



For Immediate Release

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Internationally Educated Health Professionals – Atlantic Connection

Newcomers Retention Toolkit Development Project

The Internationally Educated Health Professionals – Atlantic Connection [IEHP], a collaborative effort among the Departments of Health for the four Atlantic Provinces and non-government stakeholders, has commenced the development of a “Newcomers Retention Toolkit Project” to assist in the challenges of attracting, integrating and retaining internationally educated health professionals to the Atlantic Region.

The project is funded through the Council of Atlantic Premiers – Atlantic Population Initiative: Awareness and Retention Committee.

This supports the group’s founding initiative began in 2005 to address the inadequate supply of health providers for a growing and graying population.

“Working with other Atlantic provinces on recruitment, integration and retention makes sense,” said Jennifer Murdoch, Atlantic Connection Chair. “By pooling our resources, each province benefits from more initiatives and shared information. Together, we can increase the number of health providers in the region.”

The purpose of the project is to assist Atlantic Canadian communities to enhance skills in the attraction, integration and retention of IEHP newcomers, was started in early March 2010 and will be completed and rolled-out to participating communities by the end of March 2011.

The project will design, pilot and deliver a retention toolkit for IEHP’s, based on new and best practices from across Canada, to help Atlantic Canadian communities attract, integrate and retain IEHP newcomers.

Though there are many generic toolkits available for community retention of immigrants and for employers few are specific to Atlantic Canada where there is little cultural diversity and none are specific to IEHP’s who face the additional challenge of learning

the language and culture of their profession within an entirely unfamiliar health care system. This produces a double challenge for the IEHP who is also faced with the community and social integration issues encountered by every immigrant.

Therefore, in addition to the more typical social integration tools found in existing immigrant tool kits our project will address categories such as:

- Workplace integration of the IEHP
- IEHP Spousal and family support
- Education
- Continuing Education and support for Professional Development

The partner organizations are:

1. The Council of Atlantic Premiers-Atlantic Population Initiative: Awareness and Retention Committee;
2. The Atlantic Advisory Committee on Health Human Resources (AACHHR)-IEHP Atlantic Connection Steering Committee, and;
3. The Health Care and Human Resource Sector Council of Nova Scotia.

Price-MacDonald & Associates Consulting Inc. (PMA) has been engaged to manage all facets of the project. (PMA) provides research, labour market analysis, planning, training, and project management services to governments and companies in Atlantic Canada. PMA has a strong knowledge of the issues related to the health sector; especially related to human resource planning. PMA Associate John Buchanan will be managing the project and liaising closely with the partnership group.

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