



THE CAREER PATHWAYS AND INTEGRATION OF FOREIGN-BORN AND CANADIAN-BORN NURSES IN ONTARIO, CANADA

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This presentation will be focused on highlighting the different career pathways taken by Canadian-born nurses and Foreign-born nurses, the challenges they face and some of the strategies they have used to overcome these challenges. In the face of workforce shortage and the need for workforce sustainability and optimization, strategies aimed at reducing barriers to entry are very important.

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PURPOSE/OBJECTIVES

This study seeks additional insights into the following questions: (1) Are the career pathways of Foreign-born nurses different from Canadian-born nurses? (2) What challenges do nurses face in their entry into the nursing profession? (3) How are foreign-born nurses coping with these challenges?

CONCLUSIONS

In optimizing the Canadian Health Workforce, the government and Professional Practice Network of Ontario should aim at removing the structural barriers foreign-born nurses face with regards to VISA acquisition, education, accreditation, and licensure while facilitating their entry and integration into the nursing profession. Nursing in this scenario presents an alternative route for immigrants' economic and social integration into the Canadian society.

FINDINGS/IMPACT/OUTCOMES

The study highlighted the challenges and facilitating factors that influenced immigrants' integration into the nursing profession. Key among the findings made in this study are the distinct pathways that exist for Internationally Educated Nurses (IENs), Foreign-born Canadian Educated Nurses, and Canadian-born nurses in their integration into the profession. While Canadian-born nurses had a shorter and a more direct path into nursing, foreign-born nurses had a longer and a complex path into the profession. Additionally, younger foreign-born nurses regardless of their ethnic or racial background experienced a faster and a more direct integration into the nursing profession in Canada. We also find that although immigrants, especially IENs and Visible minority nurses do face complex, systemic, and multidimensional challenges in making a transition into the profession, those who overcome these hurdles appear to integrate into the nursing profession and become economically assimilated into the Canadian society.