

Belong & Grow

**Building
our future
together**



Roundtable:

Making dreams come true: From pre-arrival to
full integration of Internationally Educated
Healthcare Professionals in Canada

Date: 25/11/2025

LAND ACKNOWLEDGMENT

ISANS acknowledges that we are in Mi'kma'ki, the ancestral and unceded past and present territory of the Mi'kmaq people. We are all treaty people.

At ISANS, as we help settle newcomers to Nova Scotia, we also teach them about the history and rights of Indigenous Peoples in Mi'kma'ki. We honour the enduring presence and contributions of the Mi'kmaq people, and we are dedicated to fostering meaningful relationships between Indigenous and non-Indigenous communities.

AFRICAN NOVA SCOTIAN AFFIRMATION

We also acknowledge that people of African descent have been in Nova Scotia for over 400 years, and we honour and offer gratitude to those ancestors of African descent who came before us to this land.



Business Development >

Community Integration >

Employer Support >

Employment >

Language >

Settlement >

Pre-Arrival >

Refugee Resettlement >

Employment Programs & Services

[Atlantic Immigrant Career Loan Fund \(AICLF\)](#)

[Bridge to Construction](#)

[Bridge to Work](#)

[Computer Skills Training](#)

[Employment Counselling](#)

[Employment Support & Income Assistance](#)

[EVolveSkills](#)

[Financial Services Bridging Program \(FSBP\)](#)

[Immigrant Youth Career Exploration Program \(IYCEP\)](#)

[Immigrant Youth Employability Project \(IYEP\)](#)

[International Medical Graduates \(IMG\) Bridging Program](#)

[Internationally Educated Engineers/Architects Bridging](#)

[Internationally Educated Dental Professional Bridging](#)

[Internationally Educated Early Childhood Educators](#)

[Internationally Educated Healthcare Professionals](#)

[International Pharmacy Graduates Bridging Program](#)

[Internationally Educated Nurses \(IEN\) Orientation](#)

[Job Readiness Training](#)

[Job Search Resource Centre](#)

[Long-term Care Aide & Disability Support Worker](#)

[Practice Interview Program](#)

[Visible Minority Newcomer Women at V](#)

[Work-Based Trades Practical Assessment](#)

[Professional Mentorship Program](#)

[Professional Practice Program](#)

Welcome back, let us know
have any questions.

Write a message...

AGENDA /CONTENTS

- Challenges
- Employment and Bridging / Multi stakeholders working groups
- Simulated Patient / Subject Matter Expert perspective
- International Medical Graduates Bridging Program (IMG)
- Internationally Educated Nurses Orientation Program (IEN)
- Pharmacy and Dentistry Bridging Programs (IPG / IED)
- Atlantic Immigrant Career Loan Fund (AICLF)
- Q and A

Common barriers to employment in regulated fields:



Successfully navigating licensing pathways and recognition of prior learning

Understanding the professional scope and cultural competency in the fields

Profession-specific communication skills

Financial challenges to pay for the expensive certification process

Difficulty building professional network in their fields

Difficulty identifying meaningful alternative careers without guided support

Accessing trusted and up to date resources and study materials

Bridging Programs

Medical Graduates

Nurses

Pharmacists

Dentist

Medical Lab Technologists

Physiotherapists

Long Term Care (CCA)

