

Planning Your Career Path

PRéP Course 16, lesson 4

Understanding the Canadian Healthcare System

Daniela Beckford (Romania):

It's very important to understand the healthcare system in Canada before you will start working. It's paramount to have your skills built, your communication, but also understanding the framework in which you're working.

Rhonda Lewis, The Scarborough Hospital:

For IEHPs, they are walking into an environment where they are not familiar. They are not familiar with the equipment, the software, some of the practices.

Daniela Beckford (Romania):

There are pieces of legislation, like Regulated Healthcare Provider Act - for nurses, the Nurses Act - you work in a hospital, the Hospital Act you need to know. You know, in the long-term care, there's Long-Term Care Act; there's Mental Healthcare Act, and so many others. You need to have an understanding. You need to read them.

Shamena Maharaj, Sunnybrook Health Sciences:

The system is complex, and at the same time it's exciting because you have no idea what your interests would be until you start to dig a little bit deeper and then you realize, okay, oh, these are some of the things that I'm really interested in.

Daniela Beckford (Romania):

There are people coming in Canada, IEHPs, that they will encounter here roles in the healthcare system and in the healthcare team that they have never heard before.

Kenneth Cruz (The Philippines):

Volunteering at a local hospital - so that actually helped me be more knowledgeable about how the system - like in terms of the general workplace scenarios and meeting different kinds of people and patients.

Dr. Umberin Najeab (Pakistan):

The culture of Sunnybrook would be very different from culture at St. Mike's hospital. Every organization has their own culture as well. But the general rules do apply wherever you work in Canada.

Rhonda Lewis, The Scarborough Hospital:

There is a fair bit of homework that IEHPs need to do on their own, so it's not all a one-sided thing. So they need to come equipped with this knowledge, with this background, and then ensure that they become engaged, they do a lot of their own work in terms of integrating themselves. There is work on behalf of the organization that can be done to help them feel more inclusive, feel respected, but then I think that there is a fair amount of work that IEHPs need to be accountable for doing on their own.

Shamena Maharaj, Sunnybrook Health Sciences:

It is ever-changing, the landscape changes, and it's about staying on top of it, and it's exciting.

Accessing Community Resources

Jane Hastie, Hamilton Health Sciences:

It's not just about the day-to-day practices inside the hospital; it's learning about the community and outside, what exists, how they can learn to make new friends, find their faith-base, whatever it is that they're looking for.

Sam Aly (Egypt):

Just knowing where to go and get resources is a very important key.

Dr. Amardeep Bhullar (India):

I was guided by a Welcome Centre and then they guided me to meet the HealthForceOntario.

Dr. Mai Sherif (Egypt):

HealthForce Ontario: the people helped me so much, especially when I went to the Alternative Career Department. So they know more about what I can

do, what I can help in the healthcare system in Canada, and what are the ways I don't know or if I go to search by myself I wouldn't know.

Kenneth Cruz (The Philippines):

Joining an organization that is specific to your profession - so I would say Care 4 Internationally Educated Nurses.

Sam Aly (Egypt):

Connect with everybody. Again connection because people can guide you to - might not give you a job - but they might give you a lead.

Dr. Amardeep Bhullar (India):

You know it boosts a confidence in me, getting to know people, you know, speaking with them.

Kenneth Cruz (The Philippines):

There are on-line groups where you can join who share the same problems.

Daniela Beckford (Romania):

You need support and you need guidance for sure. Alone you cannot succeed. Nobody can succeed alone I can assure you. You need your team around you.

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Rhonda Lewis, The Scarborough Hospital:

For IEHPs it's important for them first of all when seeking employment to understand what are the requirements of the job and to do everything that they can in order that they fully meet the requirements of the job.

Dr. Amardeep Bhullar (India):

See one of the main challenges that I face over here is that I have to start my education again. I was a doctor in India. Here I might be starting from an assistant level. I am looking into that, what should I go, but first Dental Assistant is for sure. After that I'll do something in Public Health.

Rhonda Lewis, The Scarborough Hospital:

For most licensed professions, licensure within the country is required.

Kenneth Cruz (The Philippines):

Education is really helpful in attaining your goal of becoming your - the profession that you were originally in.

Sam Aly (Egypt):

The road might get longer; it depends what speciality you are or what education you have. And you might just turn it a little bit; you might do something slightly different now, still within that same field but, you know, do a GB and then later you can do speciality. Or do a speciality and then you can go back to your sub-speciality later. Just try to get on your feet, shortest, fastest track to get back in your field. And you might have to get out of your comfort zone.

Dr. Amardeep Bhullar (India):

I'm applying in Western University London; I'm applying in University of Toronto also; I'm also looking forward for the Queen's University in Kingston. So these three universities will be my focus. And I'll do it in Public Health, or for a PhD, but PhD is a long-term process. First I want to be stable in one job; then I'll go for PhD.