

2023



ANNUAL REPORT

**ENABLING DREAMS, INSPIRING EXCELLENCE,
& FOSTERING OPPORTUNITIES**



Bringing Diversity to Healthcare
www.aimga.ca

OUR STAFF

CURRENT BOARD OF DIRECTORS

Jennifer Garcia - Chair	Dr. Mitra Arjang - Member
David Kay - Secretary	Rekiyat (Gifty) Siyaka - Member
Yulian Korataiev - Treasurer	Fadhil Khalil - Member
Saugata Chakraborty - Member	Stacey Moorehouse - Member

CURRENT AIMGA STAFF

Deidre Lake - Executive Director	Deniz Erkmen - Research & Evaluation Coordinator
Rossalia Videlova - Lead Advisor/ Facilitator/Coordinator	Onyinyechi Onuoha - Research & Evaluation/PNP Facilitator
Toju Anugengen - Program Administrator	Atobrhan Godlu - Vaccine Coordinator/ Navigator
Melat Gebresilassie - Program Administrator	Yasir (Mohammad) Essar - PHAC Researcher/Navigator
Roman Sorokin - Career Advisor	Johandra Argote Parolis - Vaccine Navigator/Researcher
Teresa Lau - Career Advisor	Naxhielli Donaji Mendez Muniz - Vaccine Navigator
Shola Adelakun - Career Advisor	Abdul Hameed Khateer - Vaccine Navigator
Joyce Lam - Graphic Designer & Communications Coordinator	Heba Mohammad - Vaccine Navigator
Drew Bowman - Employment Engagement/PNP Coordinator	Salma Mohamed - Vaccine Navigator
Edna Ramirez Cerino - Career Transition Program Coordinator	Samah Elzahaby - CISOC Moderator for PNP
Sarbast Rashid - Mentorship Coordinator	

Thank you to the following 4 employees who contributed to AIMGA in 2022-2023:
Punom Bhattacharyya, Nashit Chowdhury, Tisha Raj, Bryan Kibamba

CONSULTANTS

Kate Maguire (MCAP Facilitator), **Rachel Springle** (OET Facilitator),
Anne Babineau (CTP Facilitator), **Clementine Crooks** (Career Transition Program
Employment Coach), **Ashish Rathi** (Programmer), **Carolyn Byers** (Bookkeeper),
Kevin Colton (Programmer), **Blue Jarvis**, **Pivitol Research**

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ABOUT US

WHO WE ARE

AIMGA is a non-profit organization dedicated to the successful integration of International Medical Graduates (IMGs). We currently have 2600+ active members.

CORE VALUES

Our core values include: Being responsive to the needs of our members, working together, having a professional and friendly attitude, and delivering quality programs. Essentially, we keep our members' best interests at the heart of what we do.

VISION & PURPOSE

Improve healthcare through the re-engagement of IMGs into the Canadian healthcare system. Our goal is to equip IMGs with the information, skills, and tools they require to make informed decisions about their future careers and to integrate successfully.

“The right **person** in the right **seat** at the right **time**.
We are here to assist at every step in the licensure process
from application to integration.

BOARD CHAIR REPORT

This year, AIMGA has been instrumental in the success of the growing number of members who have secured residency spots in various disciplines and has provided valuable supports for the Practice Ready Assessment Candidates. Our various programs have helped members secure alternative employment options in and outside healthcare. With our Executive Director’s vision and stewardship, AIMGA has been advocating for IMGs at every opportunity and have now cemented a solid presence in the community as an organization with healthcare professionals from around the world willing and very capable to help fill the gaps in the healthcare sector. Our partner organizations and other stakeholders acknowledge our contributions and recognize that we have much to offer to assist our overburdened healthcare system.

I would like to thank our generous funders for the continued support. With your strong partnership, AIMGA can deliver essential services and programs to our members, assist them in navigating the complex processes of licensing and certification, for which we are truly grateful. I thank our AIMGA staff who conscientiously perform their important tasks every single day. You are the driving force that keeps our organization responsive and accessible to our large membership. Your dedication and commitment are greatly appreciated. Our Executive Director, Ms. Deidre Lake, is the backbone of our organization, propelling us forward. I cannot thank her enough for everything she has done for AIMGA to bring us here today.

Her selflessness, sacrifices, and collaborative leadership are truly inspirational and deserves recognition. A most sincere thank you to our Board of Directors for sharing your valuable time, expertise, and guidance in making crucial decisions for our esteemed organization.

It has been my pleasure to serve on the AIMGA Board for the past four years. As a new member back in 2014, I took advantage of the existing programs and services in pursuit of my own personal goals. Along the way, I realized I could contribute my knowledge and skills to enable my fellow IMGs to achieve success. My time spent serving on the AIMGA Board in different roles has been an awesome learning experience that will sustain my commitment and resolve in advocating for our members.

