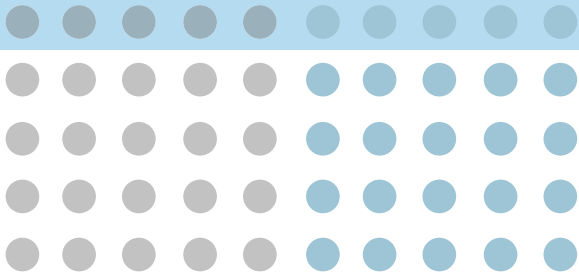




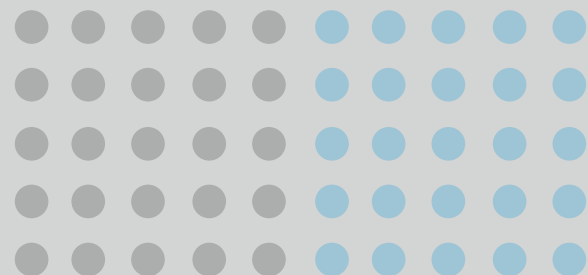
EXCELLENCE

INNOVATION

CREDIBILITY



ANNUAL REPORT 2010/11



# EXCELLENCE INNOVATION CREDIBILITY

## Message from the Executive Director and Board Chair

HealthForceOntario is the province's strategy to ensure that Ontarians have access to the right number and mix of qualified health professionals – now and in the future. As part of that strategy, the Centre for the Evaluation of Health Professionals Educated Abroad (CEHPEA) was established to create a gold standard for assessment and training of internationally educated health professionals.

That was four years ago. We are pleased to report that we have created the largest International Medical Graduate (IMG) assessment and training centre in Canada. Beyond the size and scope of our examinations and educational programs, it is gratifying to hear from our

stakeholders that we have earned a reputation for excellence, innovation and credibility.

We are committed to supporting the province's efforts to increase access to medical professionals, while ensuring that the highest standards are met. Whether it is creating or running examinations or training programs, we constantly evaluate, fine tune and improve our processes, products and services based on best practices and consultations with our partners and clients.

Given our expertise with large-scale written and clinical assessments, we were invited to play a leadership role in

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"Our success has only been possible because of the governance provided by our Board of Directors, the expertise of our partners, the talent of our staff and the funding provided by the Ministry of Health and Long-Term Care. Together we are paving the way for internationally educated health professionals to practice in Ontario and improving access to patient care."

Anne Marie Crescenzi  
Executive Director and CEO

Margaret Nelligan  
Board Chair



# Message from the Executive Director and Board Chair

the National Assessment Collaboration (NAC) to create a process to assess IMGs' medical knowledge and skills and provide a nationally recognized credential. As our General Comprehensive Clinical Examination (CE1) was the largest in the country, we provided a large amount of examination content for the NAC Objective Structured Clinical Exam (OSCE) from our CE1 item bank. The new NAC OSCE, which replaces CE1, was launched in March and CEHPEA will be the biggest test site in Canada. In 2010/11 we also offered written and clinical assessments for seven specialties and ran a test site for the Pharmacy Examining Board of Canada examination.

In addition to ongoing refinements of our assessments and educational programs, we have made many improvements to streamline processes for IMGs. This year we revamped our website to make it easier for applicants to access information about our services and requirements. We also improved the process for retrieving and validating professional credentials by becoming a Licensed User of the Medical Identification Number for Canada and partnering with the Medical Council of Canada Physician Credentials Repository.

We have always responded quickly to ministry directions and the changing needs of our stakeholders and Ontario's health system. As a result, we have often been propelled into new frontiers and asked to come up with creative ideas. Innovation – the process of bringing ideas to life – has become one of our strengths.

Our Pre-Residency Program (PRP) and Orientation to Training and Practice in Canada (OTPC) program were created at the request of Program Directors from Ontario's Faculties of Medicine. These programs, which are unique to Ontario, have been extremely successful and this year, they were taken to the next level with the launch of a new, improved hybrid (classroom and online learning) model for the OTPC program. The new program provides more flexibility, outstanding e-learning modules, discussion forums, polls and real-time feedback. This format has generated a high level of engagement and satisfaction among participants.

In another exciting development this year, we have broadened our focus to work on several major nursing initiatives. We have partnered with Nipissing University as it launches an innovative type of Bachelor of Science in Nursing degree program. Collaborating with the College of Nurses of Ontario (CNO) we created a Quality-Assurance Practice Assessment OSCE for nurse practitioners as part of their continuing competence assessment. We are also working with CNO and the Nursing Secretariat to develop and implement an assessment process for Internationally Educated Nurses (IENs). As the number of IENs is triple the number of IMGs, the scale of these assessments is unprecedented in Canada.

While expanding to new professions, we never lose sight of our core commitment to being a world-class centre for rigorous and objective assessment. Our exams are constructed by our in-house experts working with medical education experts from Ontario's universities and professional colleges. Extensive training is provided for examiners and standardized patients and their feedback, along with candidate evaluations, is solicited every step of the way. We take great pride to ensure that rigorous processes are in place to evaluate and validate the accuracy of testing procedures and the calculation of results. The result is a reputation for unquestioned credibility.

## Our Partners

As we develop our assessments and orientation programs, we have increasingly collaborated and consulted with our partners and stakeholders, including the provincial and federal governments, medical schools, physicians, nurses and allied health professionals. Other key stakeholders include the College of Physicians and Surgeons of Ontario, the Royal College of Physicians and Surgeons of Canada, the Council of Ontario Faculties of Medicine, the College of Nurses of Ontario, HealthForceOntario and other regulatory bodies of the various health professions.

\*If you would like to obtain a copy of CEHPEA's audited financial statements for 2010/11 please send your request to [info@cehpea.ca](mailto:info@cehpea.ca)

# About CEHPEA

The Centre for the Evaluation of Health Professionals Educated Abroad (CEHPEA) is the only organization in Ontario that provides assessment, evaluation and training programs for internationally educated health professionals. With state-of-the-art examination and education facilities in downtown Toronto, CEHPEA is the largest assessment centre of its kind in Canada.

CEHPEA is part of the province's HealthForceOntario strategy to address the shortage of health human resources, including expanding and enhancing services provided to internationally educated health professionals.

Our overall goal is to facilitate entry to training or practice for internationally educated health care professionals. It plays a

dual role - assessing International Medical Graduates (IMGs) to ensure that they meet Canadian standards for training and practice, as well as providing programs to orient candidates to training and practice in Canada.

**VISION:** To facilitate access to a health care career to internationally educated health professionals who want to reside and practice in Ontario, through the provision of evaluation and orientation services.

