



Digitizing licensure pathways for Internationally Trained Physicians (ITPs): Meet Ally – a career decision making tool for ITPs



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MEET THE PRESENTERS!



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AIMGA Members

AIMGA



Alberta International Medical
Graduate Association

AIMGA has 7,000+ members

AIMGA is a non-profit organization dedicated to the successful integration of International Medical Graduates (IMGs). We believe our members have a contribution to make within our healthcare system. (Updated: Mar 27, 2025)



3768
Active Members



1307
In Alberta

1905
Elsewhere in Canada

556
Outside of Canada

Top 10 Countries of Origin



122 Total Countries

1 **1005**
Nigeria

2 **475**
Pakistan

3 **392**
India

4 **163**
Iran

5 **129**
Bangladesh

6 **128**
Canada

7 **104**
Philippines

8 **86**
Egypt

9 **65**
Ghana

10 **62**
Ukraine

Top 10 Specialties



1 **2194**
Family Medicine / GP

2 **231**
Internal Medicine

3 **172**
Pediatrics

4 **153**
Obstetrics

5 **89**
Surgery

6 **74**
Public Health

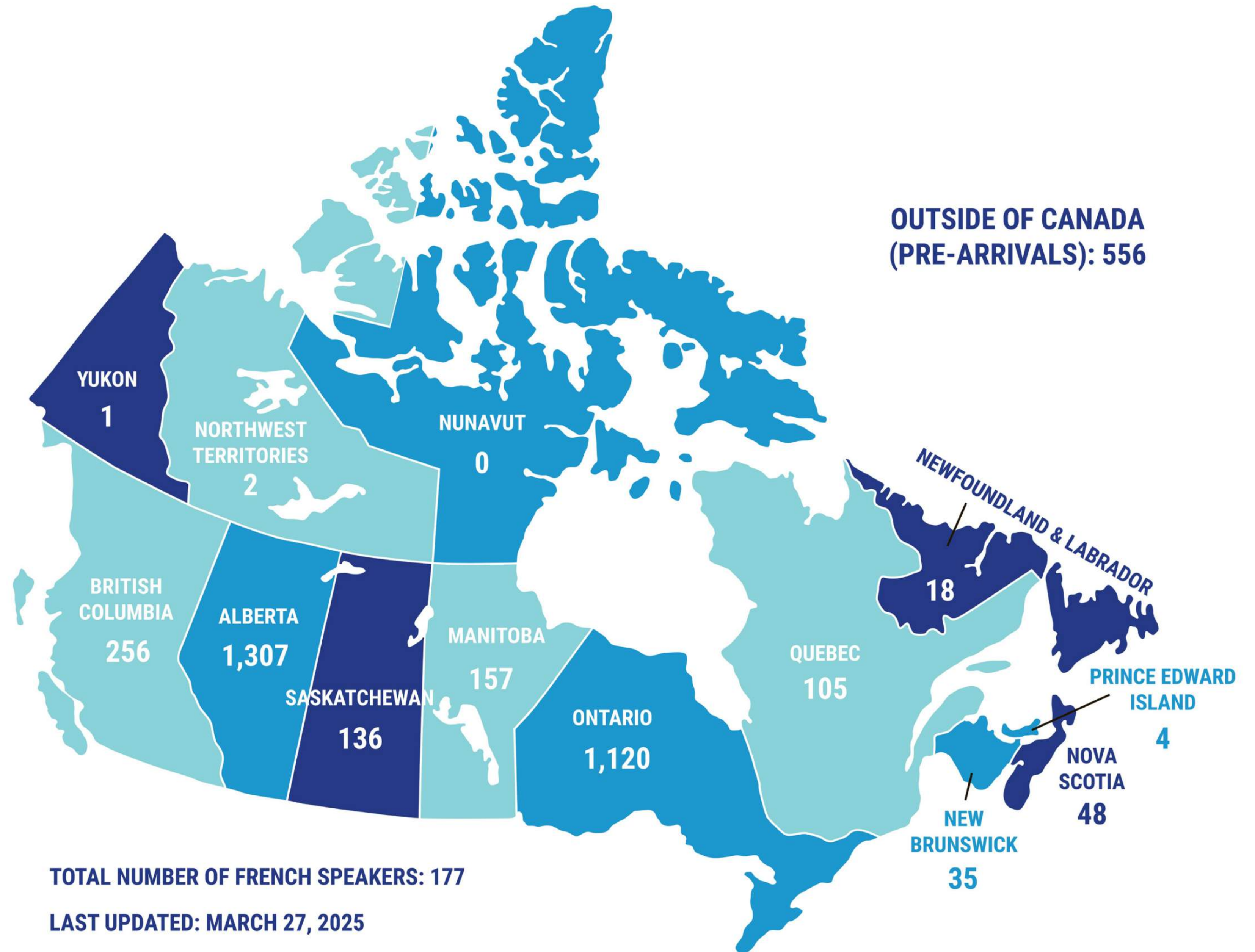
7 **73**
Anesthesiology

8 **49**
Radiology

9 **49**
Psychiatry

10 **41**
Emergency Medicine

Members Across Canada





Licensure Pathways Overview

- 1 Option 1: Direct Entry**
- 2 Option 2: Practice Readiness Assessment Route**
- 3 Option 3: Residency Pathways to Licensure**
- 4 Option 4: Working Under Limited License**

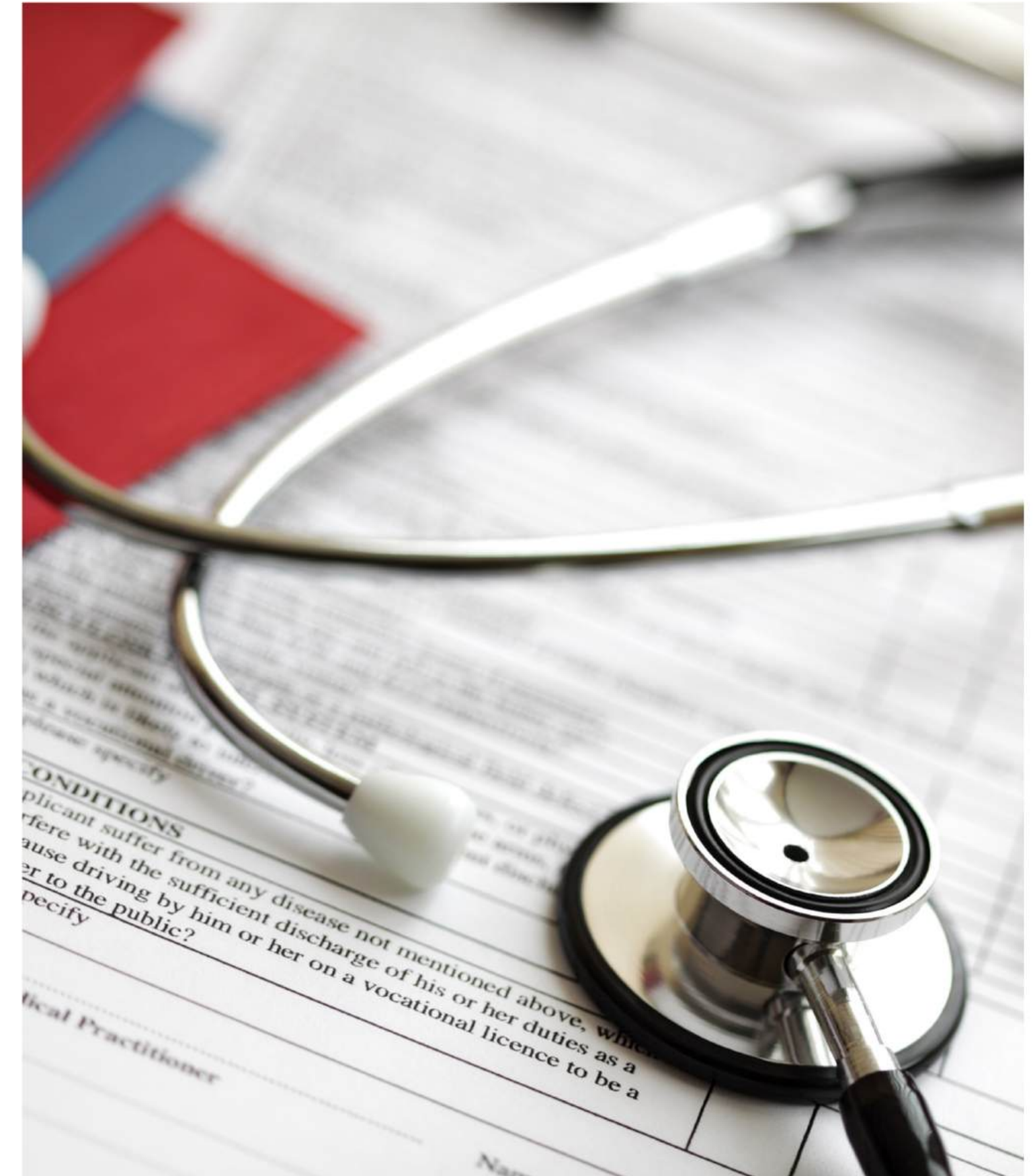
Introducing Ally 2.0

**Why did we
decide to
build Ally?**



What is Ally?

