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
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 handout)
- 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

Pre-School

Compulsory Primary/Elementary

Secondary

Post-Secondary Middle Education/Vocational Technology

Pre-baccalaureate

4-year Degree Program

5-year Degree Program (Architecture and Engineering and Technology Programs)

6-year Degree Program (Some Medical Allied Programs)

Graduate Education

Master's

Doctorate

Post-Doctorate

Post-Baccalaureate

Length of Year

Carlos Juan Paolo L. Vega
University of the Philippines Los Baños
Nursing Licensure Board Passers

Year

1994 61.45
1995 58.24
1996 54.22
1997 50.02
1998 55.79
1999 49.86
2000 49.2
2001 53.5
2002 44.75
2003 48.18
2004 49.68
2005 51.6

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)

Source: Central Bank
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

Milagros Dava-Hernandez
Deputy Director General
Technical Education and Skills Development Authority
The University of the Philippines
Los Baños

Average Passing Rate (%) in Licensure Examinations

<table>
<thead>
<tr>
<th>Field</th>
<th>University of the Philippines Los Baños</th>
<th>National Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>97.5</td>
<td>20.00</td>
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<tr>
<td>Agricultural Engineering</td>
<td>96.2</td>
<td>52.8</td>
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<tr>
<td>Forestry</td>
<td>96.0</td>
<td>41.4</td>
</tr>
<tr>
<td>Veterinary Medicine</td>
<td>83.2</td>
<td>48.2</td>
</tr>
<tr>
<td>Nutrition</td>
<td>98</td>
<td>51.8</td>
</tr>
</tbody>
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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

<table>
<thead>
<tr>
<th>Employee</th>
<th>Canadian Employer</th>
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<tbody>
<tr>
<td>Name:</td>
<td>Name:</td>
</tr>
<tr>
<td>Date of Birth:</td>
<td>HRSDC Job Confirmation Number:</td>
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<tr>
<td>Position Applied For:</td>
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</table>

## Employment History Related to Intended Occupation in Canada

<table>
<thead>
<tr>
<th>Employer</th>
<th>Supporting Documentation</th>
<th>Verified by Recruiter</th>
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</thead>
<tbody>
<tr>
<td>Job Title:</td>
<td>Reference Letter</td>
<td>Yes</td>
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<tr>
<td></td>
<td>Pay Stubs</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>Tax Documents</td>
<td>Yes</td>
</tr>
<tr>
<td>From:</td>
<td>To:</td>
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## Recruitment Agency Used

<table>
<thead>
<tr>
<th>Name:</th>
<th>Address</th>
</tr>
</thead>
</table>

□ No □ Yes □ No □ Yes □ No
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
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