**MISSION:** To be an integral part of the Ministry of Health and Long-Term Care's health strategy by providing ongoing evaluation and orientation programs for Internationally Educated Health Professionals based on the needs of Ontario's health care system and applicants.

## Facts and Figures

Top 10 countries where CEHPEA applicants received their medical undergraduate degree

13.54%	9.92%	11.33%	13.38%	6.14%	3.93%	3.14%	3.30%	2.99%	2.99%	2008/09
11.82%	11.82%	11.82%	13.51%	4.56%	4.39%	3.04%	3.20%	3.04%	2.70%	2009/10
12.73%	12.73%	12.73%	10.61%	5.30%	5.09%	3.60%	2.97%	2.12%	1.48%	2010/11
India	Iran	Pakistan	Egypt	Iraq	Bangladesh	Nigeria	Romania	Sri Lanka	Russia	

Age distributions of IMG candidates applying to CEHPEA

6.14%	45.82%	35.27%	12.75%	2008/09
7.43%	43.75%	37.50%	11.31%	2009/10
10.82%	40.55%	38.00%	10.61%	2010/11
< 29 years of age	30 - 39 years of age	40 - 49 years of age	> 50 years of age	





# Written and Clinical Assessments: Enhancing IMG Assessments and Expanding to New Professions

The Ontario government, as part of its HealthForceOntario strategy, recognized the importance of internationally educated health care professionals and provided funding to support CEHPEA in becoming the largest International Medical Graduate (IMG) assessment centre in Canada. In a few short years, CEHPEA has created a world-class centre for rigorous and objective assessment. Several factors have contributed to our success.

"We have always taken great care to evaluate and validate the accuracy of the testing processes and the calculation of results," says Dr. Murray Urowitz, CEHPEA's Director of Health Professional Affairs. "It is extremely gratifying that our assessments have earned a reputation for unquestionable credibility, providing medical schools with important information to help them select the best candidates."

Committed to excellence and precision in testing, we are constantly fine-tuning our examination content and processes

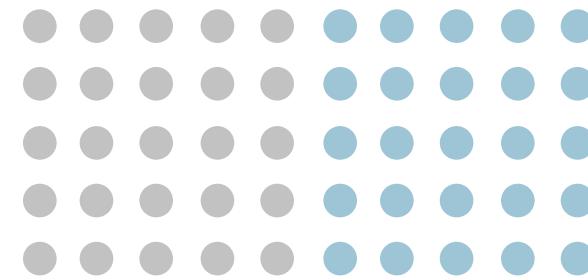
based on evaluation reports and input from candidates, examiners and participants. As well, we collaborate and consult with our partners and stakeholders every step of the way as we develop our assessments.

In addition to our external examiners and in-house examination experts, our Standardized Patient Program is critical to the success of our clinical examinations.

As well, CEHPEA's unique facilities were designed specifically to accommodate large-scale written and clinical examinations. Our state-of-the-art examination and education centre occupies more than 50,000 square feet in downtown Toronto.

"All these factors result in a sophisticated, documented assessment system that runs very smoothly," says Marla Nayer, PhD, CEHPEA's Director of Assessment Operations.

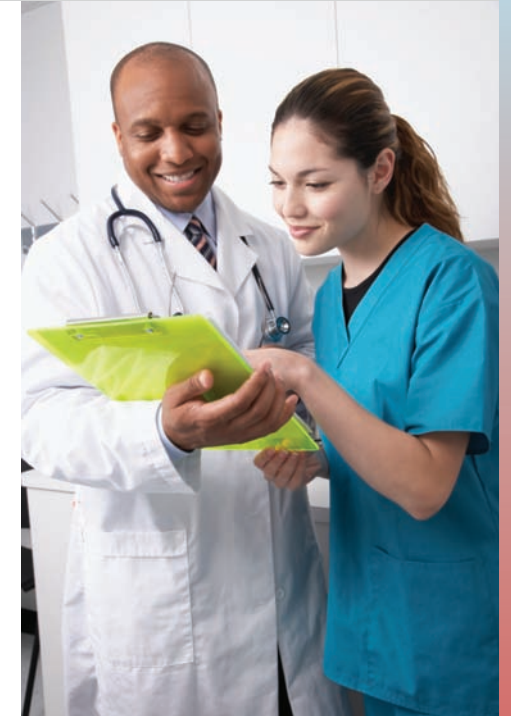
Based on our experience running large-scale clinical and written examinations we were able to play a leadership role in



the development of a new, National Assessment Collaboration (NAC) Objective Structured Clinical Exam (OSCE) for IMGs and will be the largest test site in Canada.

CEHPEA's core business originally focused on examinations to assess International Medical Graduates' (IMGs) readiness to train and practice in Ontario. We have continued to refine and grow that part of our business, while applying our assessment expertise to other professions.

We have also significantly expanded our focus through several new initiatives and partnerships, including: planning for the development of an assessment process for Internationally Educated Nurses; creating a Quality-Assurance Practice Assessment OSCE for nurse practitioners; partnering with Nipissing University School of Nursing on an innovative new delivery for BScN education; and, becoming a test site for the Pharmacy Examining Board of Canada examination.



2010/11 Highlights

- Developing an assessment process for Internationally Educated Nurses (IENs) with the College of Nurses (CNO) and the Nursing Secretariat of the Ministry of Health and Long-Term Care
- Working with CNO to create a Quality-Assurance Practice Assessment OSCE for nurse practitioners
- Partnering with Nipissing University's School of Nursing on a new delivery system for BScN education
- Playing a leadership role in the development and launch of a national clinical assessment (NAC OSCE) for IMGs
- Operating the largest test site in Canada for the NAC OSCE
- Running written and clinical exams for seven specialties
- Facilitating retrieval of IMGs' professional credentials
- Running a test site for the Pharmacy Examining Board of Canada examination

"It is extremely gratifying that our assessments have earned a reputation for unquestionable credibility, providing medical schools with important information to help them select the best candidates."

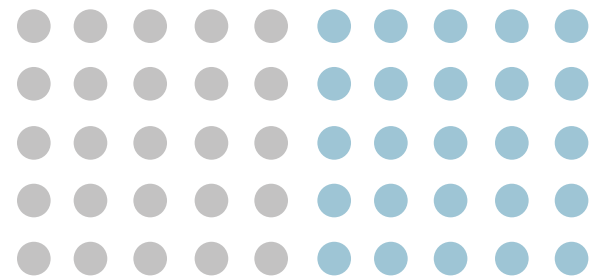
Dr. Murray Urowitz  
Director of Health Professional Affairs



"Many factors have resulted in a sophisticated, documented assessment system that runs very smoothly."