- A digital hub for internationally trained medical graduates (IMGs) to make informed choices about their career in Canada
- Originally built to provide an alternative career recommendations of up to 5 career choices based on questionnaire results
- Mentors of careers were recommended based on 1.2 million LinkedIn profiles
- The 5 career choices are recommended from 100+ alternative careers fact sheets developed by AIMGA with IMGs
- As of Q3 2025, Ally has pathways to licensure



Landing Page + Demonstration

Welcome to Ally

Connect with your future

Discover pathways to licensure and alternative careers. Get connected with career advisors and mentors to support you in your journey.

Learn More

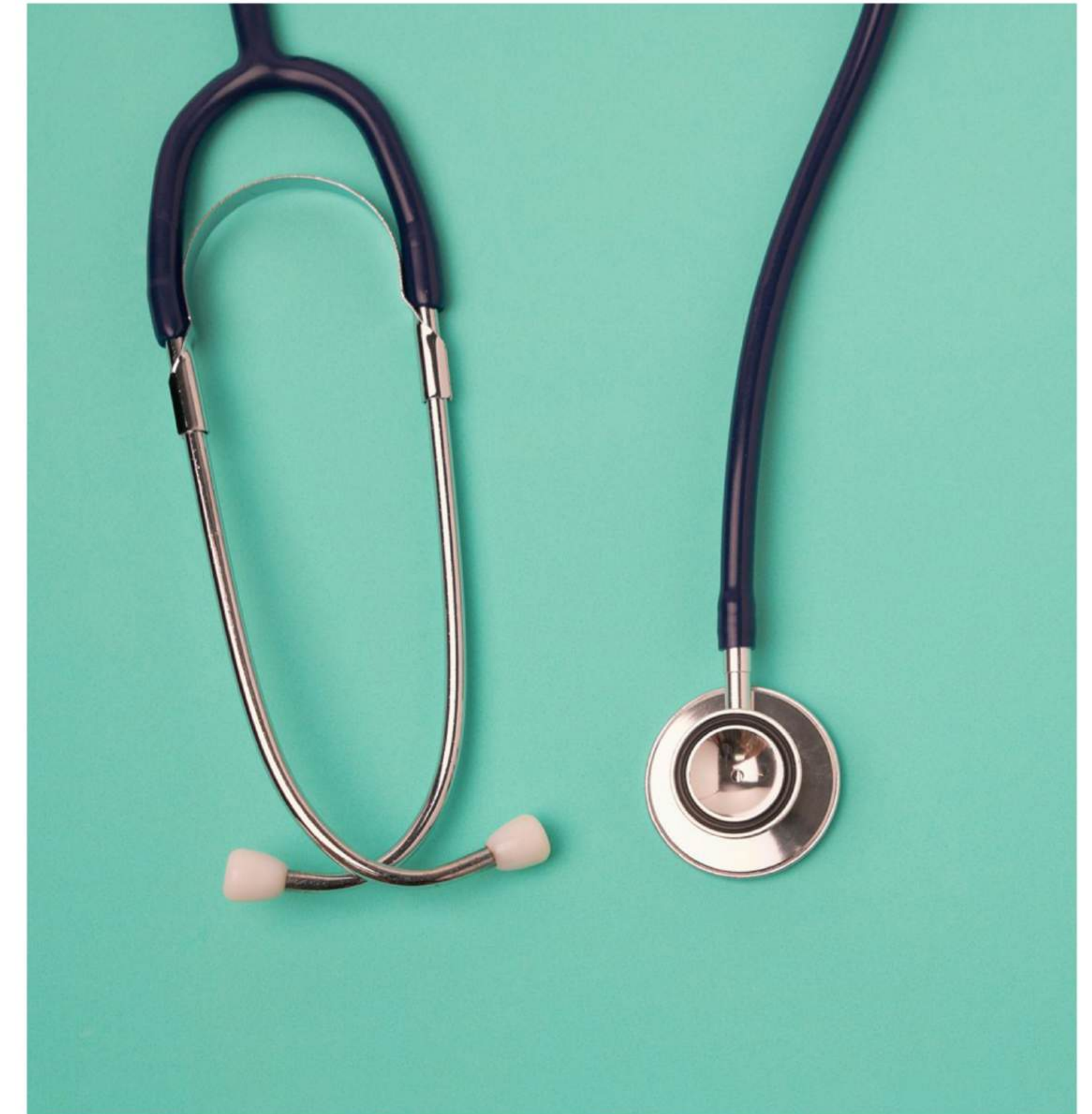
Get Started



Licensure Questionnaire Overview

1 Background Information

- Purpose: Identify if the respondent is an International Medical Graduate (IMG) and their Canadian immigration status.
- Key Questions:
 - Are you an internationally educated physician?
 - What is your immigration/citizenship status?
 - If temporarily residing, what type of visa do you hold?



Licensure Questionnaire Overview

2 Medical Education and Training

- Purpose: Confirm the origin and verification of the respondent's medical degree.
- Key Questions:
 - Country of medical degree and whether it's from an approved school.
 - Possession of a verifiable medical degree.



