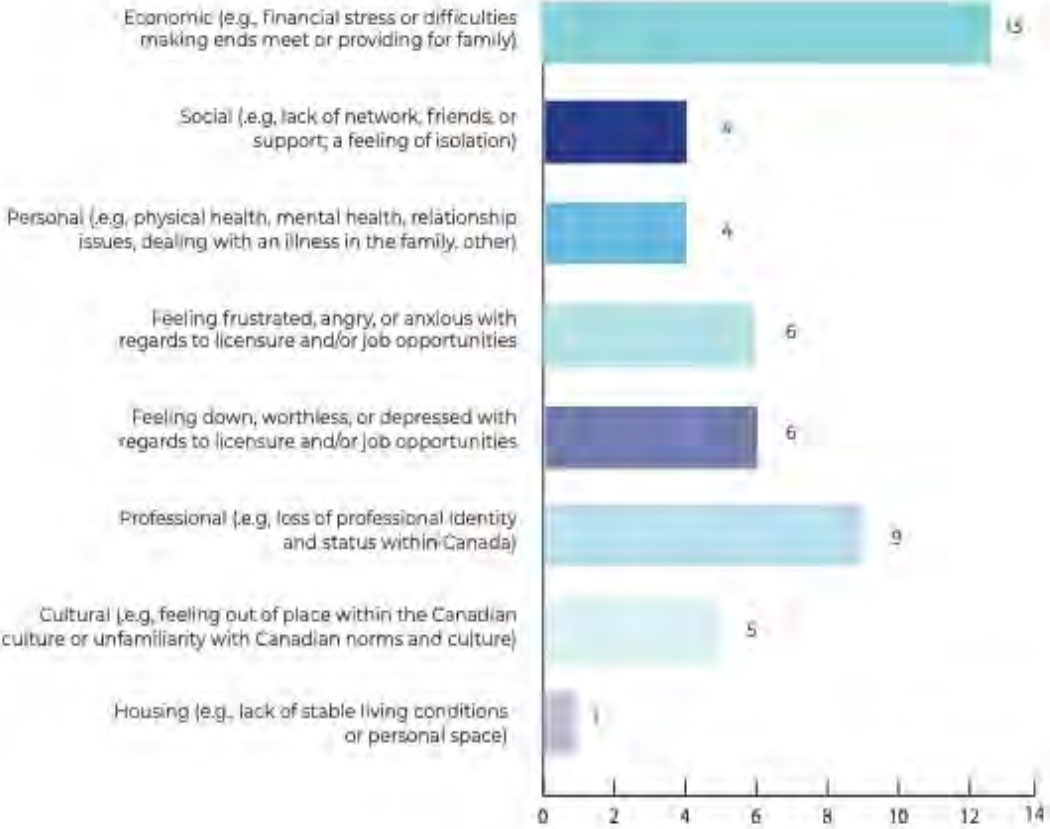
Areas of Specialization

# Cont'd



- A: 0-1 years = 9
- B: 2-3 years = 8
- C: 4-5 years = 11
- D: 6+ years = 17

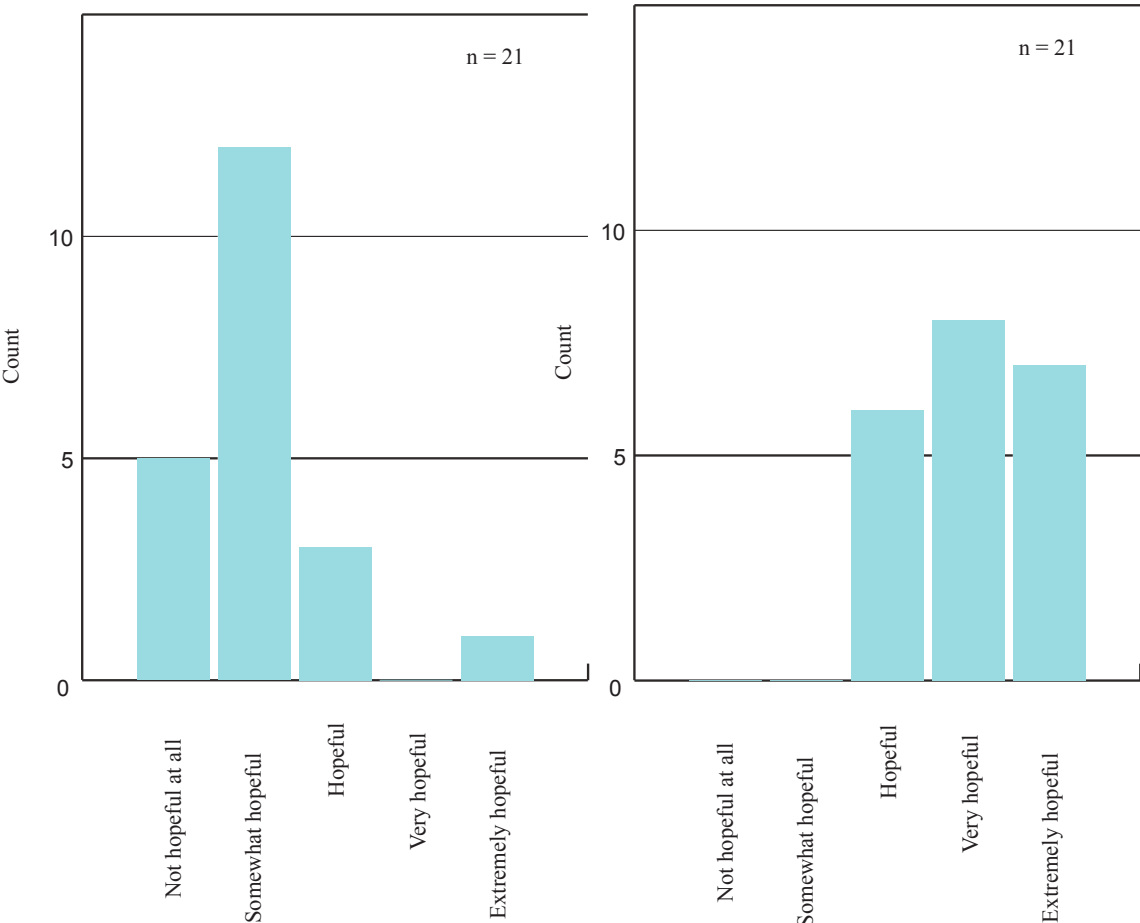
Years in Canada