Marla Nayer, PhD  
Director of Assessment Operations





## Refining and Increasing Assessments for IMGs

Ontario absorbs more International Medical Graduates (IMGs) than all other provinces combined. Even so, the process is extremely competitive.

Through large-scale written and clinical exams, CEHPEA assesses the skill level of internationally educated health professionals and their readiness for practice in Ontario. CEHPEA's standardized evaluations ensure that IMGs meet the standards for Canadian training and practice, enables them to compare their clinical competencies with those of Canadian medical graduates and improve their chances of obtaining residency positions.

While other provinces mostly focus on assessment of fully-trained physicians, Ontario (through CEHPEA) provides assessments of IMGs across the entire spectrum of readiness, ranging from candidates with no prior experience, to those with partial training and practice experience, to physicians that have years of medical practice experience in another country.

CEHPEA assesses IMGs to determine their preparedness for the following levels of postgraduate medical education:

- 1) Entry-Level Training (PGY1 – first year of postgraduate training in Family Medicine or Specialty Residency Program)
- 2) Advanced Specialty Training (PGY2 – second year of postgraduate training in a Specialty Residency Program)
- 3) Practice Ready Assessment – six month assessment in a supervised clinical setting



## Fast Facts

### Examinations Conducted by CEHPEA in 2010/11

In total, 522 IMGs participated in examinations offered by CEHPEA from April 1, 2010 to March 31, 2011. CEHPEA conducted:

- 7 Clinical Exams (CE1) in the Family Medicine Stream
- 1 Clinical Exam (NAC OSCE) in the Family Medicine Stream
- Specialty Written Exams (SWE) for Anesthesia, General Surgery, Internal Medicine, Obstetrics/Gynecology, Orthopedic Surgery and Pediatrics
- Specialty Clinical Exams (CE2) for Anesthesia, General Surgery, Internal Medicine, Obstetrics/Gynecology, Ophthalmology, Orthopedic Surgery and Pediatrics
- Surgical Skills Exams for General Surgery, Obstetrics/Gynecology and Orthopedic Surgery

## Assessing Readiness for Entry-Level Training

The backgrounds of International Medical Graduates seeking residency in Ontario are diverse and until March, 2011, CEHPEA's General Comprehensive Clinical Examination (CE1) provided Program Directors of Ontario's Faculties of Medicine with important information to assist them in selecting candidates for residency. The CE1 was an Objective Structured Clinical Exam (OSCE) that tested clinical skills with emphases on communications, data collection, management and professional skills.

The CE1, which was unique to Ontario, was initially offered once a year but the number of exams offered by CEHPEA has increased over the years and in 2010/11, seven examinations were held with a registration of 403 candidates. By comparison, most provinces offer a similar assessment once a year.

The CE1 was by far the largest and most comprehensive in the country. CEHPEA's Executive Team played a leadership role in

the National Assessment Collaboration (NAC) to create a national process to accurately and efficiently assess IMGs' medical knowledge and skills and ensure more mobility for IMGs with a nationally recognized credential. As well, CEHPEA provided a large amount of the examination content for the NAC OSCE from its CE1 item bank.

The NAC OSCE was formally launched on March 19, 2011. The NAC OSCE assesses the readiness of an IMG for entrance into a Canadian residency program. It is a national, standardized examination that tests the knowledge, skills and attitudes essential for entrance into postgraduate training in Canada.

The NAC OSCE is expected to replace all current OSCE examinations (including CEHPEA's CE1) in provinces with active IMG assessment programs. In 2011, CEHPEA remains the largest test site in Canada and will be administering four NAC OSCEs.

## What is a NAC OSCE?

The National Assessment Collaboration's (NAC) Objective Structured Clinical Exam (OSCE) is a "hands-on" examination that simulates typical clinical scenarios where standardize patients are trained to portray patients with specific problems. Candidates are assessed for language usage and proficiency, clinical skills as well as basic knowledge of therapeutic management of common complaints.

The examination includes problems in medicine, pediatrics, obstetrics and gynecology, preventive medicine and community health, psychiatry and surgery. At each station, a physician examiner observes and assesses performance while the candidate interacts with the standardized patient.

The NAC OSCE is intended to help rank IMGs who apply to individual Canadian medical school postgraduate programs.

Passing this examination does not guarantee a training position in Canada, but rather provides feedback to the program directors who are selecting trainees on the strengths and weaknesses of the individuals who take this examination.

All candidates are, at a minimum, required to have passed the Medical Council of Canada Evaluating Examination (MCCEE) before being eligible to take the NAC OSCE. The Canadian Resident Matching Service (CaRMS) is accepting NAC OSCE results as part of match application packages.

The NAC OSCE is not a prerequisite to obtain the Licentiate of the Medical Council of Canada. However, depending on the provincial IMG assessment program, a pass result on the NAC OSCE may be a prerequisite for eligibility for residency training programs.



## About the National Assessment Collaboration

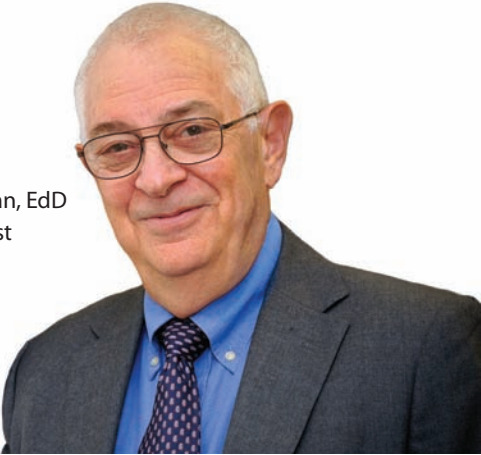
The National Assessment Collaboration was established to create a national assessment process to accurately and efficiently assess IMGs' medical knowledge and clinical skills which would be acceptable to all jurisdictions in Canada and would ensure more mobility for IMGs with a nationally recognized credential.

The National Assessment Collaboration is comprised of Health Canada, the Medical Council of Canada, the provincial and territorial governments, the seven regional IMG assessment programs (including CEHPEA for Ontario), the provincial and territorial medical colleges, the Federation of Medical Regulatory Authorities of Canada, the Association of Faculties of Medicine of Canada, the Royal College of Physicians and Surgeons of Canada and the College of Family Physicians of Canada.

The Collaboration was first focused on creating a national clinical OSCE examination (Objective Structured Clinical Examination) and struck an OSCE test committee to lead this initiative. Arthur Rothman, EdD, psychometrician consultant

for CEHPEA was chosen as the first chairman of this committee. The Medical Council of Canada serves as the central coordinating and administrative body to standardize the development, measurement and administration of the OSCE assessment process. However, the examination is being administered locally by the provincial test centres. In Ontario the assessment is delivered by CEHPEA.