Licensure Questionnaire Overview

3 Post-Graduate Training

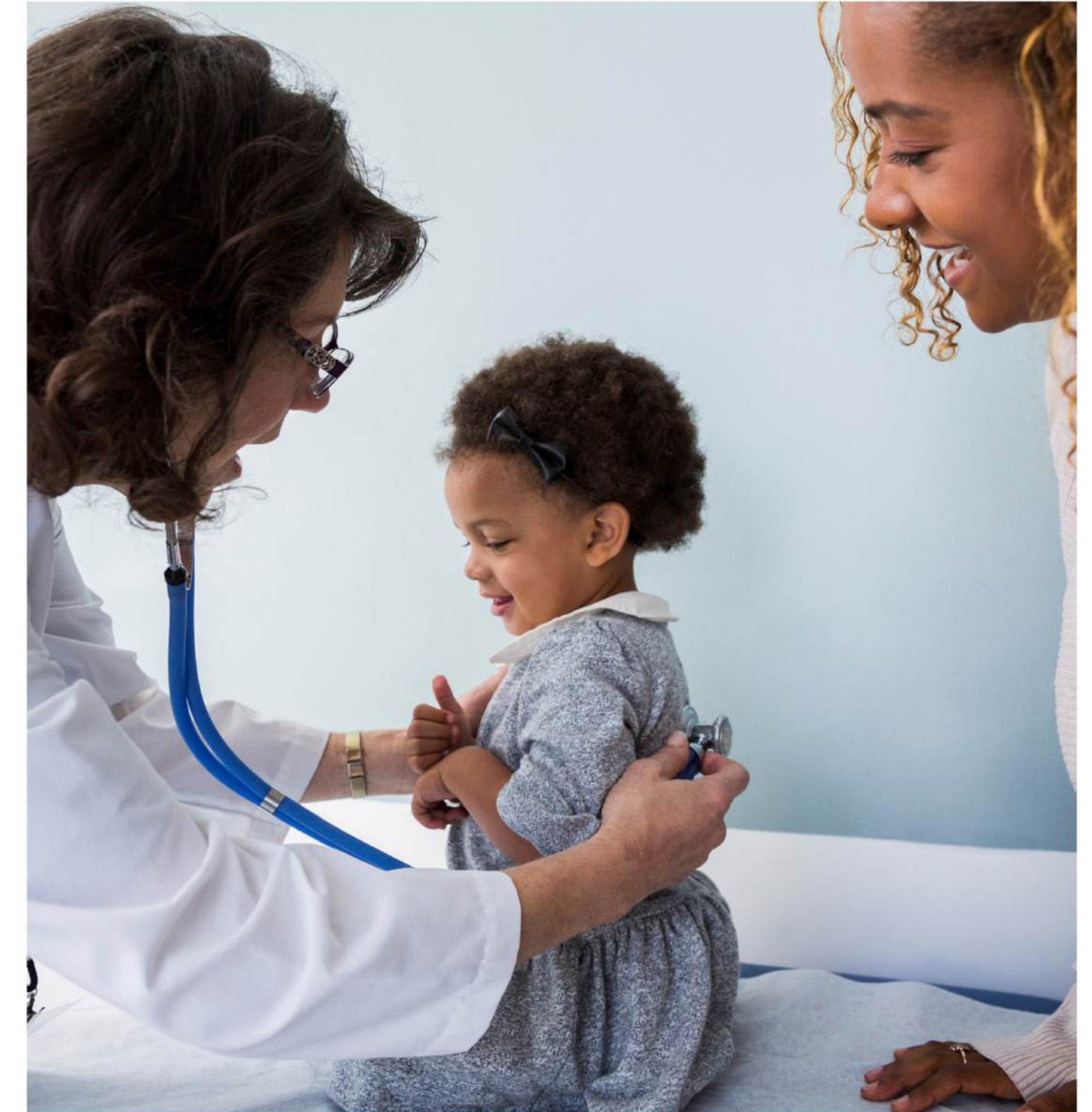
- Purpose: Assess residency or specialty training done outside Canada.
- Key Questions:
 - Completion and certification of PGME.
 - Area(s) of specialization.
 - Whether training was completed in approved jurisdictions (relevant to Family Medicine or specialty training).



Licensure Questionnaire Overview

4 Family & General Practice Training Details

- Purpose: Examine the depth and scope of training for family/general practice.
- Key Questions:
 - Duration of overall training.
 - Length of rotations in core areas (e.g., Internal Medicine, Surgery, Psychiatry, etc.).
 - Additional rotations completed.



Licensure Questionnaire Overview

5 Specialist Training

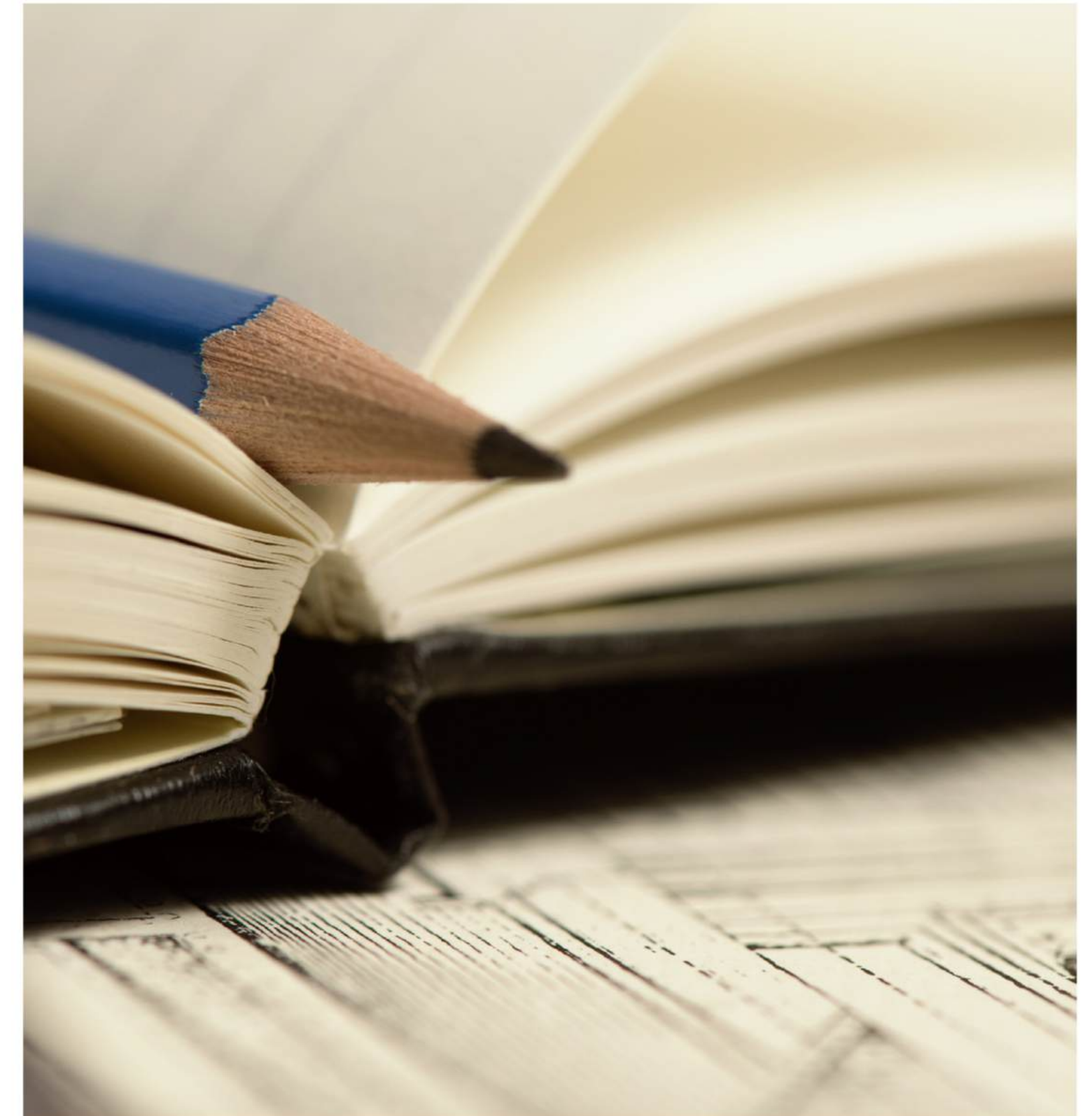
- Purpose: Evaluate specialist training and certification.
- Key Questions:
 - Duration of training.
 - National certifying exams and licensure status.
 - Eligibility and participation in Canadian certification exams (RCPSC).



Licensure Questionnaire Overview

6 Medical Licensing

- Purpose: Determine prior licensing and independent practice experience.
- Key Questions:
 - Licensing history in other countries.
 - Whether those jurisdictions are approved.
 - Independent practice experience and recent practice history.



