

# **Navigating the Path: Challenges and Outcomes for International Medical Graduates Seeking Immigration to Canada or Australia**

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## **Abstract**

### Background

Many countries have experienced long term growth in healthcare demand which has outstripped workforce growth. International Medical Graduates comprise over 30 percent of the Australian and over 25 percent of the Canadian medical workforces and are the mainstay of the medical workforce in rural and remote areas.

Australia and Canada, along with other OECD countries, experience barriers to IMG assessment with individual and system level impacts. There are opportunities to learn from innovations across the two countries so that International Medical Graduates are assessed and transition effectively and efficiently into the health workforces of their chosen country.

### Summary of work

Drawing on qualitative research and review of literature, we investigate the experiences of International Medical Graduates during their immigration process. We examine the factors that influence their decision to migrate, the barriers they face in certification, and the strategies they employ to overcome these challenges.

We share project results including analysis of complex regulatory requirements, language proficiency exams, limited recognition of qualifications, and cultural adaptation. The findings also identify opportunities for change such as improved integration programs, streamlined assessment processes, and enhanced support networks for International Medical Graduates.

The discussion explores the impact of healthcare system challenges: the potential loss of skilled healthcare professionals; and the implications for patient care; and the importance of fostering a more inclusive and equitable immigration process that recognises the diverse experiences and qualifications of International Medical Graduates.

## Conclusions

This presentation shares international insights into assessment innovations through building on humanistic design exploring the challenges and opportunities for change.

Take-home messages recognise the unique skills and experiences of International Medical Graduates, improving assessment processes to facilitate their integration, and strengthening support networks to enhance their cultural adaptation. Further research focuses on evaluating current policies, exploring innovative solutions, and advocating for evidence-based reforms.

## References (maximum three)

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