Arthur Rothman, EdD  
Chair, OSCE Test  
Committee



## Facilitating Retrieval of IMGs' Professional Credentials

### Partnership with PCRC Streamlines Application Process

In order to facilitate the 2011 application process for candidates, CEHPEA has partnered with the Medical Council of Canada Physician Credentials Repository (PCRC) for the verification of international medical credential documents. This service is designed to reduce duplication of effort by gathering, verifying and permanently storing credentials in a centralized repository so that IMGs don't have to constantly reproduce credentials wherever they go.

PCRC provides a national standardized approach to verification of IMGs' credentials. PCRC also serves as a permanent electronic repository for physicians' credentials such as Medical Degrees, Medical Degree Transcripts, postgraduate training certificates, specialty certificates, and medical licensure/registration certificates. Supporting documents such as translations, proof of name change documents, identity documents, etc., and MCC examination

results documents may also be stored in the repository. Once medical credentials and supporting documents are registered with PCRC, candidates can choose to share these documents with any of the organizations registered with PCRC, including CEHPEA.

### CEHPEA Becomes a Licensed User of MINC

In another new development this year, CEHPEA became a Licensed User of the Medical Identification Number for Canada (MINC). MINC is a nationally-recognized unique lifetime identifier system, developed to identify every individual in the Canadian medical education and practice systems. MINCs are issued by a federally-incorporated not-for-profit organization owned by the Federation of Medical Regulatory Authorities of Canada and the Medical Council of Canada. Once assigned, a MINC remains unchanged throughout the individual's entire medical career.

## Assessing Readiness for Advanced-Level Training

International Medical Graduates (IMGs) who have experience as physicians in other countries may be able to apply for Advanced Specialty Training and Practice Ready Assessment (PRA).

Advanced Specialty Training (PGY2) refers to the second year or more advanced years of postgraduate training in a specialty residency program. IMGs entering at an advanced level have been assessed as requiring between one and four years of training in order to meet the registration requirements to practice in Ontario.

Practice Ready Assessment (PRA) allows physicians, with previous practice experience in another country, to undergo a six-month assessment in a supervised clinical setting to determine whether or not they need further training or are ready to enter directly into practice. Upon successful completion of the PRA, they are considered practice ready and can apply for registration to practice medicine in Ontario. This assessment yields huge benefits by fast-tracking the process, saving time and money and increasing the number of qualified specialists in the province.

CEHPEA provides the following assessments to test candidates' appropriateness for the PGY2 or PRA levels in the specialty stream:

- Specialty Clinical Examinations (CE2)
- Specialty Written Examinations (SWE)
- Surgical Skills Assessment at the University of Toronto's Surgical Skills Centre at Mount Sinai Hospital



## About the Surgical Skills Assessment

Working in partnership with the University of Toronto Surgical Skills Centre at Mount Sinai Hospital, CEHPEA runs practical assessments for general surgery, obstetrics/gynecology and orthopedic surgery specialties. The Centre provides a laboratory setting where basic and complex surgical procedures can be learned, practiced and assessed. CEHPEA chooses stations from the Centre's bank then revises the stations, checklists and rating scales to suit the evaluation requirements of the specific specialty as well as CEHPEA assessment processes and rating scales, which are consistent across the examinations. The Surgical Skills Assessment provides an opportunity for IMGs to demonstrate their technical skills and examiners to assess their level of practice as compared to Canadian standards.

"We have a great relationship with CEHPEA and working with Marla Nayer and her assessment team is fantastic," says Surgical Skills Centre Manager Lisa Satterthwaite.

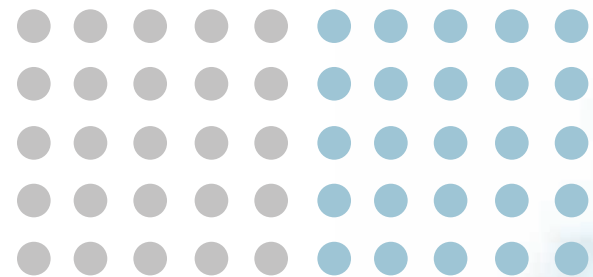
### Advanced Specialty Assessments Offered by CEHPEA

SWE	✓	✓	✓	✓	✓	✓	✓
CE2	✓	✓	✓	✓	✓	✓	✓
SSA		✓		✓		✓	
	Anesthesia	General Surgery	Internal Medicine	Obstetrics/Gynecology	Ophthalmology	Orthopedic Surgery	Pediatrics

(SWE): Specialty Written Examinations

(CE2): Specialty Clinical Examinations

(SSA): Surgical Skills Assessment



## Expanding Our Scope: A New Focus On Nursing



This has been a year of major expansion as we have broadened our focus to work on several major nursing initiatives in partnership with the Nursing Secretariat of the Ministry of Health and Long-Term Care, the College of Nurses and Nipissing University's School of Nursing.

## Developing a New Assessment Process for Internationally Educated Nurses

In an exciting new direction, CEHPEA has been asked to develop and implement an assessment process for Internationally Educated Nurses. "With the numbers of Internationally Educated Nurses roughly triple the number of International Medical Graduates, the scale of these assessments is unprecedented in Canada," says Anne Marie Crescenzi, CEHPEA's Executive Director and CEO.

This project was initiated by the College of Nurses of Ontario and approved by the Ministry of Health and Long-Term Care this year. We are working collaboratively with our nursing partners to develop the written and clinical (OSCE) assessments for nurses educated abroad.

Currently, if nurses abroad graduated from accredited and recognized nursing schools, they could be given the go-ahead by the College to write the Canadian Nursing Registration Examination. If this route is not an option, nurses may be required to go to bridging programs before earning the right to take the national licensing exams.

In the future Internationally Educated Nurses will be able to attend CEHPEA directly for assessment and then on to the licensing exam.

"It is a very positive move," says Anne Marie Crescenzi. "Once the assessments are up and running, candidates will know much sooner if they can access the exams."

"With the numbers of Internationally Educated Nurses roughly triple the number of International Medical Graduates, the scale of these assessments is unprecedented in Canada."

Anne Marie Crescenzi, Executive Director and CEO, CEHPEA

## Creating an OSCE-Style Assessment for Nurse Practitioners

We have been collaborating with the College of Nurses of Ontario (CNO) to develop an ongoing Quality Assurance Practice Assessment OSCE for nurse practitioners in the province. The pilot was completed on June 1, 2011 and the launch is planned for early 2012. The OSCE is one part of CNO's continuing competency assessment for nurse practitioners, which also includes an Objective Test, a Chart Review and Interview Assessment.