Licensure Questionnaire Overview

7 Source Verification

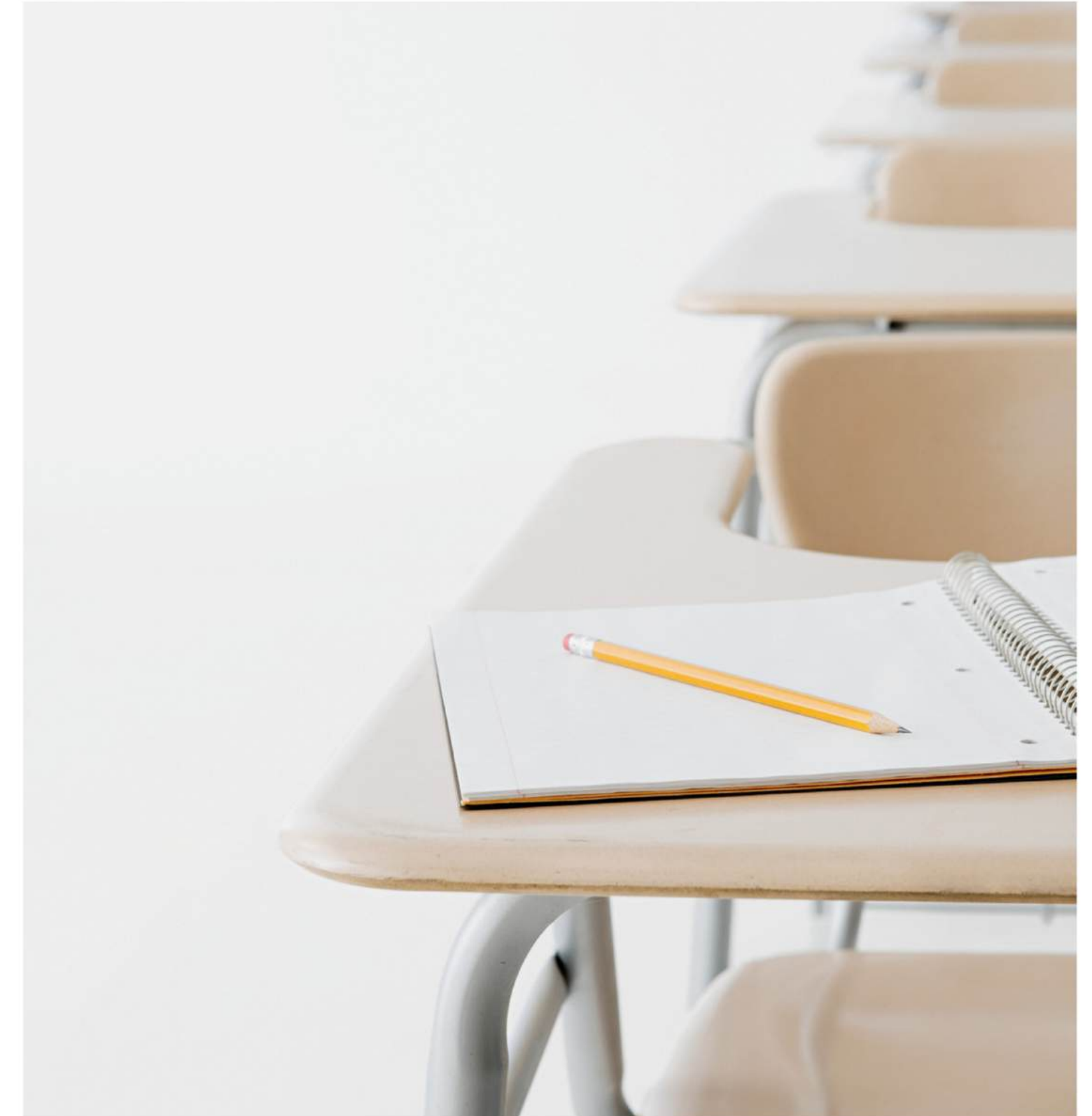
- Purpose: Check the extent of credential verification via PhysiciansApply.ca.
- Key Questions:
 - Account creation and verification status for degrees, transcripts, internship, postgraduate documents, certificates, and licenses.



Licensure Questionnaire Overview

8 Examinations

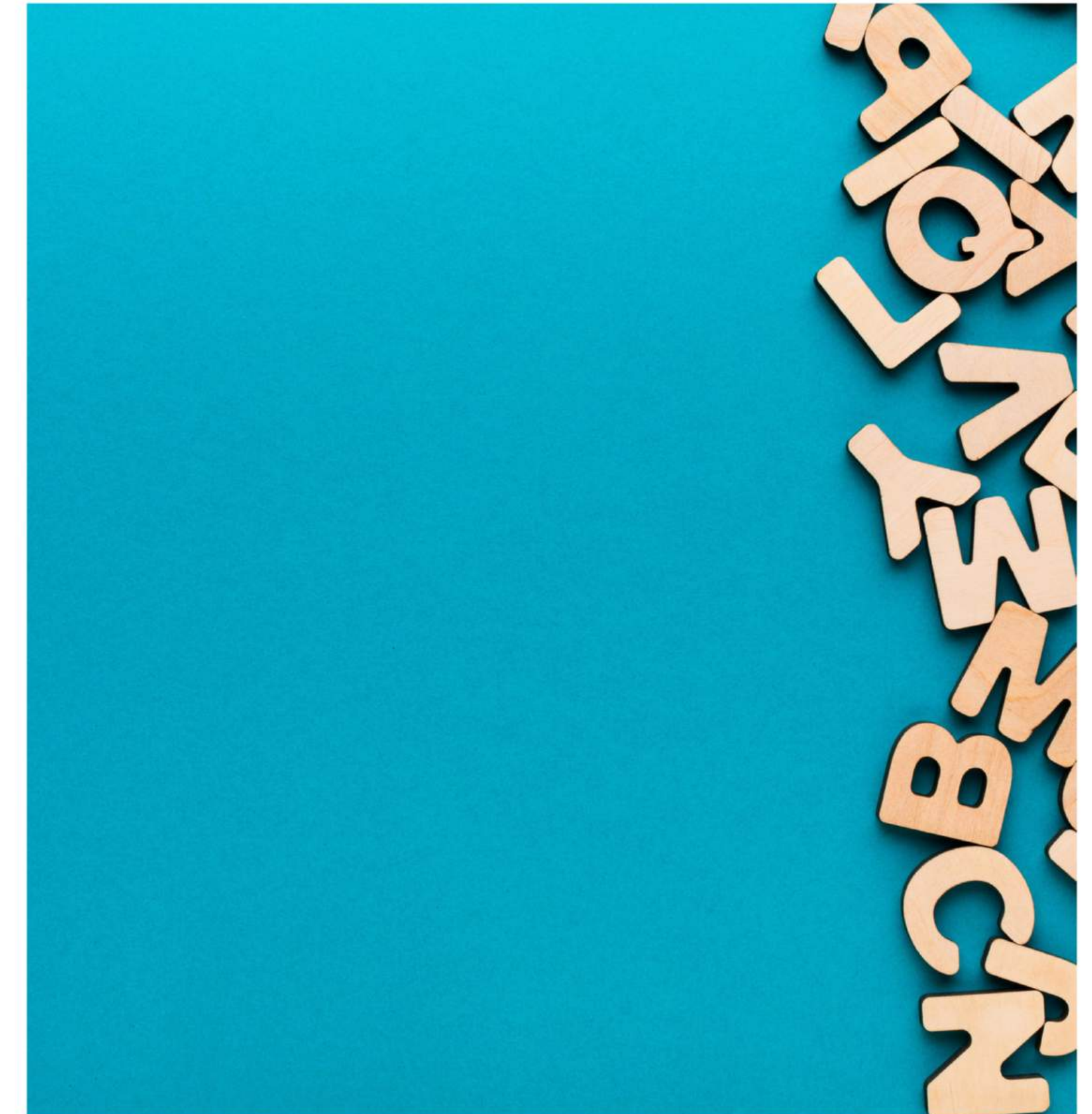
- Purpose: Exams taken in Canada and other countries
- Key Questions:
 - Completion of MCCQE1 and NAC OSCE.
 - USMLE, COMLEX-USA, PLAB, and other Canadian specialty exams (e.g., CCFP, FRCPC).



Licensure Questionnaire Overview

9 English Language Proficiency

- Purpose: Validate English language ability for licensure.
- Key Questions:
 - Most recent ELP exam taken (IELTS, OET, CELPIP) or exemption status.



Licensure End Result

 Ally

 Home

 Questionnaire

 Career Paths

 Job Board

 ITPHub







Connect with Advisor

The licensure process is always evolving, but don't worry—we're here to help! Chat with one of our advisors to better understand your results and plan the best path to achieving licensure in Canada. We are here every step of the way!