Disability Support Worker

Engineers

Architects

Financial Professionals

Accountants

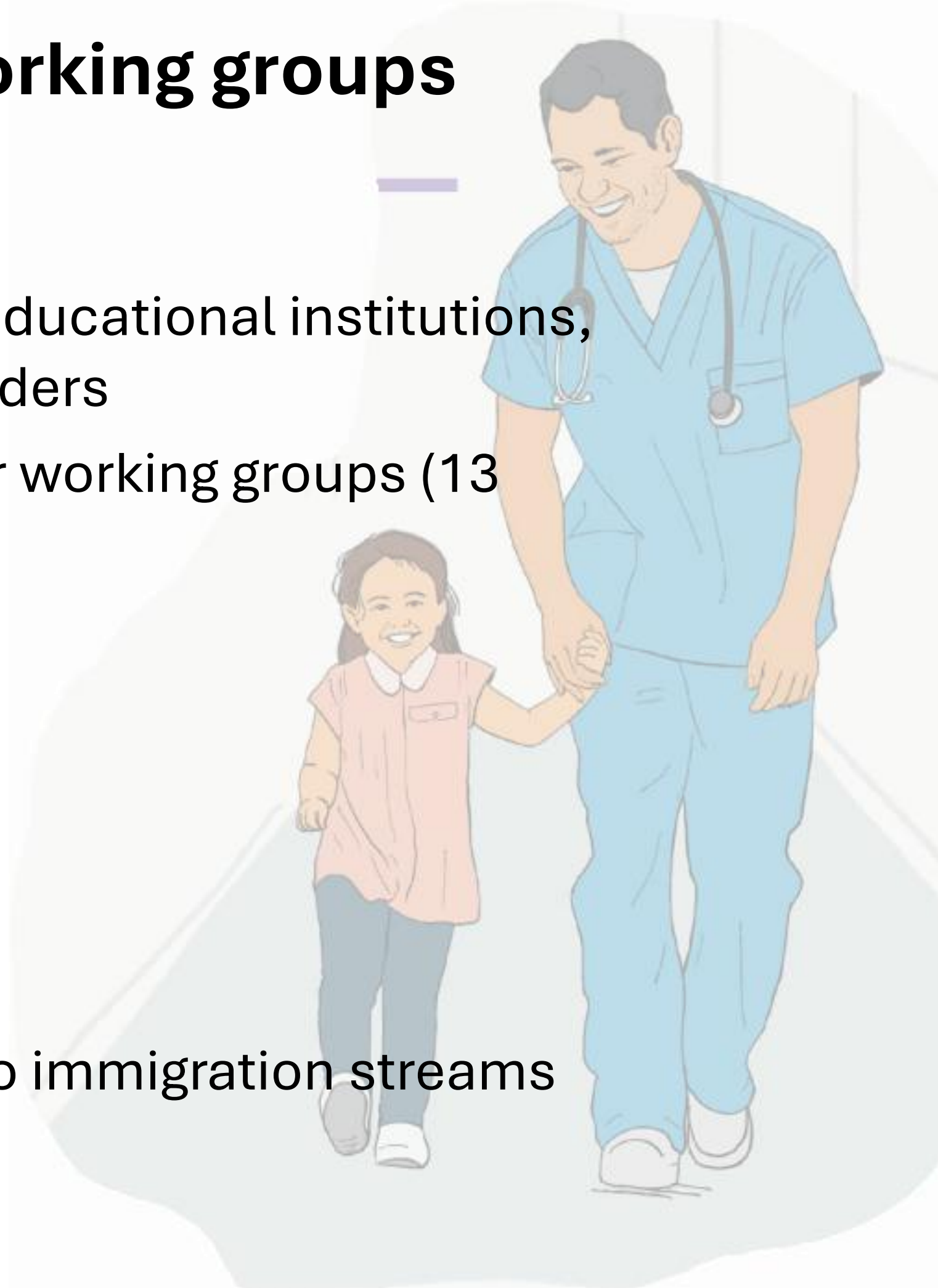
Early Childhood Educators

Trades

- Assessment - PLA
- Information about the pathway to licensure
- Weekly educational sessions
- Exam preparation / practice / simulation
- Communication courses
- Practical / lab
- Resources
- Information about alternative careers
- Financial support
- Competency assessments
- Observership
- Culture

Profession-specific multi-partner working groups

- Regulatory bodies, professional associations, educational institutions, employers, and government, ITPs, service providers
- Started in ISANS and grew to form multi-partner working groups (13 professions)
- These partners work together to:
 - ✓ Develop clear pathways to licensure
 - ✓ Identify barriers and propose solutions
 - ✓ Make systemic changes
 - ✓ Bridging Programs
 - ✓ Identifying labour market needs – proposals to immigration streams



Profession-specific multi-partner working groups

Successful Outcomes

Clear diagrams showing pathways to licensure for each occupation

Creation of the Med3 Clerkship Program for immigrant physicians, a new pathway to licensure