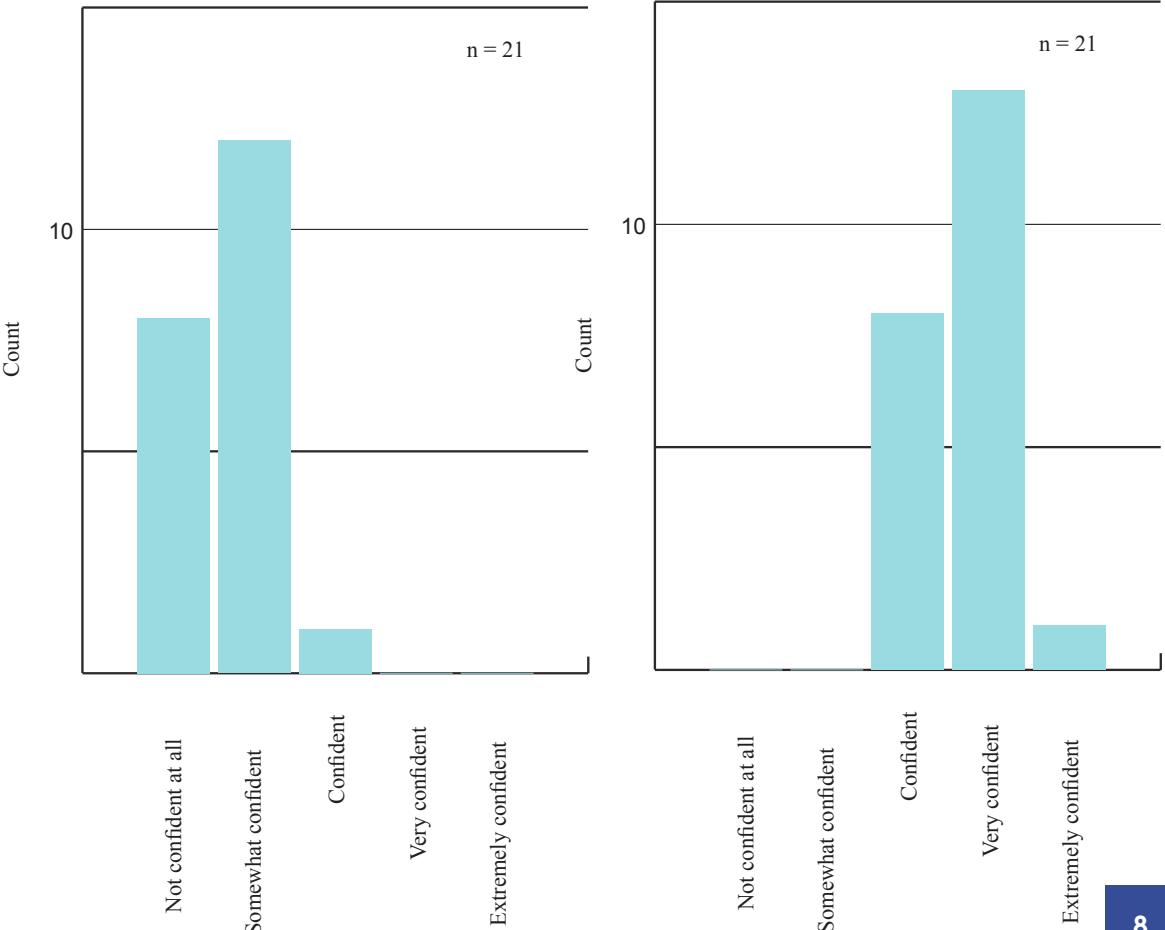
Current Challenges

# Post Program Survey

## Hopefulness



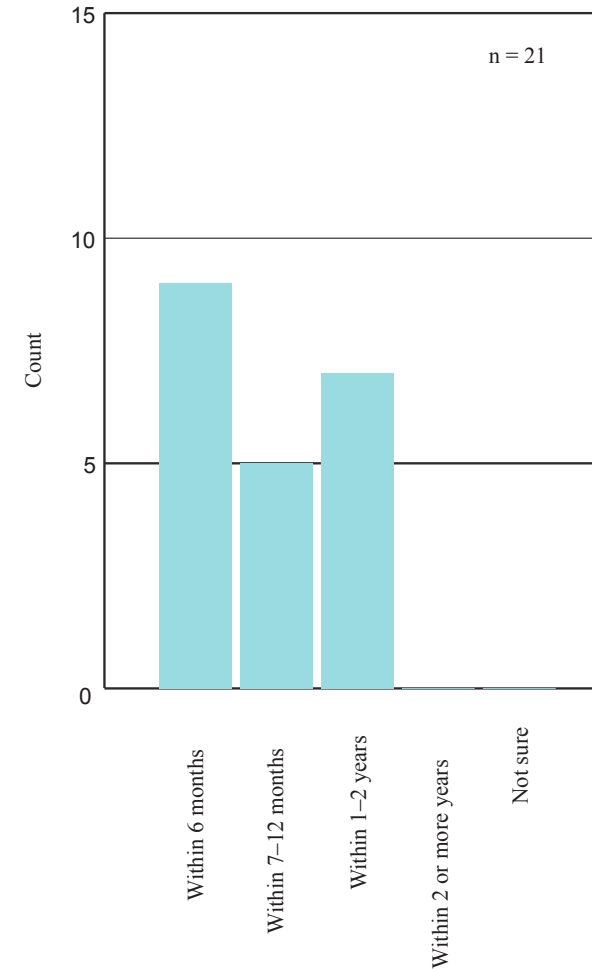
## Confidence





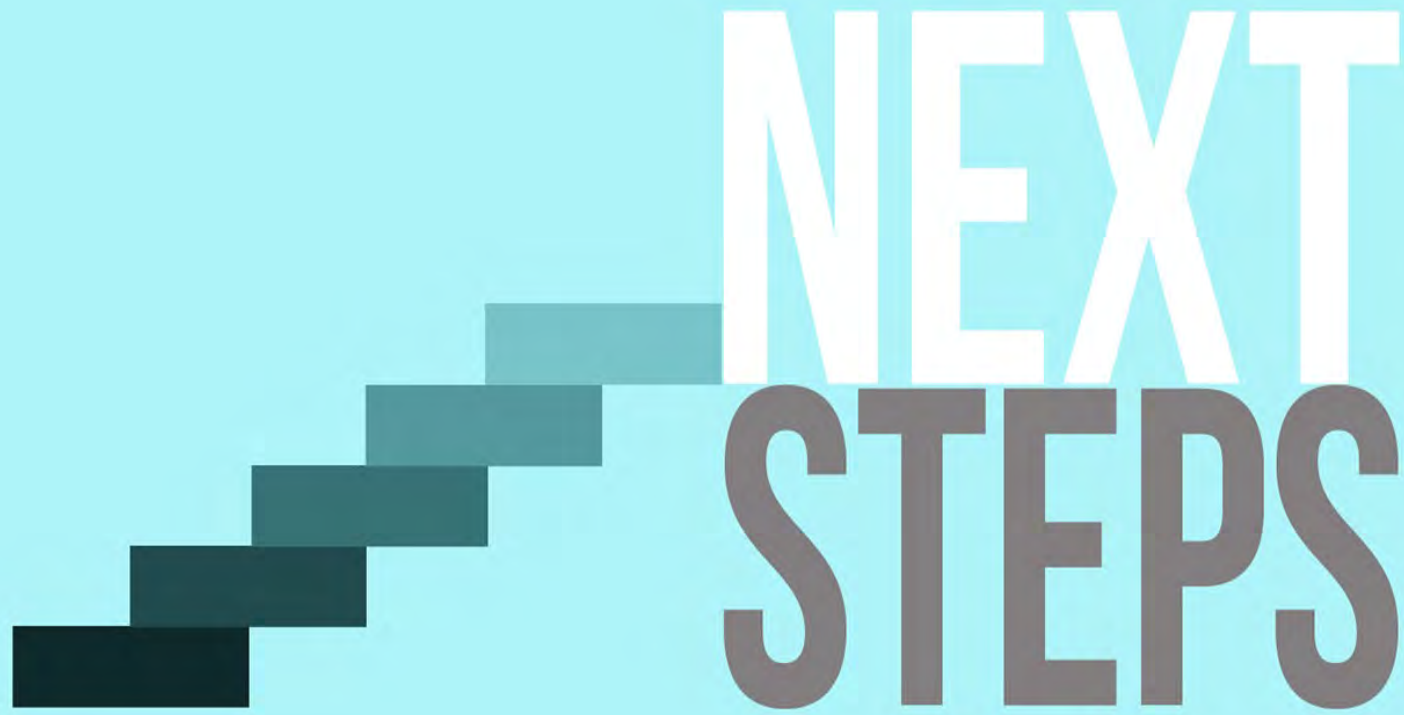
# Successes to date (6 month follow-up)

- 22% (11 of 50) have gone from being unemployed to employed in the first 6 months (including one who moved to a more preferable position). These participants have attributed their success to their participation in the program.
- An increase (10 of 50) in community engagement on either a part-time or full-time basis
- Enrollment in post-secondary programs (3 of 50)