[Book a Session →](#)

Your Licensure Results

IMG Status: Permanent Resident, Economic **Years of Independent Practice:** 2 **Recency of Practice:** Dec 2024



Medical Education & Training

- ☒ Obtained a Doctor of Medicine(MD) or Bachelor of Medicine and Bachelor of Surgery (MBBS) degree
- ☒ Verified medical degree at the [World Directory of Medical Schools](#)



Source Verification

- ☒ Opened an account with [physiciansapply.ca](#)
- ☐ Verified postgraduate training credentials through physiciansapply.ca account
- ☐ Verified medical degree through physiciansapply.ca account
- ☐ Verified transcripts through physiciansapply.ca account

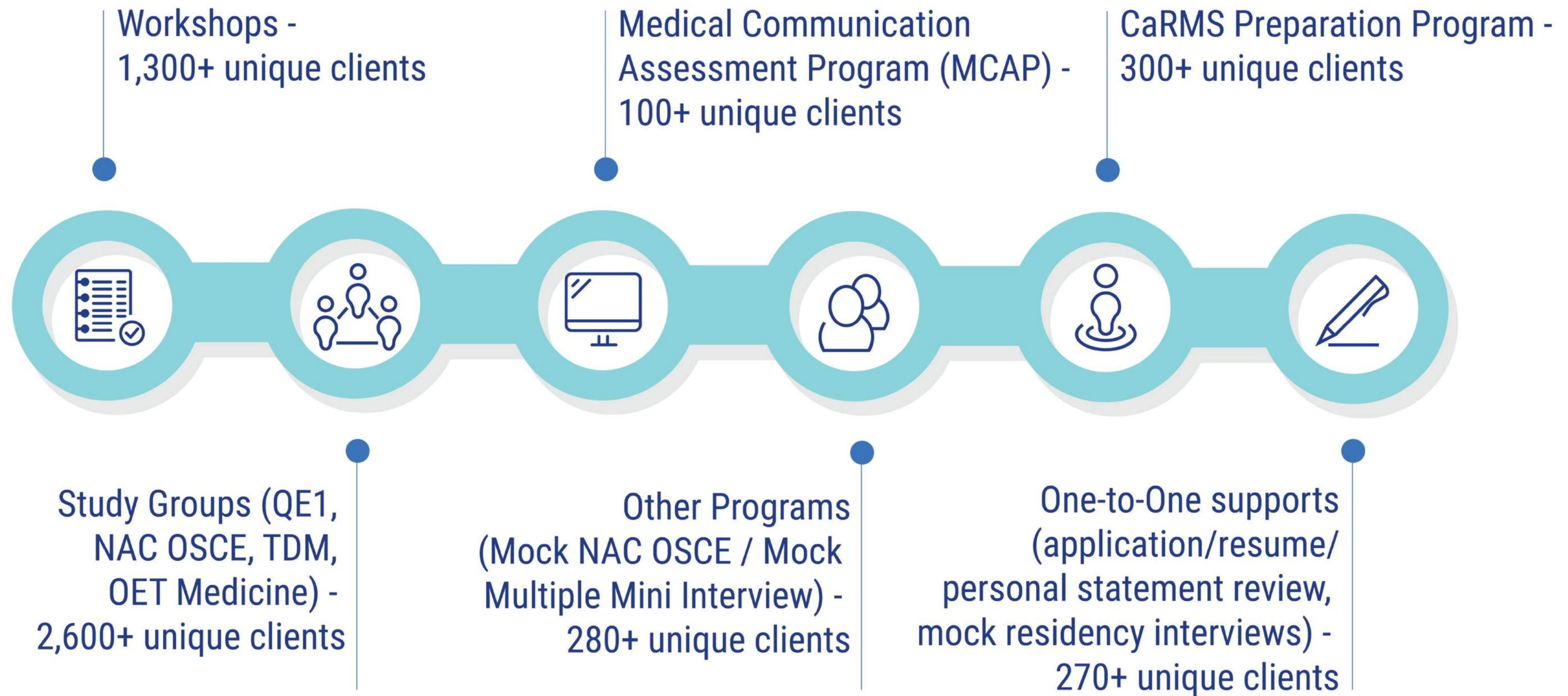


Exams for Licensure

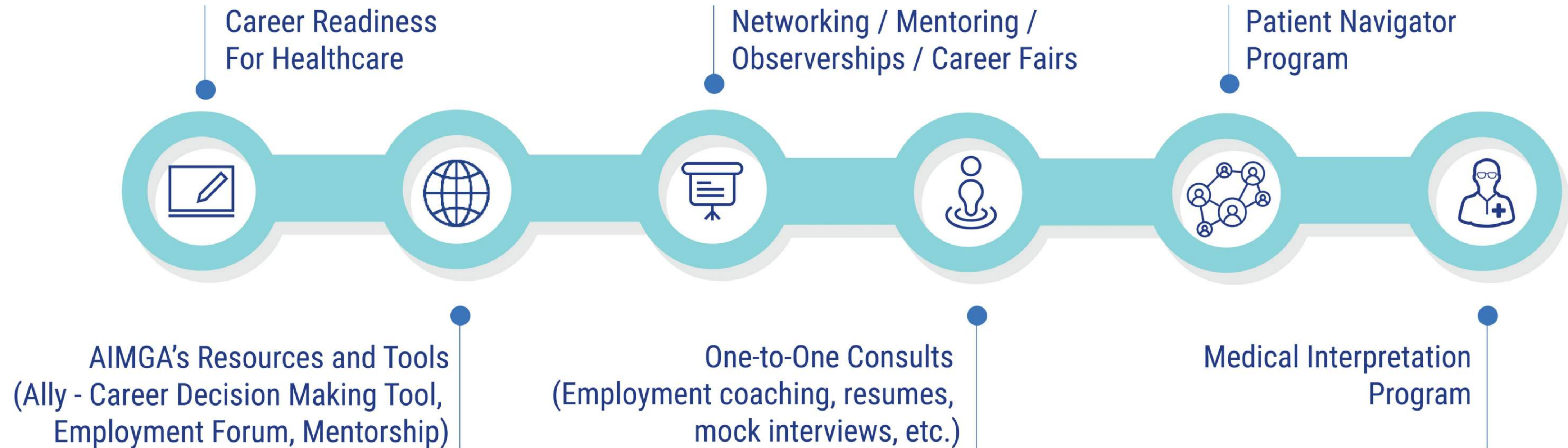
- ☒ Medical Council of Canada Qualifying Examination Part 1 (MCCQE1) (\$1,470)
- ☒ National Assessment Collaboration Objective Structured Clinical Examination (NAC OSCE) (\$3,255)
- ☒ TDM: Therapeutics Decision Making Exam (\$2,900 + GST)

English Language Proficiency

| Licensure Supports



| Employment Supports



Bhargav's Journey from Arrival to Independent Practice

Short Term Goals:
Find employment in the healthcare system

Intermediate Goals:
Pass the necessary exams.
Obtain an Associate Physician position

Long-term Goal:
Become fully licensed



Bhargav Pandya

Bhargav is an ITP from India. He received a Bachelors degree in medicine from Gujarat University and also obtained additional qualifications in orthopedics through training and a clinical fellowship. He practiced as a family physician with enhanced skills in orthopedics for 7 years before moving to Canada in March 2022.

PRIOR TO COMING TO CANADA

He **registered with the Medical Council of Canada in December 2019** via physiciansapply.ca. Due to the delay with the pandemic, **his documents** were not **source verified** until **January 2021**. He then **received PR status in January 2022**. Bhargav reached out to AIMGA via LinkedIn and **became an AIMGA member in February 2022** prior to his **arrival in March**.

He met with AIMGA career advisors and accessed the following programs and supports: One-to-one navigation to develop his career plan, information sessions, study groups, and the Career Transition Program (CTP) to achieve his short-term goal.

He also worked with AIMGA's Health & Wellness team to support the Mosaic Refugee Health Clinic and to engage with community.



SHORT-TERM GOAL ACHIEVED

After completing CTP, he **achieved his short-term career goal by obtaining employment in healthcare** as a clinical assistant in a family medicine clinic in June 2022.



INTERMEDIATE GOAL ACHIEVED

- **Successfully completed the MCCQE1** (Medical Council of Canada Qualifying Examination Part 1).

- **Successfully achieved the English Language Proficiency (ELP) scores via the OET Medicine** (Occupational English Test).

- By having his credentials source verified and meeting the QE1 and ELP requirements, he was **deemed eligible for an Associate Physician position and obtained a job in the department of Orthopedics** with Alberta Health Services (AHS) in November 2023.

