

How Overseas Recruitment - Can Fix Labour Shortages




The Philippines





Canada wide Nursing Shortage

Executive Summary

- 
- **The Canadian Nurses Association is predicting a 78,000 nurse shortfall by 2011 and 113,000 by 2016.**
 - **Visible Symptoms**
 - Number of vacancies are up
 - High turnover rates and internal churn
 - Beds closed and reduced access to care
- 
- 



Why the Philippine Nurse

Executive Summary

■ Ethical Recruitment

- The Philippines is the sole country with an explicit nurse export policy
- Educating more nurses than required in local market (43% of nurses are not employed in nursing)

■ Fluent in English.

- English & Filipino are official languages
- The Philippines was an American Colony

■ Excellent Nursing Skills

- Many excellent public and private universities.
- Taught from the same textbooks as USA
- Baccalaureate for entry into practice since the 1980s
- The major source country for nurses for many countries such as the US, Britain, Australia and Canada and much of the Middle East.

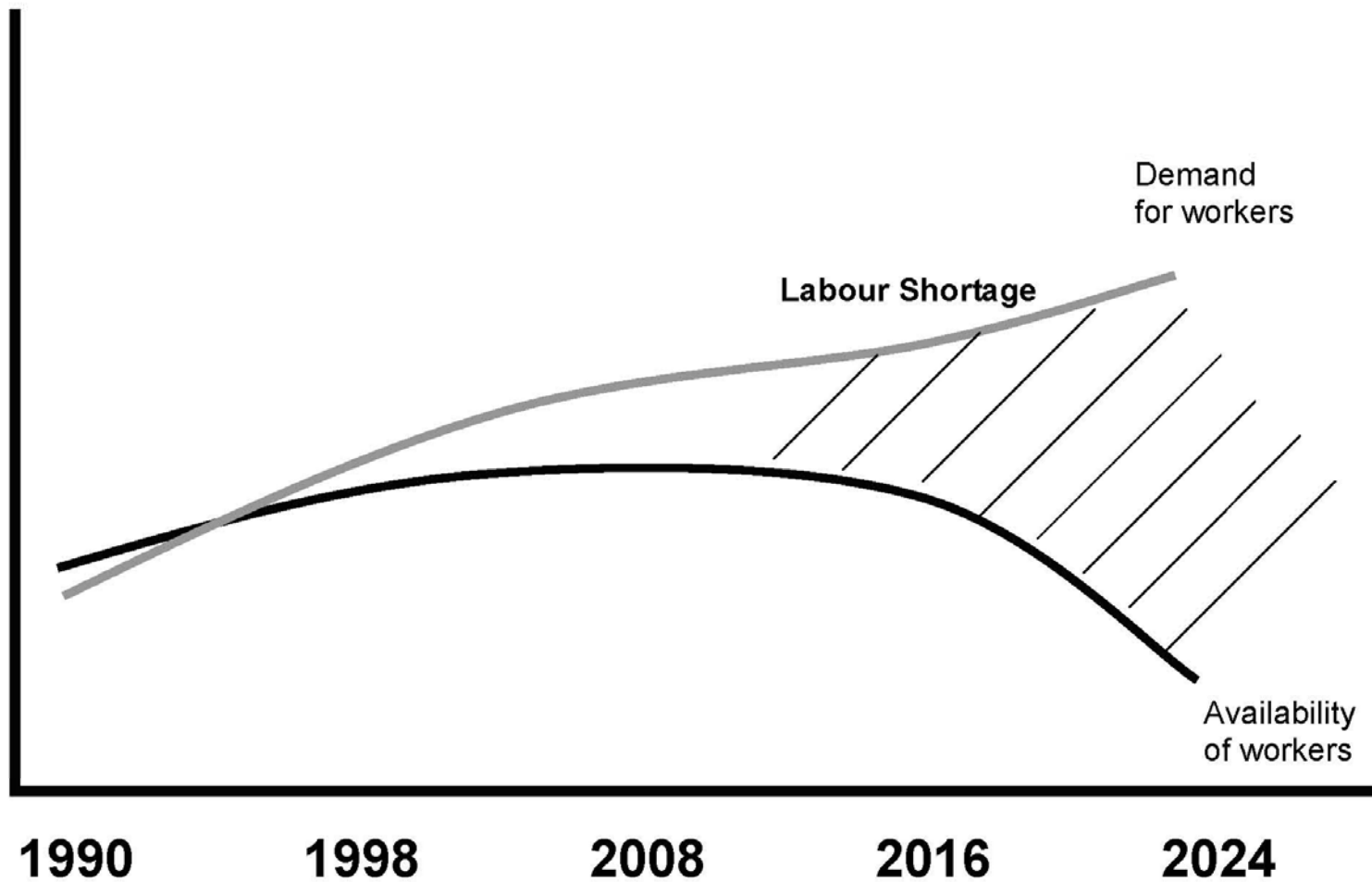


Why Actyl

Executive Summary

- **Best Schools**
 - Using the top 20% of Nursing Schools
- **Best Hospitals**
 - Ensuring strong technical skills
 - 35 years of experience in sourcing nurses
- **Strong English Skills**
 - Tested through Language Testing System (IELTS)