I will continue to explore other avenues to highlight our unique strengths and skills as IMGs and bring attention to our struggles as we try to find acceptance and belonging in this country that we call home. To my fellow IMGs, I thank all of you for believing in our collective cause and for your passion to our chosen profession. Never lose sight of the dream, stand proud of your accomplishments, and know that you will one day succeed and reach your full potential.

Respectfully,
Dr. Jennifer Garcia



EXECUTIVE DIRECTOR REPORT

Firstly, I would like to acknowledge our funders. Without the support of the federal (Immigration, Refugees and Citizenship Canada and the Public Health Agency of Canada) and the provincial governments along with others (WES-Mariam Assefa Fund), we would not have been able to do all that we did in the interest of our membership in 2022-2023. With these funds, we were able to expand our outreach in community to increase health literacy of newcomer communities, offer our Medical Communication Assessment Program, our Career Transition Program, and our Patient Navigator Program. We’ve offered study groups, preparatory programs, clinical workshops, and an increased number of one to one consults. At AIMGA, we’ve had a year of growth to our membership and therefore an increase in the demand for our services. We know that the sooner our members access AIMGA which has become a national centralized hub for IMGs, the sooner they are able to begin their future career pathways. By having access to accurate information and relevant supports, you can make informed decisions about your careers.

Secondly, I'd like to sincerely thank all of our AIMGA staff members for their contributions. You are a wonderful, diverse, and dedicated team and your desire to support our membership and the enthusiasm you have for what you do, truly make AIMGA a great place to work. I acknowledge the busy year it has been and I am grateful for each and every one of you.

Thirdly, I'd like to acknowledge our members. You are truly the people who motivate and inspire us each and every day. I'd like to give a shout out to those members who encourage others to join and give back to their fellow colleagues through our mentorship program and study groups. To those who have achieved your dreams whether it is passing an exam, landing your first job in healthcare, obtaining a position as a clinical assistant or physician associate, matching to residency, or completing the practice assessment route, we congratulate you and celebrate with you!

The journey of internationally trained doctors is a challenging one. The window for arrival, completing examinations, obtaining the required language proficiency levels to compete for pathways to licensure is a feat that requires a great deal of resilience. It is not easy to navigate the different provincial requirements

and pathways and to know where to start. There's one assessment after another to prove your medical knowledge and skills in order to compete for positions. At AIMGA, we believe in your contributions and we genuinely strive to make the process an easier one through the programs and services we offer and to being there every step of the way.

In the past year, we have continued to build capacity, support various community partners, and engage with employers. These partnerships are ones we cherish and we thank you for your engagement and support. We are looking forward to continuing to have a positive impact on the future health outcomes for newcomers through our patient navigators and health and wellness team of volunteers.

We’ve continued to build our capacity around Alternative Career Pathways for IMGs. We have developed Ally, our career decision making tool which connects IMGs to our advisors and to potential mentors. With our WES research initiative, we are engaging with members, employers, other regulatory bodies in health to identify and explore viable alternative careers in health.

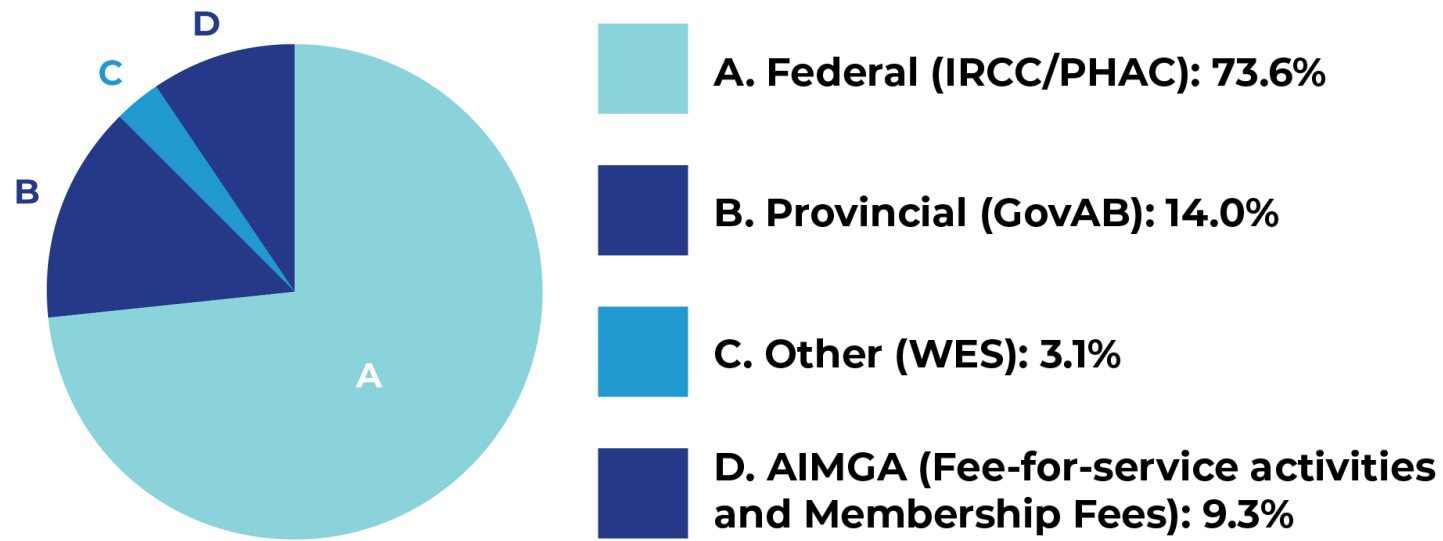
We continue to create awareness of the skills and knowledge IMGs bring with them to Canada and to improve upon the delivery of our programs and services based on your feedback.