"We selected CEHPEA to partner in this project because it has the experience and infrastructure to conduct this evidence-based, standardized assessment process," says Janet Anderson, RN, CNO's Manager of Quality Assurance in the department of Practice and Regulatory Policy.

CEHPEA worked with CNO experts to identify the competencies they wanted to assess, developed the blueprint

and helped them to develop OSCE stations. The stations have all been put through a very strong development process. Two standardized patients were trained and a nurse practitioner was brought in to go through the stations. These field tests involved the newly appointed Chief Examiner, a nurse practitioner, observing participants going through the stations. After making further refinements, another group of nurse practitioners went through the stations in a group format, providing feedback on content as well as ensuring that the scoring tool worked as required.

"This has been a very exciting initiative as together, we developed the OSCE from scratch," says Marla Nayer, PhD, CEHPEA's Director of Assessment Operations. "I am very impressed that the College is doing a clinical assessment of a clinical role. It has created a particularly rigorous process."

"We selected CEHPEA to partner in this project because it has the experience and infrastructure to conduct this evidence-based, standardized assessment process."

Janet Anderson, RN, Manager of Quality Assurance, CNO

## Partnering with Nipissing University on a New Delivery for BScN Education

We are pleased to announce that we have partnered with Nipissing University as it launches a new type of Bachelor of Science in Nursing degree program (BScN) in September 2011. It is an accelerated, two-year, second degree program, based on an apprenticeship model with clinical placements at five Toronto teaching hospitals and Toronto Public Health. CEHPEA will be providing classroom and examination space.

"CEHPEA provides a professional environment for learning and testing with its examination rooms and Standardized

Patient Program," says Leeann Whitney, BScN, MAEd, and Program Manager for New and Emerging Nursing Programs at Nipissing University in North Bay. "They have been excellent at communicating with us and understanding our needs and have been extremely open to this innovative apprenticeship program, which is the first of its kind in Ontario."

Graduates of the program will be able to apply to sit for the Canadian Registered Nurse Examination.

"CEHPEA provides a professional environment for learning and testing with its examination rooms and Standardized Patient Program."

Leeann Whitney, BScN, MAEd, Program Manager, Nipissing University



## Education Programs: Helping IMGs Make the Transition to Practice in Ontario

Integrating qualified and competent International Medical Graduates (IMGs) into Ontario's medical system helps to improve access to health care for Ontarians. Recognizing that they are a great resource, for the past 20 years Ontario has actively committed to increasing the number of internationally educated health professionals and absorbs more IMGs than all other provinces combined. CEHPEA provides education programs to help IMGs make the transition to practice in Ontario through our Pre-Residency Program (PRP) for Family Medicine Residents and the Orientation to Training and Practice in Canada Program (OTPC) for specialty residents.

### Orienting IMGs to Canada's Patient-Centred Medical Culture

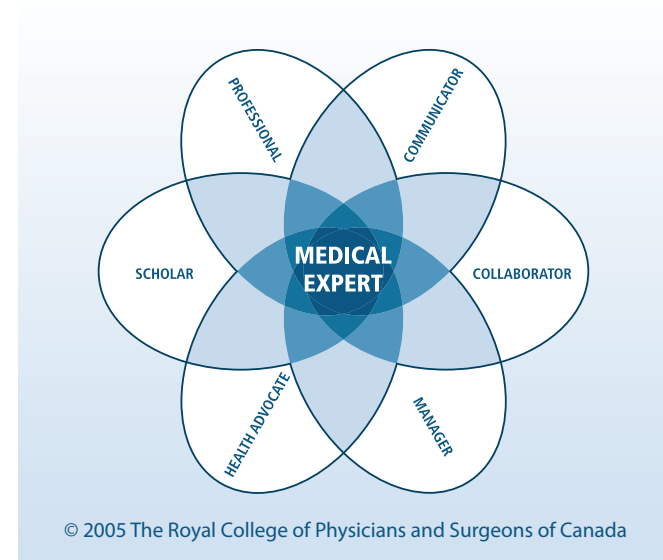


Dr. Murray Urowitz

"Until recently, the traditional health care delivery system around the world has been very doctor centred," says Dr. Murray Urowitz, CEHPEA's Director of Health Professional Affairs. In other words, the doctor has the knowledge to make a diagnosis, prescribes treatment and conveys that information to the patient and the patient does what the doctor says. The Canadian medical culture is very different. For the last two decades or more it has been very patient centred. "This is a major paradigm shift for many International Medical Graduates and our orientation programs help them to understand that patients want doctors to communicate frequently and clearly and expect them to collaborate with other components of the health system."

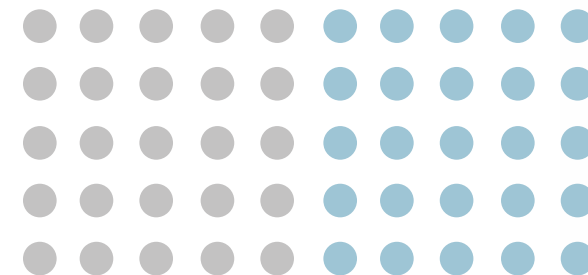
### Building on the CanMEDS Framework

Both the PRP and OTPC programs are firmly grounded in the CanMEDS Framework (2005) which was developed by the Royal College of Physicians and Surgeons of Canada. Each session in our education programs is linked to one or more of the corresponding roles or competencies.



"Our orientation programs stress the non-medical competencies," says Dr. Urowitz. "We assume the medical expertise is already there as candidates have already graduated from medical school. The CanMEDs Framework outlines the competencies for a physician in addition to the medical expert role. The other competencies are often called "softer" skills. But soft should not imply not important."

According to Dr. Salvatore Spadafora, Vice Dean, Postgraduate Medical Education, Faculty of Medicine at the University of Toronto, physicians face quite a complex matrix of interaction.



"For example, there are individuals we treat, individuals who are members of the team and then there is the intricate complexity of interactions with the various parts of the hospital system, the community in general, other agencies and allied health professionals. So for a person who is new to the system, being able to pick up on these subtleties and sometimes minimal cues, CEHPEA's education programs help you navigate the system and get the most out of the learning environment."