- **Tested Skills**
 - A 30 minute test to verify: nursing and math used in the administration of medications
 - A 45 minute interview which:
 - Reviews professional qualifications
 - Reviews relevant clinical experience
 - Assesses clinical skills with critical thinking questions
 - Accounts for any periods of unemployment

Nothing urgent ... not before 2013 ... really?



Effects of Baby Boomers Retiring

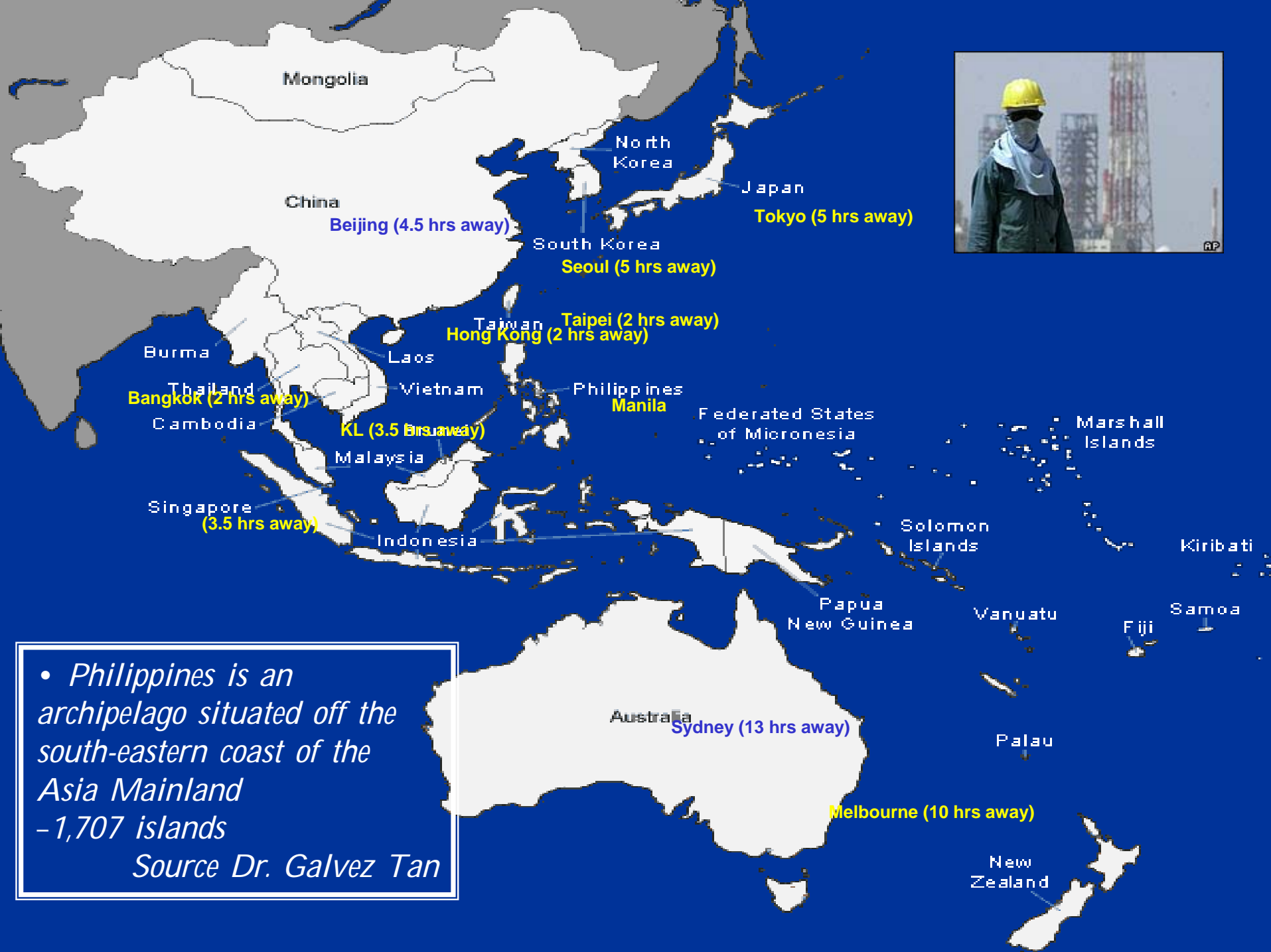
- Visible Symptoms
 - Number of vacancies are up
 - High turnover rates
 - Churn
 - Salary pressure
 - Number of qualified resumes down
 - Increased competition for candidates
 - Hire slowly (not a chance)