Elimination of specific process barriers in pharmacy, engineering

Observership programs in law and dentistry

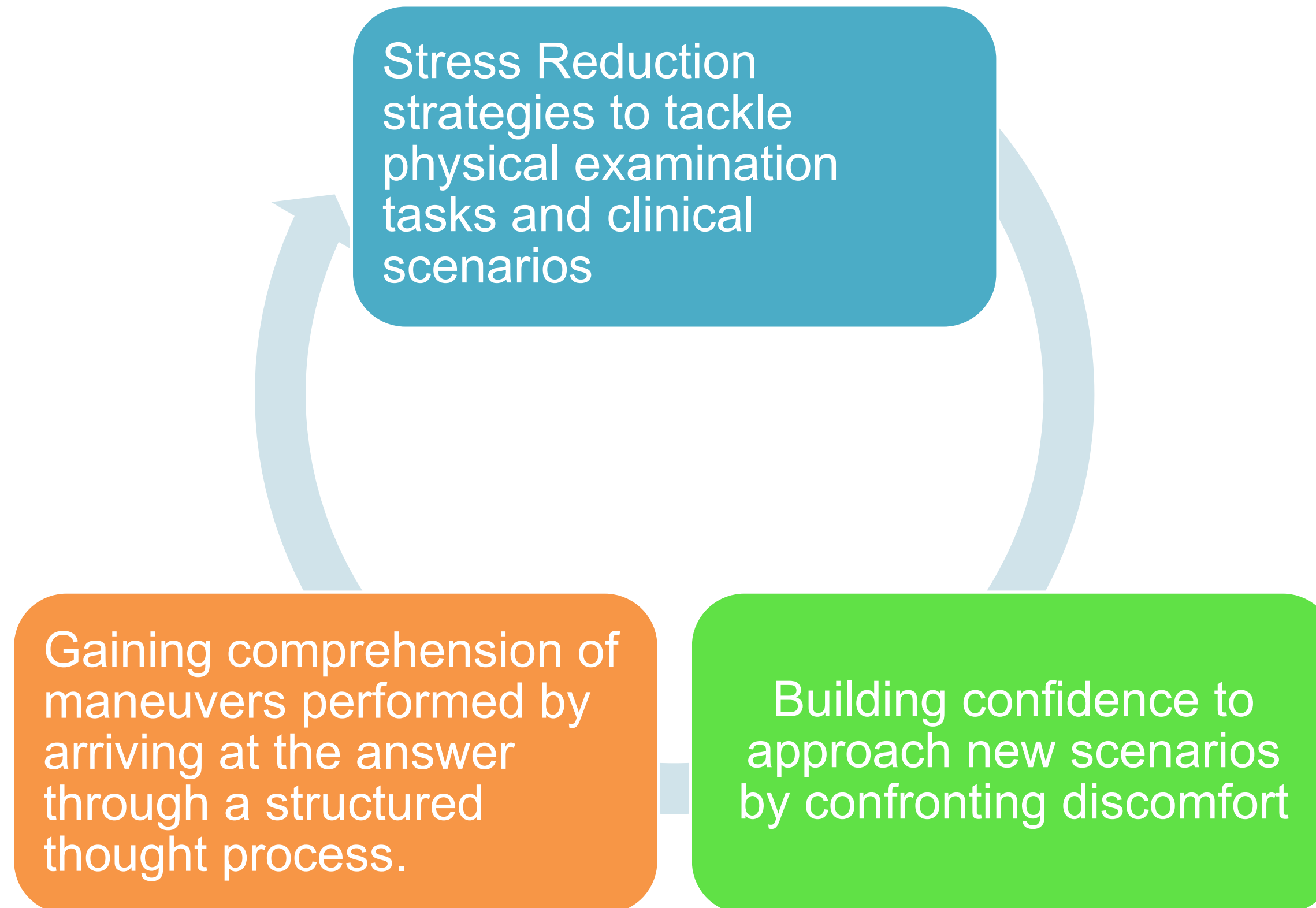
Town Hall sessions for internationally educated professionals in dietetics, nursing, and law

Creation of Engineering in NS resource: <https://www.we-ns.ca/>

Creation of Worksite-based competency assessment programs in engineering and architecture

Creation of IMGs in NS resource: <https://www.img-nova-scotia.ca/>

Simulated Patient Perspective – Chase Duffy



IMGs Unique Features – Amelia Goodlad



Personalized support
based on the client's
eligibility for the
different medical
licensing pathways



Clinical skills review
program: 88%
success rate



Partnerships with
subject matter
experts, volunteers,
standardized patients



IENs – Elizabeth Eustaquio - Domondon



Foundations of Nursing Practice in Canada

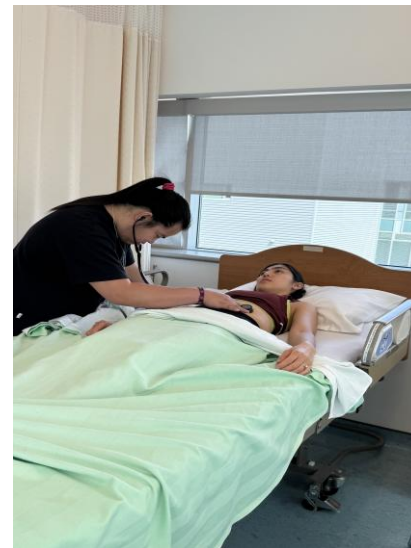
- Self assessment and culturally guided nursing knowledge enhancement
- Introduce and understand Canadian Healthcare system
- 20-nursing modules facilitated by nursing educators