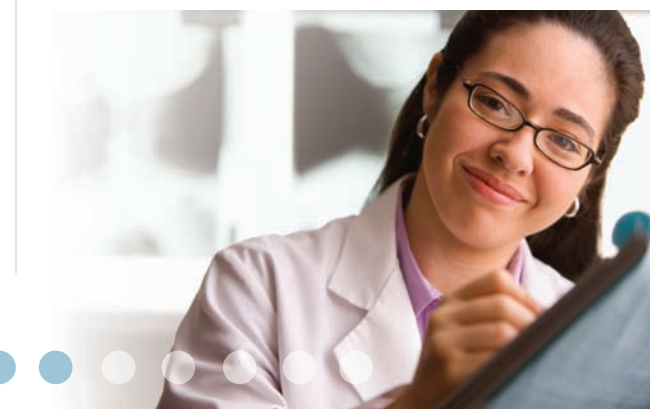
### A Student-Centred Approach to Training

While CEHPEA's education programs are committed to a patient-centred approach, our education experts are also committed to a student-centred approach.

"It is our intention that our programs are both enriching to each individual's unique education, knowledge, skills, training and in some cases, previous practice," says Marie Rocchi, BScPhm, MEd, CEHPEA's Director of Educational Programs. "We are very responsive and adaptive and are continually trying to improve – even while the programs are in session. It is very important that each participant's experience be relevant and meaningful."

### A Year of Innovation and Renewal

- New Director of Educational Programs appointed
- Curriculum renewed for PRP and OTPC
- Designed innovative new ways to deliver education programs
- Launched new hybrid (classroom online) OTPC program



### Participation in CEHPEA's Education Programs





## Family Medicine Pre-Residency Program (PRP)

A few years ago, Program Directors from Ontario's Faculties of Medicine realized that a significant number of International Medical Graduates (IMGs) seemed to be experiencing difficulty with the transition into training. Responding to that need, CEHPEA developed the Family Medicine Pre-Residency Program (PRP) and it is now a mandatory orientation for all IMGs who are accepted in an Ontario Family Medicine residency program.

Phase 1 consists of six weeks of educational sessions and patient simulations. A variety of committed and experienced medical educators work closely with standardized patients to

provide participants with an experiential learning experience with simulation. A strong foundation in Phase 1 is critical for the success of IMGs in Phase 2, which involves seven weeks of on-site clinical rotations at the sites where they been assigned for their two-year residency program. They are paired up with mentors (residents that are already in the program) to observe the life of a resident and are given an orientation to all areas in which they will work. In the coming year we will be meeting with Program Directors to undertake a curriculum review in the light of the changing demographics of our student body.

## Orientation to Training and Practice in Canada (OTPC)

Given the success of the Pre-Residency Program for Family Medicine, University Program Directors asked CEHPEA to create a similar program for IMGs accepted into residency positions for other specialties.

The Orientation to Training and Practice in Canada was created in February 2009 as an intensive preparatory program for IMGs who are accepted into the first year of postgraduate training in specialty residency positions at Ontario medical schools. The program addresses key competency areas while giving candidates a safe environment to hone their skills before residency.

"The OTPC program provides so many opportunities on so many levels whether it be scholar or medical expert or collaborator or any of those competencies that we now think are really important as part of residency training," says Dr. Shobhan Vachhrajani, an OTPC instructor who is a 7th year neurosurgery resident and PhD candidate in clinical epidemiology at the University of Toronto.

Dr. Shobhan Vachhrajani  
OTPC Instructor



Participants are a very diverse group representing many different specialties and a variety of backgrounds. Some have lived and trained in other countries, while others are Canadians educated abroad. Some are fresh out of school, while others may have had years of practice in their countries.

"Subjectively I believe that since we have had the orientation program, IMGs have come to training with an 'edge,'" says Dr. Salvatore Spadafora, Vice Dean, Postgraduate Medical Education, Faculty of Medicine at the University of Toronto. "They have more knowledge of the system than those that came before the program was in place. They can adapt to the complexity of the training environment just a little bit faster and the quicker you can adapt to a new and complex environment, the quicker you can get on with very intense learning."

### Designing Innovative Ways to Deliver OTPC

In an exciting new development this year, CEHPEA introduced online learning to the OTPC program. This was in response to Program Directors and previous participants that asked that the program be more flexible, given major time constraints and logistical challenges facing residents as they prepared for their residency programs. As a result, the curriculum was revamped and a number of classroom sessions were transferred to the online environment.

"Cohort 11A", the inaugural class  
of the hybrid OTPC online/  
classroom session.





In developing the online modules, CEHPEA chose sessions that were delivered in the classroom and produced high-quality video lectures. Each module begins with a link to the CanMEDS framework followed by the module's learning objective. Viewers can then watch a video lecture, replaying or pausing if interrupted. Each module has a post-test assessment so that participants can measure their mastery of the material. There are also additional resources to enrich the content such as article, papers and links to websites.

#### Launching the "New and Improved" OTPC Program

The first session of the new, compressed three-week hybrid model (classroom and online) was launched in June 2011 with "Cohort 11A." It was designed to deliver the program effectively and efficiently, while creating more opportunities for engagement. Many lectures are interactive in nature and some include experiential learning with standardized patients.

The first week focuses on *Professional Identity and Organizations* including patient-centered practice and the IMG's relationship with various organizations. Week 2 explores the *Healthcare Team and Training Environment*, with an emphasis on interprofessional collaboration, conflict resolution, ethical and legal situations, and boundary issues. The last week focuses on *Communities and Society*, including topics such as family violence, elder abuse, mental health and First Nations.

"The program is a true immersion in Canadian practice expectations," says Marie Rocchi, CEHPEA's Director of Educational Programs. "It is our intention that the program is both enriching to each individual's unique education, knowledge, skills, training and in some cases, previous practice, as well as enlightening – highlighting areas where perhaps some development is needed."

The new model offers many benefits for the learners. For one thing, it is more convenient. IMGs now have a choice of four different starting dates, rather than the customary two previously offered. As well, they receive their first or second choice of session, allowing them to attend their medical school activities and take care of personal tasks such as relocating to a new city. The online modules, which are integrated with weekly classroom sessions, can be completed at times that are convenient for their schedules.



OTPC Candidate Experience:  
Dr. Bola Sogbein

Dr. Sogbein, who is originally from North Bay, completed his undergraduate degree at the University of Western Ontario, his PhD at McMaster University and his medical training at the University of Sydney in Australia. He completed the inaugural, blended OTPC program and is starting a residency in Nuclear Medicine at the University of Ottawa in July.

"This program provides an excellent opportunity for networking with future colleagues. It was exceptionally well organized and relevant with respect to understanding our new role within the CanMEDS framework, and attempted to address the unique needs and learning perspectives of specialist trainees. OTPC gave us the opportunity to gauge our current strengths and weaknesses - effective communication for example - while providing opportunities for self-reflection and constructive criticism/evaluation by our colleagues in a collegial and non-threatening environment. Additionally, for IMGs lacking familiarity with the Canadian system of medical education and practice, the OTPC program provides the necessary tools to supplement core medical knowledge with the softer skills necessary to maintain a patient-centered approach."