- **The Canadian Nurses Association is predicting a 78,000 nurse shortfall by 2011 and 113,000 by 2016.**
- **The average age of the Canadian Nurse is 44.6 years**

Nursing Self-Sufficiency

Actions such as:

- Increasing student enrolment
- Engaging the Aboriginal population
- Increasing worker retention
 - Career advancement opportunities
 - Recognition and celebration of current staff
 - Increase programs that support mature nurses
- Encourage nurses who have left the profession to return
- Maximum use of scope of practice



• *Philippines is an archipelago situated off the south-eastern coast of the Asia Mainland*
 -1,707 islands
 Source Dr. Galvez Tan

The Philippines

- With a birth rate of 3.4%
- A population of almost 90 million
- steadily producing a surplus of skilled workers
 - in virtually every area of endeavour (see hand out)
- The sole country with an explicit nurse export policy (Major Ethical Consideration)
 - world's leading donor of nurse labour.

Highly Recruited Worldwide

- Filipino workers are highly recruited worldwide for a multitude of reasons;
 - Fluent in English.
 - *English & Filipino are official languages*
 - Many excellent public and private universities.
 - Frequently taught out of the very same textbooks as we do here in North America.

History

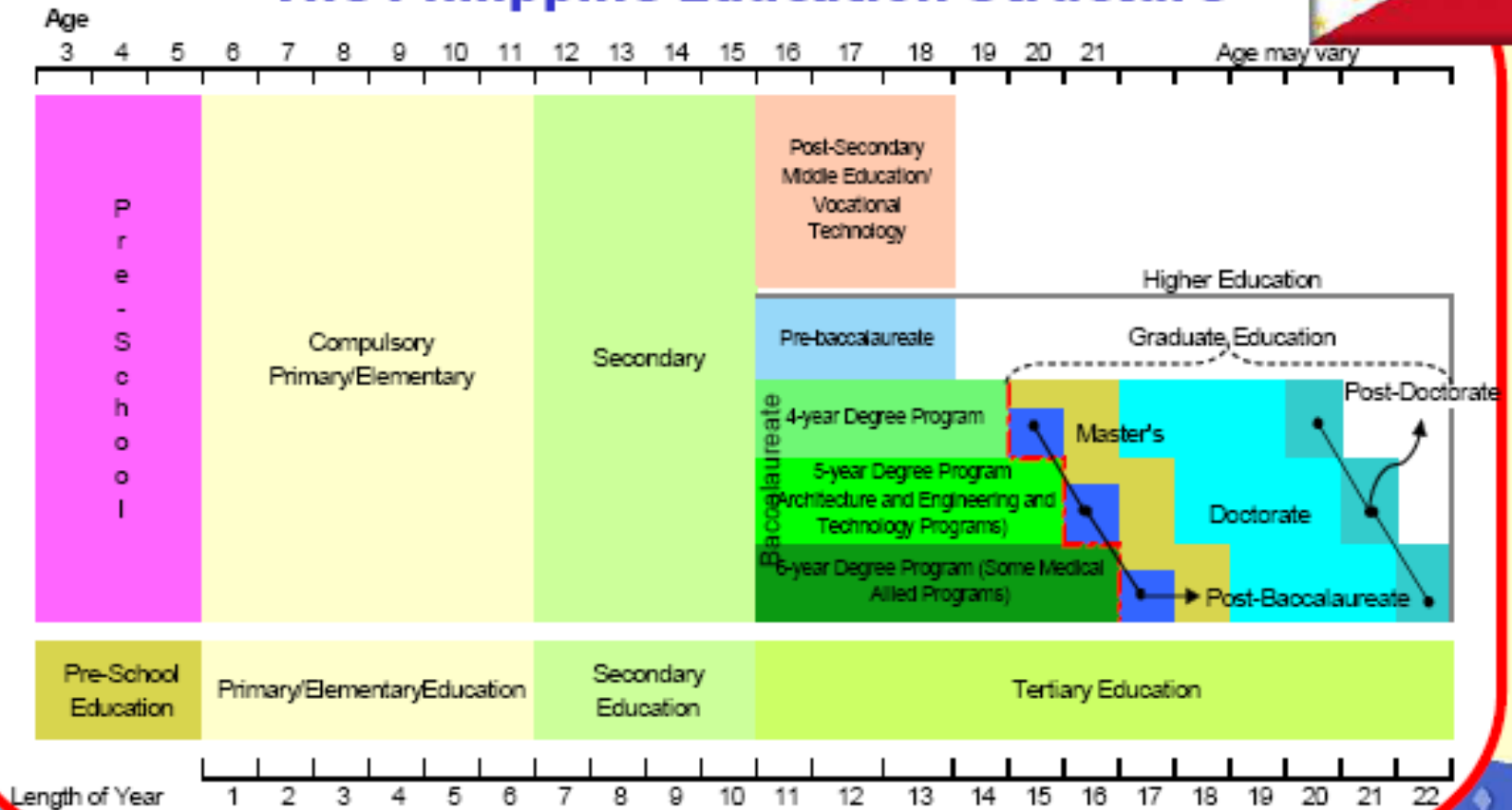
- The Philippines was a colony of Spain for nearly 400 years
- In 1898, the Americans defeated the Spanish Armada in the Battle of Manila Bay.
 - The Americans brought a boat load of American teachers.
- The Japanese invaded the Philippines in 1941 and they were liberated in 1945
- 1946 the Philippines had their independence and they had become a Republic.