PURSUIT OF LONG-TERM GOAL VIA CARMS

- **Successfully completed NAC OSCE** (National Assessment Collaboration Objective Structured Clinical Examination) in May 2024. *A requirement for IMGs competing for residency

- As a result of previous milestones achieved and successfully passing the NAC **successfully submitted an application** to the **2024-2025 CaRMS cycle**.

PURSUIT OF LONG-TERM GOAL VIA PRA PATHWAY

By meeting the PRA eligibility criteria, he was deemed eligible for the Practice Readiness Assessment (PRA) route in Saskatchewan (SIPPA). His acceptance was pending at the time of the CaRMS match.

- **Successfully passed the TDM** (Therapeutics Decision Making Exam)
*For IMGs pursuing and deemed eligible for a Practice Readiness Assessment Route), a requirement for those deemed PRA eligible in the area of Family Medicine.



OBTAINED A RESIDENCY POSITION

Bhargav **obtained a residency position** in Family Medicine at Western University through the 2024/25 CaRMS cycle.

MENTORSHIP

Bhargav has made use of mentors throughout his journey and is now a mentor to fellow ITPs through AIMGA's mentorship program.

| Lessons Learned

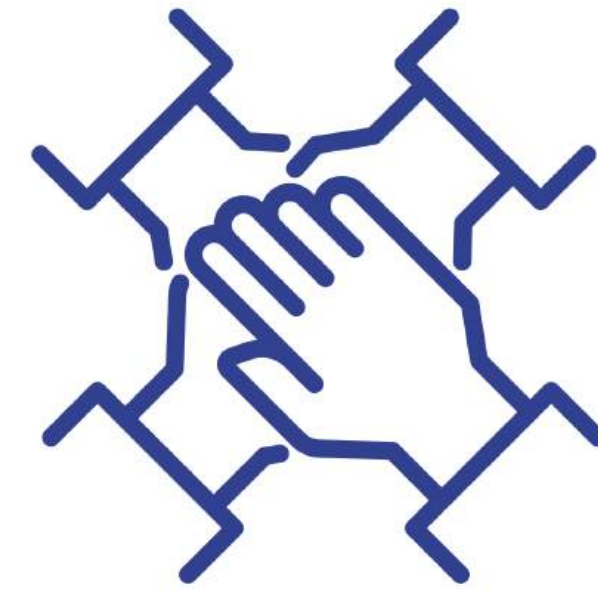
Understanding how to
handoff between Ally
and an advisor
Hybrid service delivery?



Staff and advisor onboarding
takes a while and needs to be
timed for efficient
development



Ongoing collaboration
required across multiple
agencies and
stakeholders including
regulators

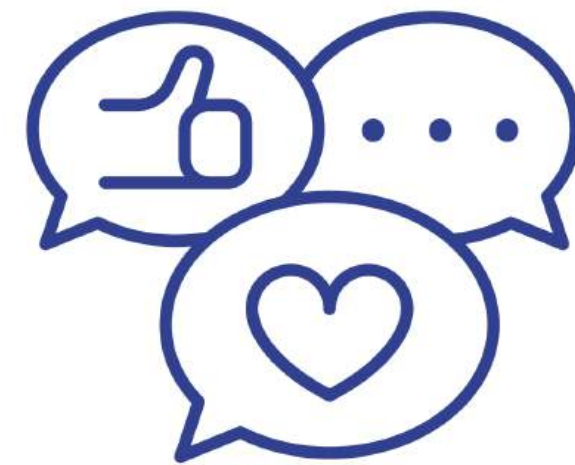


| Next Steps

Ally can be expanded to other regulated professionals



We are building evaluation tools within Ally including in-app surveys and rating tools



Ally will be available in French by March 2026



| Questions?



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Immigration, Refugees
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Immigration, Réfugiés
et Citoyenneté Canada



Employment and
Social Development Canada

Emploi et
Développement social Canada



Appendix



**Digitizing licensure pathways
for Internationally Trained
Physicians (ITPs): Meet Ally
– a career decision making
tool for ITPs**

ITPHub 



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et Citoyenneté Canada



Employment and
Social Development Canada

Emploi et
Développement social Canada

Alberta
Government

| Needs Assessment / Career Planning

One-on-one Consults
with Career Advisors



Ally: Career Decision Making
Tool for IMGs Pursuing
Alternative Careers in Health

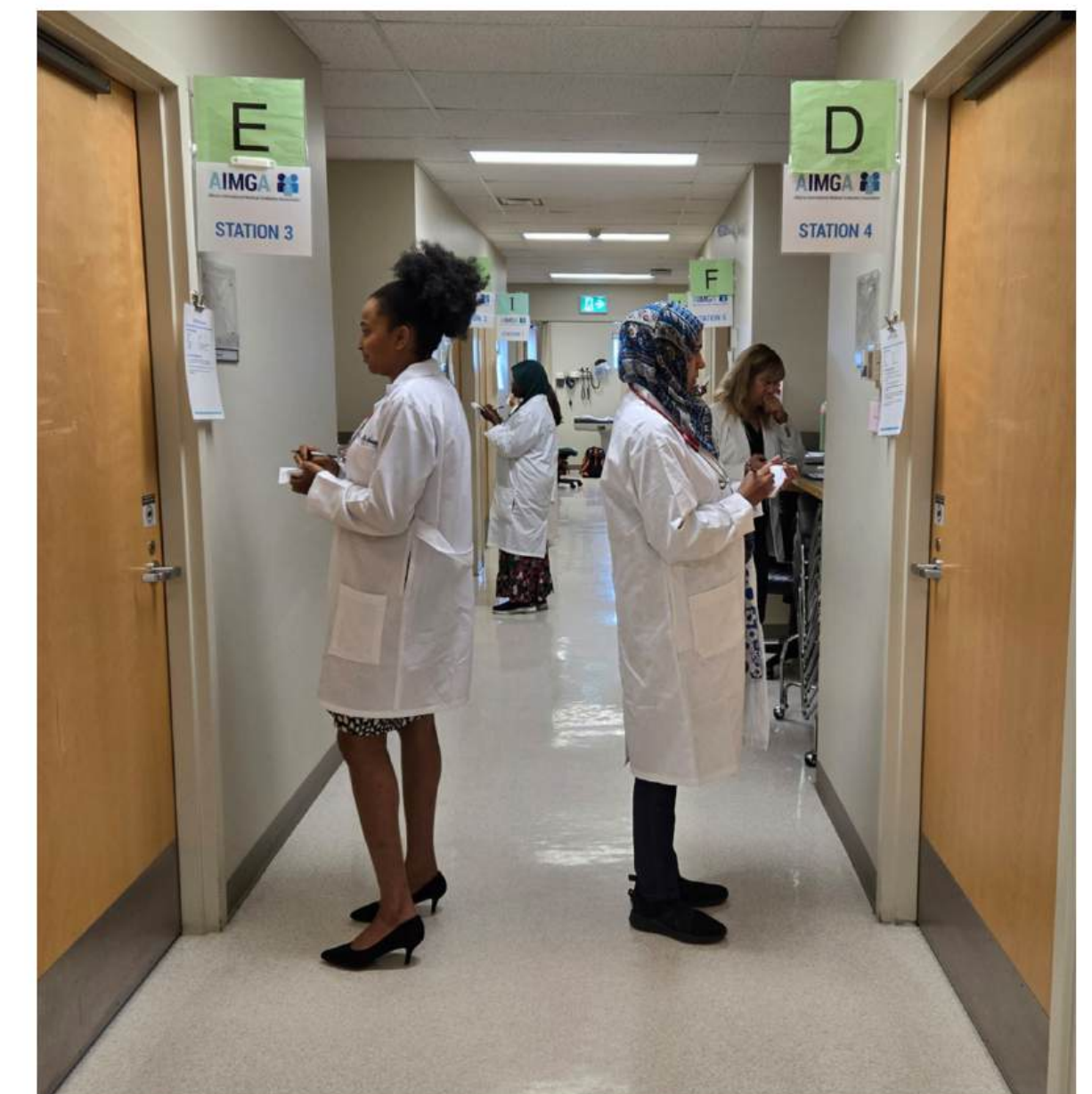


Ally: Licensure Decision
Making Tool for IMGs
Pursuing Licensure in Canada



AIMGA's Study Groups

- 1 Medical Council of Canada Qualifying Examination (MCCQE) Part I
- 2 National Assessment Collaboration Objective Structured Clinical Examination (NAC OSCE)
- 3 Therapeutics Decision Making Exam (TDM)
- 4 Royal College Pediatrics Exam



| What is MCAP?

