



NATIONAL NEWCOMER
NAVIGATION NETWORK
RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS

ACCESS TO INTERPRETATION: Self-Assessment Tool for Canadian Provinces

PURPOSE

This self-assessment tool supports provincial ministries of health to evaluate how their current processes compare to an ideal system that fully supports internationally educated health professionals (IEHPs) in achieving optimal employment. This approach effectively leverages the education, skills and experience they bring to Canada's health sector.

THE ISSUE

The current supply of healthcare workers from Canada's higher education is incapable of meeting the sector's needs. Thus, immigration of internationally educated health professionals (IEHPs) is vital in addressing Canada's health human resource crisis. However, despite their extensive skills and experience, fewer than 40% of IEHPs are employed in their trained profession. This underutilization is mainly due to a complex licensure process burdened by systemic barriers.

BACKGROUND

Beginning in April 2022, National Newcomer Navigation Network (N4) facilitated an extensive consultation with stakeholders along the pathway from immigration to optimal employment of IEHPs, including provincial and federal governments, professional associations, regulatory authorities, academics, and employers. Two working groups were formed to build a consensus on a series of concrete, actionable recommendations to improve the pathways for internationally trained physicians and internationally educated nurses. Their findings were validated by lived experience consulting groups.

In 2023, N4 released a national roadmap to support the integration and retention of internationally trained physicians (ITPs) into Canada's health care workforce—while maintaining credentialing standards that ensure patient safety. Informed by IEHPs and drafted by pan-Canadian stakeholders, the recommendations aim to ease the health human resource crisis and boost workforce diversity. In 2025, N4 published a follow-up report tracking progress and outlining the pathway forward.

REPORTS

- [Welcoming Internationally Educated Nurses into the Canadian Health Care Sector: Recommendations for Change](#)
- [Part of the Solution: Recommendations for Welcoming Internationally Trained Physicians into Canada's Health Care Sector](#)
- [2025 Progress Report: Licensure & Optimal Employment of Internationally Trained Physicians](#)
- [2025 Progress Reports: Licensure & Optimal Employment of Internationally Educated Nurses](#)

'N4 uses the term internationally trained physician (ITP) instead of international medical graduate (IMG), as it reflects the years of licensed practice ITPs have before coming to Canada. It was suggested that IMG implied a recent medical school graduate rather than an experienced physician.



HOW TO USE THE SELF-ASSESSMENT TOOL:

This self-assessment tool will help provincial ministries of health assess how closely their supports for IEHPs align with N4's recommended ideal state. Review each statement and select the color that best represents your current state. N4's reports can be referenced for more details on the ideal state. Promising practice links are included to support action plans to move towards the ideal state.



Your province fully matches the ideal state. No major changes are needed.



Your province has some elements of the ideal state but may need improvements or expansion.



Your province does not match the ideal state. Significant development is required.

SELF-ASSESSMENT TOOL:

Ideal State	Your province	Promising Practice
All IEHPs		
Government-funded 1:1 navigation support		Health Match BC (IENs) New Brunswick Saskatchewan
A central hub of reliable information		Ontario, Nova Scotia (NICHE), Health Careers Manitoba, HealthMatch BC
Recognition of licensure from approved jurisdictions		IENs: Nova Scotia Alberta B.C. Newfoundland and Labrador ITPs: College of Physicians and Surgeons of Ontario (CPSO)
Internationally Trained Physicians (ITPs)		
Paid currency of practice opportunities		WES - Expanding Pathways for ITPs
Mid-career pathways and/or bridging programs		
Sustainable Practice Ready Assessment programs		Manitoba, Alberta and Ontario
Equitable return of service (ROS) agreements		



SELF-ASSESSMENT TOOL:

Ideal State	Your province	Promising Practice
Internationally Educated Nurses (IENs)		
"As of Right" rules		<u>Ontario "As of Right" rules</u>
Supervised clinical practice programs		<u>Ontario, Alberta, New Brunswick, Newfoundland and Labrador</u>
Needs-based financial supports for bridging programs		<u>HealthMatch BC IEN Bursary Program, Alberta IEN Bursary Program</u>