# Lessons Learned

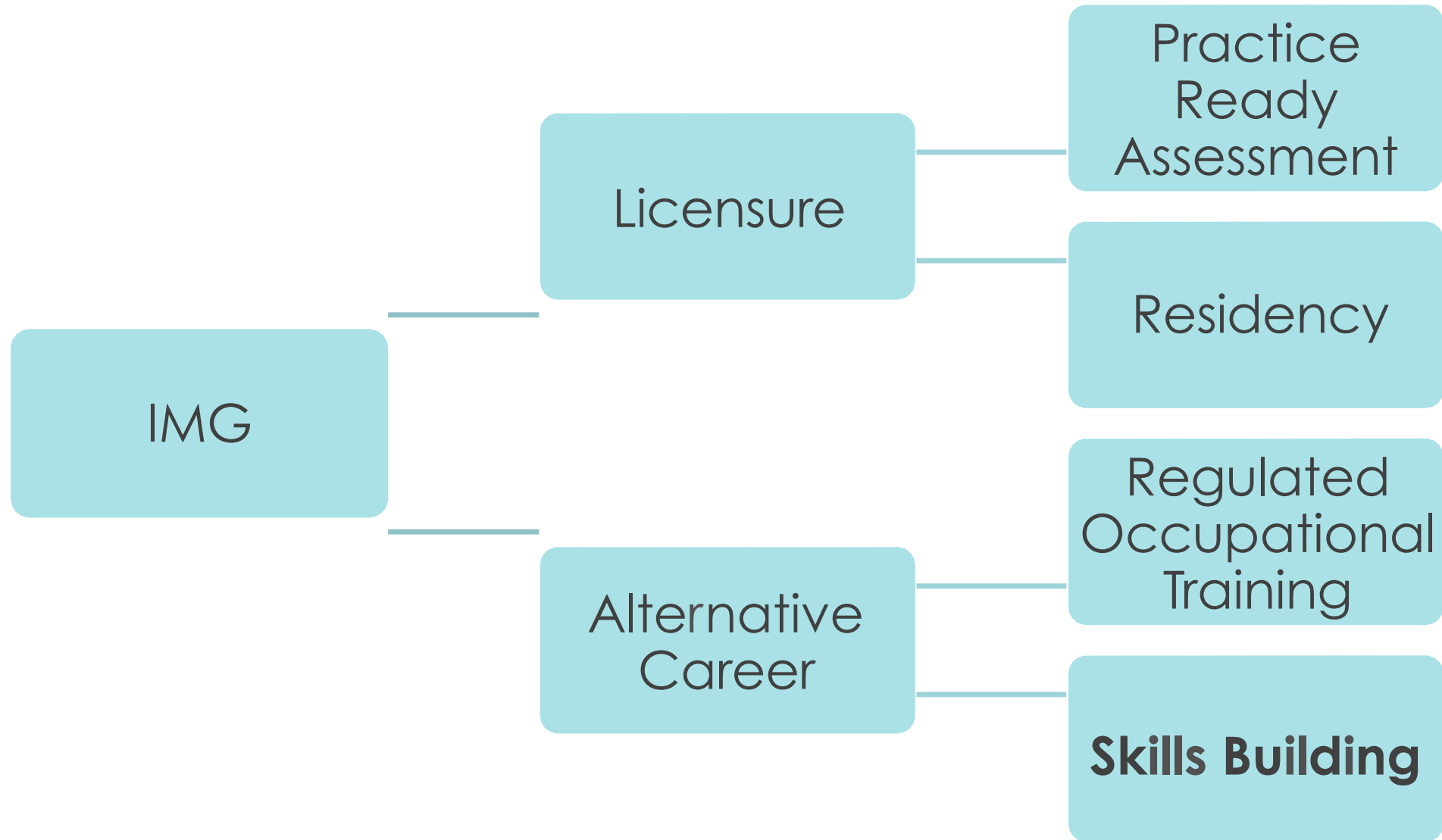
- AIMGA's need to build capacity
- IMGs need to identify gaps and to develop their skill set
- IMGs don't appreciate the "hustle" required to find employment
- The importance of networking and how to network appropriately
- The need for AIMGA to create awareness and to showcase members' talents
- The need for decision-makers and influencers in healthcare to be part of the program
- A certain number will gravitate back towards what they know best and what they were doing previously e.g. the pursuit of licensure, exams
- We're only scratching the surface; there's a need for skill development to integrate successfully into particular areas such as research



# NEXT STEPS

**Next steps?**

# IMGs' Career Pathways



# How can IMGs contribute to Alberta communities to strengthen the system?



# IMGs' Career Pathways

- 1 . What are the career options ?
2. Develop a career-list based on skill-sets needed.
- 3 . Inventory the skills required for the bridging program / opportunity.
4. What does the employers want ?
5. Opportunities for practicum/placement ?
6. The IMGs' perception: the prospect vs. the uncertainty
7. Optimizing the support system

# IMGs' Career Pathways

1. Environmental Scan

2.

3.

4. Stakeholder consultation

5.

6. Community Consultation:

7. Survey, Interviews



Thank you  
for your time



UNIVERSITY OF  
CALGARY

AIMGA