MCAP is a program that provides an in-depth look at the underlying values of the Canadian Healthcare System.

It is designed for IMGs pursuing licensure via CaRMS or via PRA routes who are interested in enhancing their understanding of patient-centered care, communication skills, and their cultural competence to work effectively in the Canadian healthcare system.



| MCAP Online Content

The online component consists of the following modules.



Modules to support patient engagement & communication:

- 1 An Introduction to Patient-Centred Care
- 2 Giving Advice & Including the Patient in the Management Plan
- 3 Communicating with Teenagers
- 4 Dealing with Difficult Patients
- 5 Breaking Bad News
- 6 Medical Ethics

Modules to support licensure exams:

- 7 Preparing for the OSCE: Techniques, Tips & Strategies
- 8 Preparing for the Mini Multiple Interview (MMI): Techniques, Tips & Strategies

Modules to support professional development:

- 9 Collaborative Care, Teamwork, and Conflict Resolution
- 10 Integrating Successfully into Rural Practice
- 11 Bridging Cultural Diversity in the Workplace
- 12 An Orientation to the Canadian Healthcare System
- 13 An Orientation to Providing Care for Indigenous Populations

70% of MCAP participants are now licensed

| Career Readiness For Healthcare (CR4H)

A self-directed online program to prepare members for careers in health. Each module includes slide presentations, original podcasts, IMG guest videos, article packages, and links to further readings, resources and materials.

- 1 Mapping your career journey - exploring careers in health, job search strategies, and the importance of resilience
- 2 Identifying transferrable skills and demystifying job postings
- 3 Introducing yourself to the job market - developing your professional biography and key messages
- 4 Networking for success
- 5 Leveraging LinkedIn
- 6 Developing a skills-based resume and cover letter
- 7 Acing the Interview
- 8 Understanding Canadian Workplace Culture and what employers really want
- 9 Managing conflict and the importance of teamwork
- 10 Factors of Success





IMGs in Canada

GETTING STARTED

Step 1: Check that your medical degree is in the World Directory of Medical Schools.

Step 2: Register with the Medical Council of Canada via physiciansapply.ca in order to have your medical education and training source verified.

DEMONSTRATING YOUR KNOWLEDGE AND SKILLS

MCCQE1: Medical Council of Canada Qualifying Examination Part 1

NAC OSCE: National Assessment Collaboration Objective Structured Clinical Examination

*A requirement for IMGs competing for residency.
Also a requirement by some PRA pathways.

TDM: Therapeutics Decision Making Exam

*Only required for Family Medicine IMGs who are eligible for the Practice Readiness Assessment Route(s)

ELP: English Language Proficiency

*A requirement for IMGs who are not from approved jurisdictions.
Accepted ELP exams include: IELTS Academic, OET, CELPIP

DETERMINING THE PATHWAY(S) TO LICENSURE

1

Option 1: Direct Entry

Are you certified with one of the approved jurisdictions for direct entry into practice?

Family/General Physicians: <u>The College of Family Physicians Canada (CFPC)</u> Approved Jurisdictions include: • Australia • Ireland • United Kingdom • United States of America	Specialists: <u>The Royal College of Physicians and Surgeons of Canada (RCPSC)</u> See website for list of approved medical schools/training programs specific to areas of specialization
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DETERMINING THE PATHWAY(S) TO LICENSURE

2 Option 2: Practice Readiness Assessment Route

Do you have Post Graduate Medical Education (PGME) (i.e. a minimum of 12 to 24-months of Rotational Training/Internship or 48-months of Speciality Training)?

If the answer is no, see option 3.

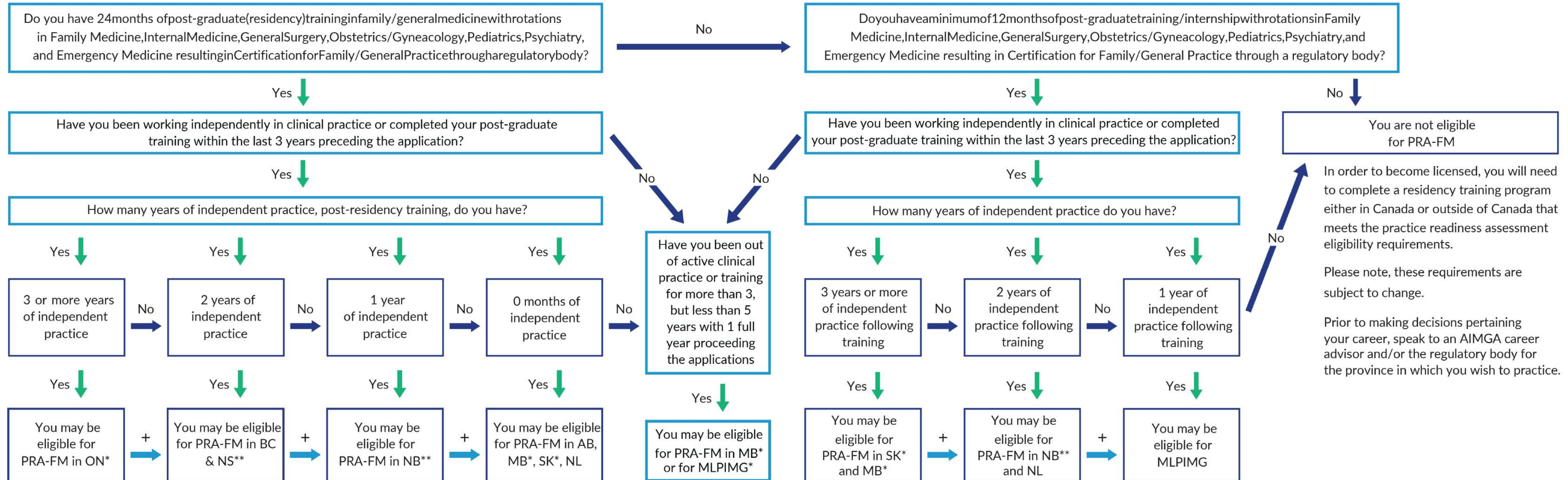
If the answer is yes: There are 9 Practice Readiness Assessment Routes across Canada with varying requirements.

- Has your medical degree and training been source verified through physiciansapply.ca?
- Have you demonstrated required English Language Proficiency levels via OET, IELTS Academic, or CELPIP?
- Have you completed the required Medical Examinations to demonstrate your medical knowledge and skills?
- Have you completed a 1 to 2 year residency training program in Family Medicine and/or practiced independently within the past 3 years?

See the Medical Council of Canada NAC PRA page for the most recent list.

<https://mcc.ca/assessments/practice-ready-assessment/>

Practice Readiness Assessment Routes - Family Medicine



Renewing your Recency of Practice Requirements:

You may be eligible for PRA-FM if you renew your practice by working under your independent license to practice for a period of:

- AB & MB - 1 full year
- ON, BC, NS - 950 hours or 6 months
- SK, NB, NL - 450 hours or 3 months

Application Process:

- 1 Check that your medical degree and post-graduate training is listed in the [World Directory of Medical Schools](#)
- 2 Open your [physiciansapply.ca](#) account with the Medical Council of Canada to have your medical degree(s) source verified
- 3 Pass the MCCQE1 exam and/or the NAC-OSCE***
- 4 Pass the English Language Proficiency (ELP) exam****
- 5 Upon completion of the above, submit an application for the PRA-FM pathways for the province(s) you wish to practice based on the eligibility criteria outlined in the above diagram*****

Additional Notes:

- * Canadian citizen or permanent resident status required at the time of application
- ** Open work permit required for application
- *** In MB, NAC-OSCE is required in place of QE1, and in ON, NL, SK, the NAC-OSCE is required in addition to the QE1. Cut score for ON and NL is 608/700
- **** IELTS Academic (7 in each skill area), OET Medicine (minimum of B in each skill area), CELPIP (9 in each skill area)
- ***** If deemed eligible, you will be required to successfully complete the Therapeutics Decision Making (TDM) exam