English

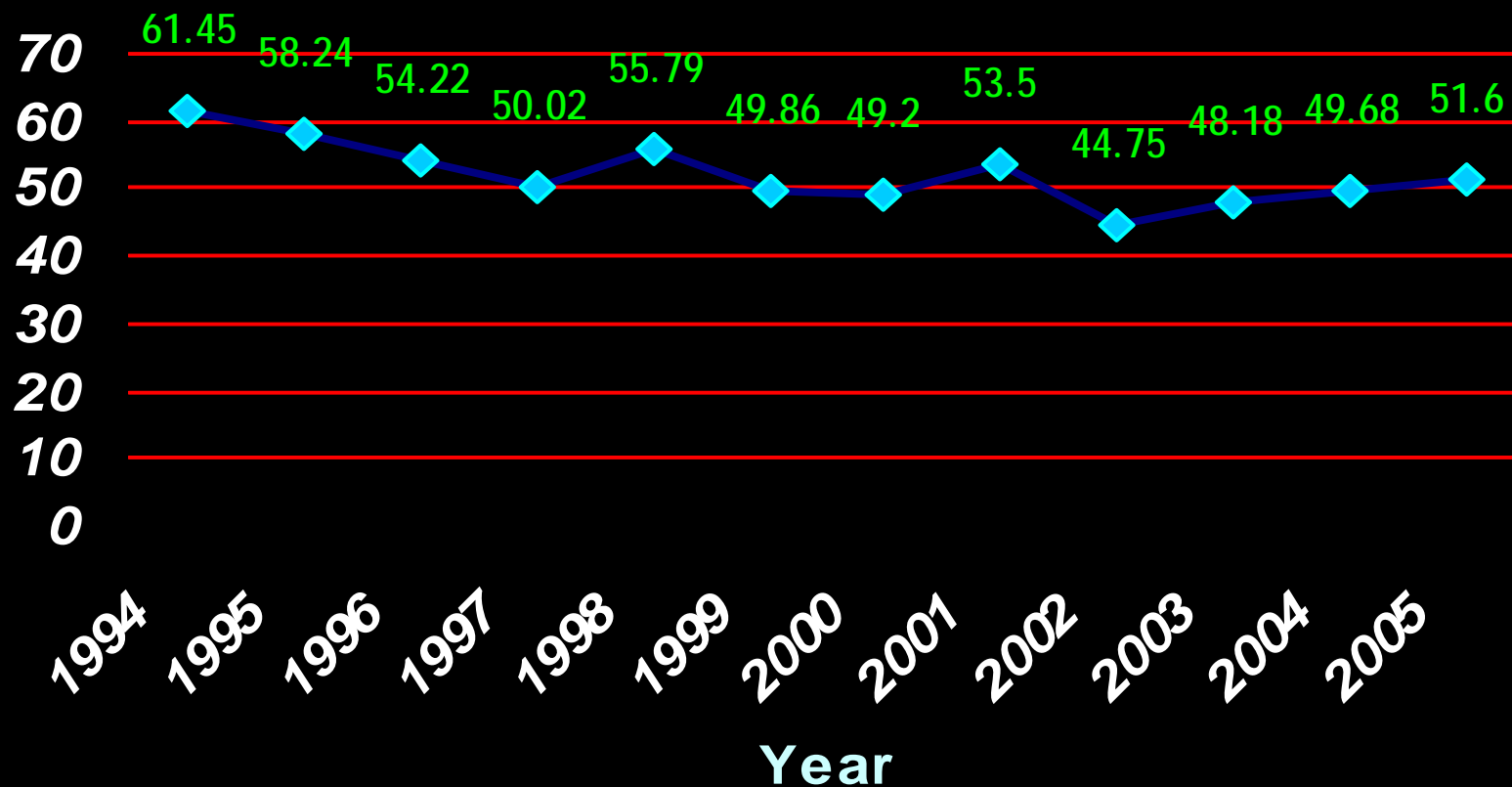
- ***Total of 49.5 m English-speakers***
 - ***3.4 million Filipinos using English as a first language***



The Philippine Education Structure



Nursing Licensure Board Passers



—◆— *board passers*

Source Dr. Galvez Tan

Hiring by the Numbers

- **550+ resumes**
 - Resumes already reduced by Recruiter
- **170 hires**
- **90 job offers**
- **80 new nurses**
- **Visa Retrogression**
 - USA



Verifying Qualifications

- A 30 minute test to verify: nursing; reading; and math used in the administration of medications
- A 45 minute interview by a front-line nurse manager following an “Interview Guide and Clinical Questions” which:
 - reviewed professional qualifications
 - clinical experience and its transferability
 - assessed clinical skills through critical thinking questions
 - discussed with the candidate their expectations and preferred area of work
- Consultation with the SRNA Registrar

Coming to Canada – A Passport for Economic Improvement

- In the Philippines, nurses would:
 - earn approximately 15% to 25%
- 43% of RNs not employed as Nurses.