The online component also stimulates a high degree of engagement and satisfaction. Although the online learning is intended to be completed by an individual, it includes forums within each module so that students can discuss the content with their peers and in some cases, with the facilitator or expert in the area. It also includes polls on various topics and an opportunity to provide real-time feedback on each module.

"This inaugural group was inspiring to me as an educator," says Marie Rocchi, Director of Educational Programs. "It was a bit of a boot camp as we were tweaking, adapting and building as we went along. This was an ideal cohort to go through this with us. They were very active, full of innovative ideas and didn't complain even though we were developing and refining the program while it was running."

Participants in "Cohort 11A" enjoyed being part of this "incubator in education" and readily engaged in online discussion groups, polls and evaluations and provided input every step of the way.

At the completion of the first blended program, Dr. Sanjay Vashishtha who is starting a residency in pediatrics, spoke on behalf of the class: "We feel gratitude for the respect and hospitality of the CEHPEA staff and admiration for their passion and dedication. We were given lots of opportunities to give feedback and help shape the program and it was wonderful to be involved in the process. All of us have learned a lot and fostered bonds that will last a long time. It has been an interesting journey."

## Introducing CEHPEA's New Director of Educational Programs

Marie Rocchi, BScPhm, MEd has been a faculty member at the Leslie Dan Faculty of Pharmacy at the University of Toronto since 1999. She was initially hired to develop a bridging program for pharmacists educated outside North America. This has now become the acclaimed International Pharmacy Graduate (IPG) Program. During her tenure in the IPG Program until 2007, she oversaw the expansion to satellite campuses at the University of British Columbia and the University of Ottawa. In addition, the program provided academic leadership to a committed team of program staff, lecturers and coordinators. Over 600 IPGs have completed the program and successfully achieved licensure in Ontario. Relationships with key stakeholders (associations, regulators, government and employers) were fostered, resulting in a sustainable, credible and singular program.

Marie has been teaching undergraduate pharmacy students since 2008, and has been responsible for a range of subjects, including health systems, informatics, and professional

Marie Rocchi, BScPhm, MEd  
Director Of Educational Programs, CEHPEA





## CEHPEA's New Director of Educational Programs

practice in a variety of settings (lecture, laboratory, experiential and online).

She has been voted Teacher of the Year on three separate occasions. Continuing her work in the access sector, she was responsible for the development and delivery of an interprofessional pan-Canadian course for internationally educated healthcare professionals (Orientation to the Canadian Healthcare System, Culture and Context) that has been widely disseminated in many provinces and professions, and continues to be offered in Ontario online and onsite through the Faculty of Pharmacy's Continuous Professional Development Office.

Recently, Marie has developed interprofessional and inter-institutional online courses in Development Disabilities for

health sciences students, and on Surge Capacity for healthcare professionals at five Toronto-area hospitals. With an undergraduate pharmacy degree and a Master's degree in education and instructional design, Marie is committed to effective and engaging learning environments no matter the delivery method or audience, and does so with expertise and unbridled enthusiasm. She espouses a model of originality, collegiality and collaboration in design based research, and has undertaken innovation in the area of serious games and electronic portfolios in her educational practice.

Marie practices pharmacy in both community and hospital settings, and volunteers as a pharmacy preceptor for the IMAGINE Clinic, a student-run clinic for the homeless in downtown Toronto.

## New Website Makes it Easier to Access Information about CEHPEA

This year we undertook a major revamp of our website, which was launched in the spring of 2011. The new site provides easy access to comprehensive information about our training programs and assessments, including the application process, eligibility requirements, fees and schedules. It also includes important updates for candidates, along with links to an array of helpful resources.

Visit [www.cehpea.ca](http://www.cehpea.ca) to find out more.



# Governance: Our Board of Directors 2010/11

### Margaret Nelligan, Chair

Margaret Nelligan has been a partner with Aird & Berlis LLP since 1989. She is a former practice group leader of the firm's Corporate Finance Group, as well as a member of the Energy, Mergers and Acquisitions and Private Equity and Venture Capital Teams. She practises in the areas of corporate and securities law, including investments for financial institutions and pension plans, mergers and acquisitions, restructurings, public financings, acquisition financings, private placements, proxy solicitations, corporate reorganizations and general corporate work.

Margaret is a former member of the Securities Advisory Council of the Ontario Securities Commission and is an Adjunct Professor at Osgoode Hall Law School. Margaret has also been selected for the Women in the Lead directory, featuring women whose professional expertise and experience recommend them as candidates for corporate board appointments. Recently, she was recognized as a "Woman of Influence" by Women of Influence Inc., a Canadian organization dedicated to the advancement of women.

Margaret has acted as counsel to one of Canada's largest gas distribution utilities, one of Canada's largest pension plans, as well as numerous public and private industrial companies. She regularly advises the boards of directors of public companies on corporate governance and other matters. Margaret is a director of Horizon Utilities Corporation, Ontario's third largest electricity distributor. She is also a director of Alpine Ontario Alpin, the provincial governing body for the sport of alpine ski racing in Ontario.

### Anne Coghlan

Anne Coghlan is the Executive Director and CEO of the College of Nurses of Ontario. The College is the regulatory body for Registered Nurses and Registered Practical Nurses in the province.

Anne has over 25 years of leadership experience in varied professional practice, management, regulatory and educational roles.

Having obtained both her Baccalaureate and Master of Science in Nursing from the University of Toronto's Faculty of Nursing, Anne currently holds an appointment as Adjunct Professor in the Lawrence S. Bloomberg Faculty of Nursing.

She is past President of the Board of Directors of the Federation of Health Regulatory Colleges of Ontario, member of the Board of Directors of the Centre for the Evaluation of Health Professionals Educated Abroad, the International Relations Committee of the Council for Licensure, Enforcement and Regulation, and the Editorial Advisory Board of the Journal of Nursing Regulation.

### Dr. Rocco Gerace

Rocco Gerace was appointed Registrar of the College of Physicians and Surgeons of Ontario in May 2002. Dr. Gerace carries out the Registrar's statutory duties and oversees the College's statutory obligations designated in the Regulated Health Professions Act. He also directs the administrative and financial operations of the College, and the implementation and monitoring of policies set by the Council.

Dr. Gerace graduated from the University of Western Ontario in 1972. He is a fellow of the Royal College of Physicians and Surgeons of Canada in Emergency Medicine.