Topic-specific educational sessions about nursing

- Client- identified need for supplemental learning
- Subject matter expert

IENs – Adult Health-Assessment

- Identifying and reducing gaps in meeting entry-level competencies required for NS licensing
- Observe, practice and learn about basic physical assessment techniques
- Practice effective English-communication skills in healthcare workplace
- Improve confidence in knowledge- based assessment
- Understanding Interprofessional client-centered practice via case studies



IENs – Elizabeth Eustaquio - Domondon

Outcomes:

*" The Foundations program at ISANs is very **helpful for me** in familiarizing and understanding the Canadian Healthcare for Nurses and also for refreshing my nursing knowledge especially in assessment, proper nursing documentation and medication administration which are very different from where I graduated and worked. The program is very helpful, (nursing educator) our learning facilitator, is very accommodating in **helping us answer so many questions** from our class and the (coordinator) is very **supportive specific to our needs and challenges**, organizing sessions, in lending us books and materials and in helping us meet with our employment specialist. She gives us links to study."(IEN client)*

I'm taking the program even though I'm already registered in NS because the program provides me with **Canadian based learning tools** and resources that guides **and prepare me** in my nursing practice in order for me to **provide the best and the most professional care**, I possibly can. I believe that as an international graduate I have the responsibility to integrate in real time, with hands-on hands experience with different case scenarios offered via this educational and workshop program offered by ISANS. The safe space to learn and ask question and work with the nursing educators help me as an IEN understand better the nursing practice in Canada. Thank you for supporting the nurses-IEN/Daria

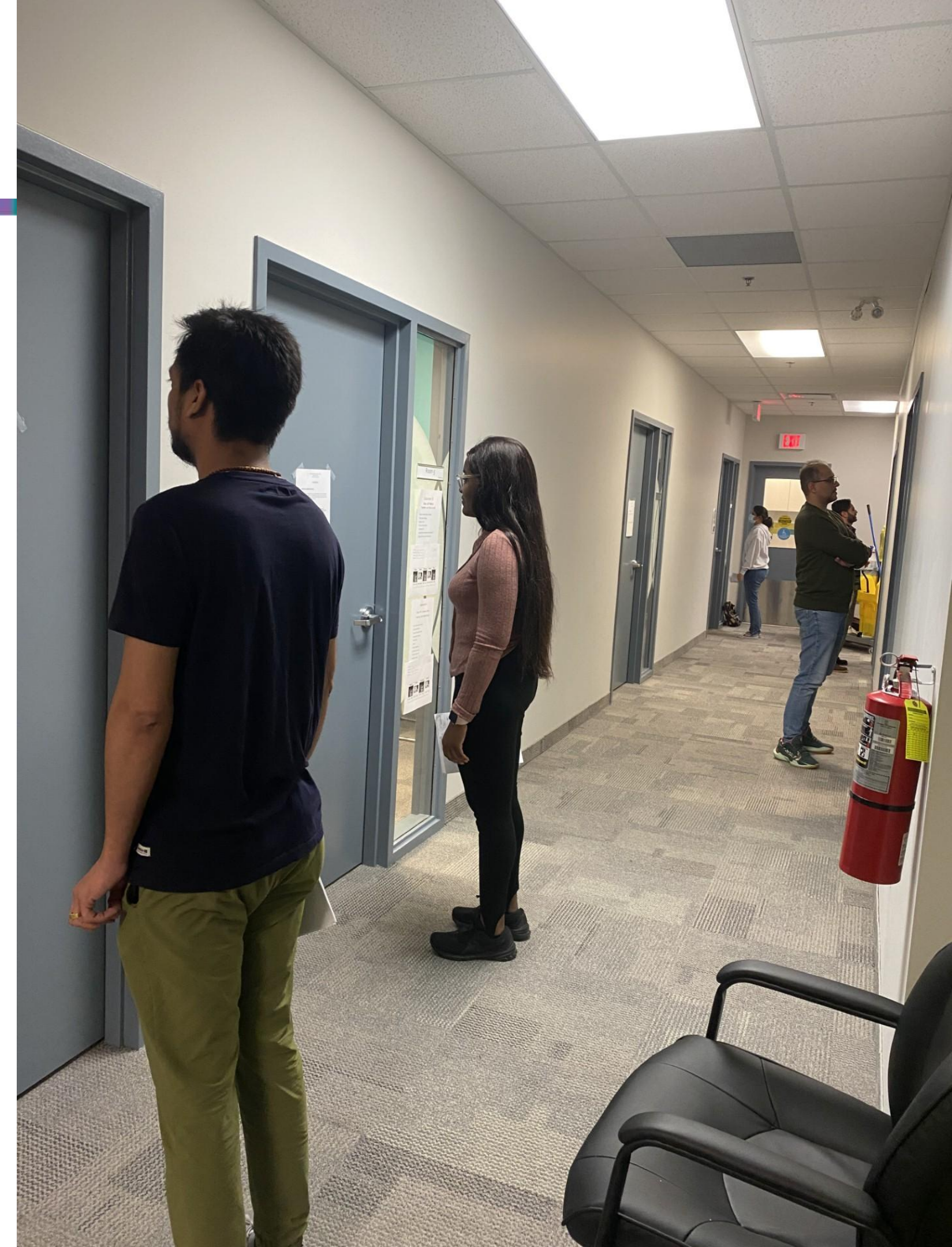
*"I graduated in 2007 and I feel like everything is new again to me about my nursing profession. Attending the Foundations for IEN sessions at ISANS helps me in **recall my knowledge** and also **giving me back my confidence** to pursue my nursing in Canada. The learning I receive whenever I attend allows me to recall my nursing education learned abroad and identify my gaps and knowledge to work as a nurse in Nova Scotia. I am very thankful to ISANs for giving me a lot of support to become a nurse in Canada. Also, for helping me with the childcare in order for me to attend the class for nurses".(IEN client)*