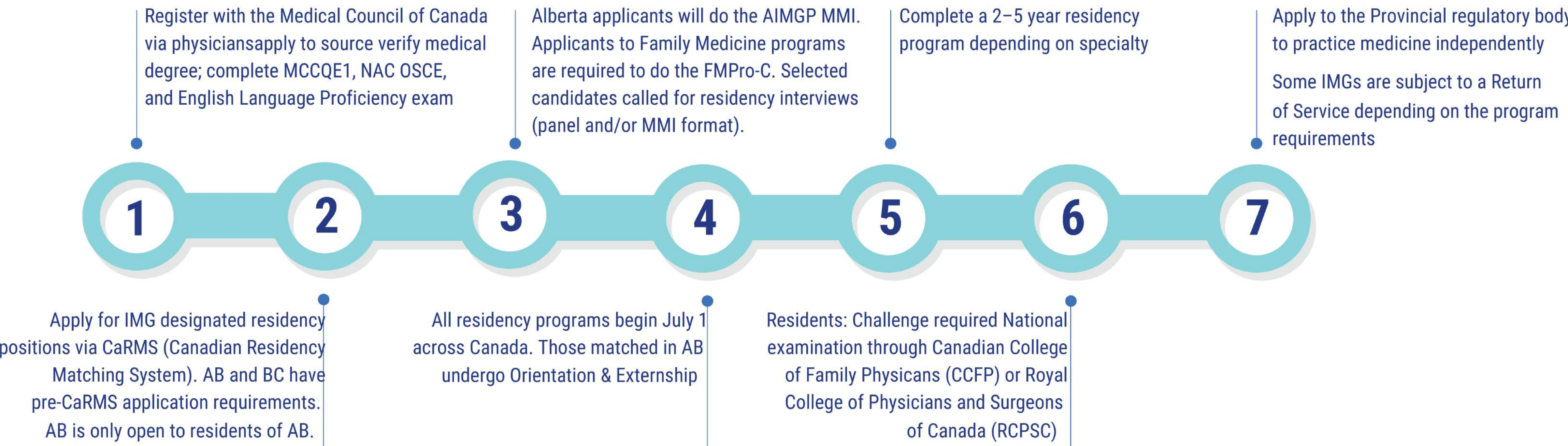
NAC-PRA (National Assessment Collaboration Practice-Ready Assessment)



Canadian Province/Region	British Columbia	Alberta	Saskatchewan		Manitoba		Ontario	Nova Scotia	Newfoundland & Labrador		New Brunswick		
Professional Regulatory Body	College of Physicians and Surgeons of BC (CPSBC)	College of Physicians and Surgeons of Alberta (CPSA)	College of Physicians and Surgeons of Saskatchewan (CPSS)		College of Physicians and Surgeons of Manitoba (CPSM)		College of Physicians and Surgeons of Ontario (CPSO)	College of Physicians and Surgeons of Nova Scotia (CPSNS)	College of Physicians and Surgeons of Newfoundland and Labrador (CPSNL)		College of Physicians and Surgeons of New Brunswick (CPSNB)		
PRA Programs	BC-PRA-FM	AB-PRA-FM AB-PRA-SP	SIPPA SK-PRA-FM SK-PRA-SP		MLPIMG MB-FM-PRA MB-SP-PRA		PROTouchstone Institute	NSPRAP	NL-PRA-FM		PRA-NB		
Specialty	Family Medicine	Family Medicine/Specialist	Family Medicine		Family Medicine/Specialist		Family Medicine	Family Medicine	Family Medicine		Family Medicine		
Applications	353	135 admitted to PRA Assessment	185		158		Unknown	To be determined	To be determined		194 applications, 126 eligible		
Seats	126	109 Completed PRA assessment	47		49		50	To be determined	To be determined		10		
APPLICATION REQUIREMENTS													
Post Graduate Training (source verified by physiciansapply.ca)	24 months	24 months - FM 48 months - SP	12 months	24 months	FM		SP	24 months	24 months	12 months	24 months	12 months	24 months
					12 months	24 months	48 months						
Independent Practice / IP	2 years - FP/GP	Not mandatory	3 years - FP/GP	Not required	3 years of FP/GP	Not required	Not required	2 years FP/GP	2 years - FP/GP	2 years - FP/GP	Not required	2 years (12 months PGT)	1 year (24 months PGT)
					MLPIMG, 12 months of FP/GP								
Currency of Practice	24 weeks/960 hours IP within the last 3 years	In PGT or 12 months of IP within the last 3 years	3 months IP within the last 3 years		12 months IP within the last 5 years			24 weeks/960 hours IP within the last 3 years, 150 hours of 960 is telemedicine	6 months/960 hours IP within the last 3 years	6 months/450 hours IP within the last 3 years		6 months/450 hours IP within the last 3 years	
English Language Proficiency	IELTS/AC - 7 OET - B CELP - 9 In each skill	IELTS/AC - 7 OET - B CELP - 9 In each skill	IELTS/AC - 7 OET - B CELP - 9 In each skill		IELTS/AC - 7 OET - B CELP - 9 In each skill			IELTS/AC - 7 OET - B CELP - 9 In each skill	IELTS/AC - 7 OET - B CELP - 9 In each skill	IELTS/AC - 7 OET - B CELP - 9 In each skill		IELTS/AC - 7 OET - B CELP - 9 In each skill	
MCCQE1	Required	Required/or USMLE 1, 2 & 3	Required		Not Required			Required	Required/or USMLE 1, 2 & 3	Required/or USMLE 1, 2 & 3		Required	
NAC OSCE	Not required	Not required	Required		Required: Min 1374/pass/or passed the MCCQE2			Required: 608 or above	Preferred but not required	Required: 608 or above or passed the MCCQE2		Preference given to applicants with NAC OSCE	
Licentiate of the Medical Council of Canada (LMCC)	Not required	Not required	Not required		Not required			Required	Required	Not required		Not required	
Status in Canada	Not required	Not required	Permanent Resident or Canadian Citizen		Permanent Resident or Canadian Citizen			Permanent Resident or Canadian Citizen	Working Visa, Permanent Resident or Canadian Citizen	Not required		Working Visa, Permanent Resident or Canadian Citizen	

DETERMINING THE PATHWAY(S) TO LICENSURE

3 Option 3: Residency Pathway to Licensure



DETERMINING THE PATHWAY(S) TO LICENSURE

4

Option 4: Working Under Limited License

There are options for IMGs to work as a clinical/surgical assistant or associate under a Limited License issued by the Provincial Regulatory Body.

Alberta Clinical/ Surgical Assistants Alberta Clinical Surgical Assistant Program (ACSAP), Alberta Health Services Application Link	British Columbia Clinical Associates College of Physicians and Surgeons of British Columbia (CPSBC) Application Link	Manitoba Physician/ Clinical Assistants College of Physicians and Surgeons of Manitoba (CPSM) Application Link	Requirements: • 12 months of internship • Recency of Practice • English Language Proficiency • Medical Examinations
300 IMGs working as Clinical/Surgical Assistants in Alberta currently		~101 IMGs working as Clinical Assistants in Manitoba in 2022	

Medical Examinations

MCCQE1: Medical Council of Canada Qualifying Examination Part 1 (\$1,420)

NAC OSCE: National Assessment Collaboration Objective Structured Clinical Examination (\$3,145)

*A requirement for IMGs competing for residency.
Also a requirement by some PRA pathways.

TDM: Therapeutics Decision Making Exam (\$2,525)

*Only required for Family Medicine IMGs who are eligible for the Practice Readiness Assessment Route(s)

English Language Proficiency

ELP: English Language Proficiency (exam price range is \$250 to \$350)

*A requirement for IMGs who are not from approved jurisdictions.
Accepted ELP exams include: IELTS Academic, OET, CELPIP

Documentation

- Letters of Good Standing
- Criminal Record Checks
- Other as requested (i.e. transcripts)

Questions?

- Book an appointment with AIMGA's Career Advisor