Canada is viewed as a place of endless opportunity for both the workers and their families.

Philippines Remittances Way Up

- Inflows in February were \$1.3 billion up 16% in one year.
- Remittances from over eight million Filipinos (10 percent of the population)



BRIDGING THE LABOR SUPPLY AND DEMAND GAP

HRD INITIATIVES



Labor Supply



Right Quantity

Right Quality

Real Time Delivery

**GLOBAL FILIPINO
CITIZEN WORKER**



Labor Demand



HRD INITIATIVES



The University of the Philippines Los Baños

Average Passing Rate (%) in Licensure Examinations

Field	University of the Philippines Los Baños	National Average
Agriculture	97.5	20.00
Agricultural Engineering	96.2	52.8
Forestry	96.0	41.4
Veterinary Medicine	83.2	48.2
Nutrition	98	51.8



Nuanced Recruitment

- A recruiter you can trust
 - (30+ to obtain 4)
- Be explicit about skill set
- Be explicit about English skills
 - (spoken and written)
- Be explicit about education and work experience

Ethical Recruitment

- Surplus in the Philippines
- No Fees to be recruited
- Give back program
 - Aimed at Education or Healthcare

Temporary Foreign Worker Recruitment

Employee Name:	Canadian Employer Name:
Date of Birth:	HRSDC Job Confirmation Number:
Position Applied For:	

Employment History Related to Intended Occupation in Canada

Employer:	Supporting Documentation	Verified by Recruiter	
Job Title:	<input type="checkbox"/> Reference Letter <input type="checkbox"/> Pay Stubs <input type="checkbox"/> Tax Documents	<input type="checkbox"/> Yes	<input type="checkbox"/> No
From: To:		<input type="checkbox"/> Yes	<input type="checkbox"/> No
		<input type="checkbox"/> Yes	<input type="checkbox"/> No
Employer:	Supporting Documentation	Verified by Recruiter	
Job Title:	<input type="checkbox"/> Reference Letter <input type="checkbox"/> Pay Stubs <input type="checkbox"/> Tax Documents	<input type="checkbox"/> Yes	<input type="checkbox"/> No
From: To:		<input type="checkbox"/> Yes	<input type="checkbox"/> No
		<input type="checkbox"/> Yes	<input type="checkbox"/> No

Recruitment Agency Used
Name: _____ Address _____

Canadian Embassy in Manila

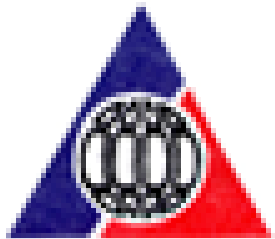
Visas for temporary workers:

- **FIRST COME, FIRST SERVED**
- **PROCESSING TIMES**
 - We are currently processing cases which were submitted 10 weeks ago.
- **PROCESSING TIPS**
 - Accurate and complete information
 - A letter explaining every step that was taken

POEA

Core Functions:

- **Industry Regulation**
 - Issues license to engage in overseas recruitment
- **Employment Facilitation**
 - Accredits/ registers foreign principals and employers
- **Worker's Protection**
 - Intensifies public education and information campaign
 - Conducts Pre-Deployment Orientation Seminars



**Philippine
Overseas
Employment
Administration**

☺ Well Worth the Effort ☺

- Though the process takes time, and the rules are numerous, the results are well worth it.
- The Filipino people are kind, respectful, giving and family-oriented.
- Strong work ethic.
- Very loyal

= *Positive feature for the employer and Canada*