Prior to his appointment as Registrar, Dr. Gerace was an attending staff physician in the Department of Emergency Medicine at the London Health Sciences Centre and a Professor in the Department of Medicine, Division of Emergency Medicine at the University of Western Ontario. He was also a consulting staff member at the Poison Information Centre at the Hospital for Sick Children in Toronto.

Dr. Gerace is also a Past-President of the Medical Council of Canada.

## Our Board of Directors 2010/11

### Dr. Ken Harris

Ken Harris is currently the Director, Office of Education at the Royal College of Physicians and Surgeons of Canada and Professor Emeritus, Schulich School of Medicine & Dentistry at the University of Western Ontario. Prior to his move to Ottawa he had served as Associate Dean, Postgraduate Medical Education at the University of Western Ontario as well as being the Director of the Education Research and Resource Unit. He also served as Chair, Postgraduate Management Committee of the Council of Ontario Faculties of Medicine.

Prior to his appointment as Associate Dean, Dr. Harris was Chair of the Division of Vascular Surgery, London Health Sciences Centre, and Richard Ivey Professor and Chair of the Department of Surgery, UWO. He has also held positions of Chief of the Department of Surgery at the London Health Sciences Centre and with St. Joseph's Health Care London.

From 2006 until 2009, Dr. Harris has served as Chair of the Postgraduate Education Committee of the Council of Ontario Faculties of Medicine. He was also a member of the Accreditation Committee of the Royal College of Physicians and Surgeons of Canada, on the Board of Directors of the Fowler-Kennedy Sports Medicine Clinic and a member of the Interprofessional Education Working Group of the Ministry of Health and Long-Term Care.

Dr. Harris graduated from Queen's University in 1977. He is a fellow of the Royal College of Physicians and Surgeons of Canada in General Surgery and Vascular Surgery. In 2007 he was awarded the Vicky Blair Vascular Surgery Fellowship and is the recipient of the James IV Association of Surgeons Travelling Fellowship, BCOE Teaching Award and USC Teaching Honour Role.

### Dr. Elena Sourovtsseva

Elena Sourovtsseva is a hospitalist with the Niagara Health System, a position that she has held since 2006. For the past several years, she has volunteered her services to help Canadian families to adopt children abroad. Dr. Sourovtsseva is an active member of the Canadian Foundation for Plastic and Reconstructive Surgery, organizing and leading humanitarian missions to Russia to help children and orphans with congenital and traumatic facial deformities to have hope for the future.

Prior to joining the Niagara Health System, she completed all Canadian and American medical license exams while working as a Physician Leadership consultant at Sunnybrook & Women's hospital in Toronto. In 2004, Dr. Sourovtsseva entered a full Family Medicine residency program at the University of Western Ontario, which she completed in 2006. At the same time, she was actively involved with many volunteer organizations and activities and was an Executive Member of Professional Associations of Interns and Residents of Ontario (PAIRO), advocating on behalf of residents and specifically, International Medical Graduates (IMGs). As a member of the Board of Directors of CEHPEA, Dr. Sourovtsseva hopes to continue to advocate for IMGs and other immigrated health professionals.

Dr. Sourovtsseva has an Honours Bachelor of Commerce and a Masters of Business Administration from the University of Windsor. Prior to immigrating to Canada in 1999, she practiced as a pediatrician in Russia and completed her PhD. Her PhD research explored the pathogenesis of hemolytic-uremic syndrome and the role of coagulation abnormalities in its pathogenesis. The work led to 23 publications and therapeutic changes that contributed to a dramatic reduction in mortality rates for this disease in Russia.

## Our Board of Directors 2010/11

### Dr. Mark Walton

Mark Walton is the Assistant Dean, Postgraduate Medical Education at McMaster University and was appointed to this position in August 2004. He is currently the Chair, Postgraduate Management Committee of the Council of Ontario Faculties of Medicine (PGM:COFM) as well as the national Chair of the Standing Committee on Postgraduate Medical Education for the Association of the Faculties of Medicine of Canada (AFMC). From 2004 to 2010 Dr. Walton was a member of the Royal College Accreditation Committee. He is a member of the Royal College Committee on Specialties. Prior to his appointment as Assistant Dean, Dr. Walton was the General Surgery Program Director for the Department of Surgery at McMaster University.

Since November 2005 Dr. Walton has been a member of the Joint working group on PG Medical Education which involves many of the Postgraduate Deans in Canada and the Provincial Ministries of Health. His research is mainly clinically based however his main focus is one of Undergraduate and Postgraduate Medical Education and clinical innovation.

Dr. Walton graduated from the University of Alberta in 1985. He is a Fellow of the Royal College of Physicians and Surgeons of Canada in General and Pediatric Surgery.

### Steven C. Watts

Steven Watts is a partner in KPMG LLP. He specializes in serving clients in the financial services industry. His clients include Canadian Schedule I and II banks, and leasing and finance companies. Prior to immigrating to Canada in 1998, Steven worked in KPMG's offices in Amsterdam and Dubai.

Steven obtained his Canadian CA and American Certified Public Accountant designations after moving to Canada. He obtained his Bachelor of Commerce designation in Mumbai (Bombay) and Indian CA designation while training with a Big 4 CA firm.

Steven served on the Applications Committee of the Institute of Chartered Accountants of Ontario for eight years. In that role, he helped evaluate the credentials of foreign-trained accounting professionals who were interested in pursuing their Canadian CA designation. Being originally a foreign-trained accountant himself, he was able to bring a unique perspective to the Committee's deliberations as it assessed the relevant work experience and academic qualifications of the applicants. Steven hopes to share the experience he gained while on the Applications Committee with other Board members of CEHPEA.

He is the co-chair of the Islamic Finance Working Group of the Toronto Financial Services Alliance. Steven is also a past mentor under the Toronto Region Immigrant Employment Council's Mentorship Program, a former member of the Finance Committee of Tafelmusik Baroque Orchestra, and past Vice-Chair of the Toronto Chapter of the Institute of Chartered Accountants of India.

## CEHPEA Executive Team

**Anne Marie Crescenzi**  
Executive Director  
and CEO

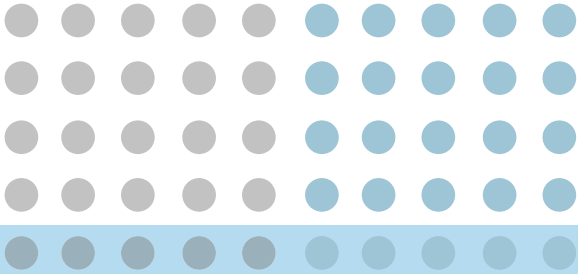
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**Marla Nayer**  
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