



NATIONAL NEWCOMER  
NAVIGATION NETWORK

RÉSEAU NATIONAL DE  
NAVIGATION POUR  
NOS NOUVEAUX ARRIVANTS

# TOOLKIT FOR CANADIAN HEALTHCARE PROVIDERS RECRUITING AND RETAINING IEHPS

The purpose of the Employer Toolkit is to provide contemporary resources, promising practices, strategies and tools that can support the recruitment and retention of IEHPs into health care organizations.

For a more complete understanding of N4's recommendations for licensing for ITPs and IENs, please read:

- [Part of the Solution, Not the Problem: Recommendations for Welcoming Internationally Trained Physicians into Canada's Health Care Sector](#)
- [Welcoming Internationally Educated Nurses into the Canadian Health Care Sector: Recommendations for Change](#)
- [A Missing Part of Me: A Pan-Canadian Report on the Licensure of Internationally Educated Health Professionals](#)
- [Checklist for Recruiting, Integrating, and Retaining Internationally Educated Health Professionals \(IEHPs\)](#)
- **Visual Pathways**

## RETAINING NEWCOMERS:

The Government of Saskatchewan has a list of resources on [Retaining Newcomers Employees](#) that assists employers integrating newcomers into your workplace.

The Immigrant Employment Council of BC has a [Retaining Immigrant Talent](#) tip-sheet that provides ideas, skills and resources to retain immigrant talent.

The Immigrant & Refugee Services Association PEI offers [workshops for employers](#) on topics from the benefits of inclusion to retention of newcomers.

At Health Force Ontario, the [Access Centre for IEHPs](#) provides programs and services to help IEHPs integrate into the Ontario health care system with the primary goal of helping them become trained, licensed, and employed in their profession or an alternative career.

Anti-Racism at Work created [The Employer Playbook: Strategies for Immigrant Inclusion](#) that provides easy-to-implement strategies that support your efforts to recruit, add diverse perspectives to your organization and foster an inclusive environment.

Hire Immigrants Ottawa has an [Employer Playbook: Strategies for Immigrant Inclusion in Canadian Workplaces](#) to help employers leverage newcomer expertise and provide best practices to foster an inclusive workplace.

HIRE Immigrants Ottawa has resources to support workplace inclusion through their Fostering a Workplace Culture of Inclusion and Belonging workshop and a Cross-Cultural Competency Training Program.

- [Fostering a Workplace Cultural of Inclusion and Belonging](#)
- [Cross-Cultural Competency Training Program](#)

## SUPPORTING IMGs/ITPs:

The [Community Retention Toolkit](#) offers suggestions on how communities across Newfoundland and Labrador can become involved in retaining the health professionals they successfully to their local health care system for IMGs/ITPs.

The [Physician Recruitment & Retention in the Atlantic Provinces](#) provides physician recruiters, health authorities, policy makers, students, and other stakeholders with a medical student-informed guide about the current recruitment and retention models of each of the Atlantic provinces and suggested action plans for future directions.

The Practice in B.C. [Family Physician Recruitment & Retention Toolkit](#) provides easy access to best or promising practice processes, tools, and templates that can assist in their local recruitment, retention, and practice coverage efforts and has dedicated resources for [IMGs/ITPs](#).

## SUPPORTING IENS:

[McMaster University Employer's Guide](#) assists employers in hiring IENs which includes resources on hiring, recruitment, entry and orientation, succeeding in the workplace, culture and language, mentorship, helping IENs adjust, etc.

[Internationally Educated Nurse \(IEN\) Career Pathway at Sunnybrook](#) outlines their innovative pathway, showing how IENs can start their careers in health care and transition into registered nursing positions, both RN and RPN positions.