*"Thank you ISANS for giving us **a safe classroom with a RN facilitator** to understand and learn more about the practice of nursing in Canada. For the materials and the support of our coordinator and my ISANS employment specialist. . I attended the Foundations for IENs and there was **so much I learned that was not part of my nursing education and practice in my country**. I also get to know other IENs , **improved my English** communication participating in class and also working with them in the class assignments and activity. It helped me improved my confidence. I hope ISANS continue to have more classes like this for us in the future". (IEN client)*

IPGs – Tanja Matthews

Program Highlights:

- **Individualized career counselling** to guide participants through the licensure and registration process
- **Structured study groups** to promote collaborative learning and peer support
- **Communication Skills Lab (MOC OSCE preparation)** to strengthen clinical and professional communication
- **Access to reliable and up-to-date resources** within the pharmacy profession
- **Educational workshops** covering essential topics such as *Law and Ethics, Statistics, and Pharmacy Management*
- **Networking opportunities and internship support** to build professional connections and gain practical experience





Evaluating Exam: 100% pass rate (4 IPGs)

Qualifying Exam: 100% pass rate (6 IPGs)

OSCE Exam: 90% pass rate (9 out of 10 IPGs)

Licensure Progress: 5 fully licensed IPGs in 2025;

4 candidates currently completing internships

Hospital Rotations: 1 completed and 1 scheduled to begin in December 2025

IPGs / IEDs – Tanja Matthews



Program Supports:

Individualized counselling sessions to guide participants through licensure pathways

Structured study groups focused on the *Assessment of Fundamental Knowledge* and *Assessment of Clinical Judgment* exams, led by a licensed internationally educated dentist

Educational workshops on key topics such as *Periodontics*, *Medical Emergencies*, and *Pharmacology*

Access to reliable and up-to-date resources in the field of dentistry

Atlantic Immigrant Career Loan Fund (AICLF)



The purpose of the AICLF is to assist internationally trained immigrants by providing micro-loans to overcome financial barriers to upgrade their skills and obtain their license or certification so that they can:

- Practice their occupation, regulated or unregulated
- Find opportunities in field or a related field
- Change career to adjust to the labour market needs

This project is managed by Immigrant Services Association of Nova Scotia (ISANS) in partnership with RBC and funded by the Government of Canada's Foreign Credential Recognition Program.

Immigrant clients can **borrow up to \$ 30,000**; according to the career plan
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Q & A

PATHWAYS TO

EMP POWER MENT



isans | Immigrant Services
Association of Nova Scotia