As a professional association, we all have a role in advancing the integration of International Medical Graduates in the system. In the next year, I look forward to working collectively with all of you to advocate on behalf of the credential recognition and utilization and integration of IMGs in our healthcare system. Our healthcare system needs you. I feel very strongly about this and I am committed to doing what I can with your support and the support of our board of directors to make a difference to the lives of IMGs and to continue to work toward policy changes so our members can contribute to our healthcare systems across the nation. In closing and on behalf of all of us at AIMGA, we wish you success in your future careers and look forward to supporting you in achieving your goals.

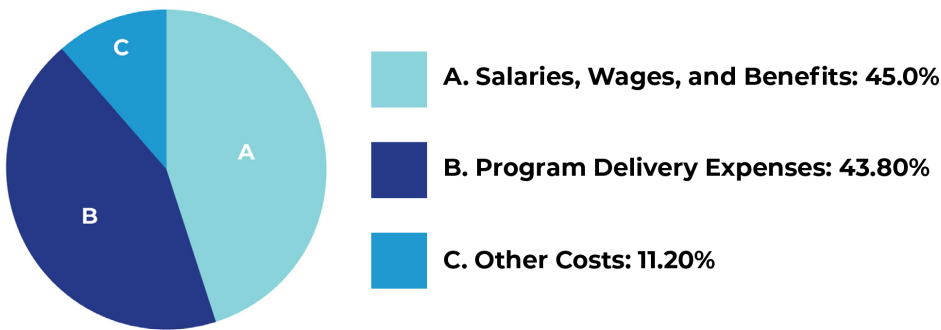
Sincerely,
Deidre Lake

FINANCIAL REPORT

TOTAL REVENUE \$1,573,160.



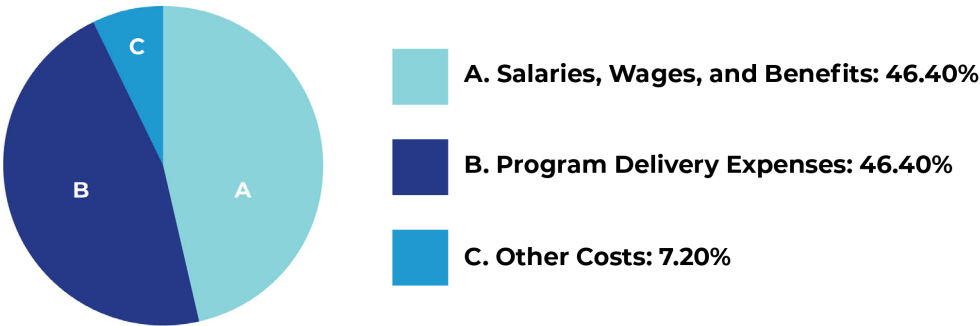
FEDERAL GOVERNMENT BREAKDOWN \$1,143,083.



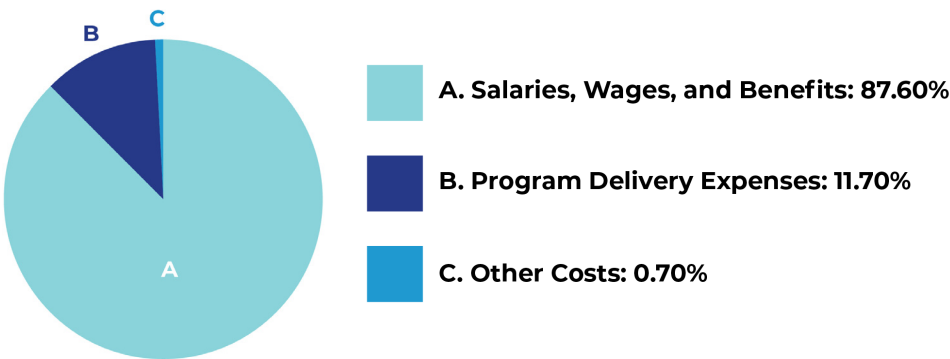
Note: Amortization has been deducted (\$12,725.).

Note: Members and stakeholders who wish to view the detailed financials may request an appointment to view them at AIMGA.

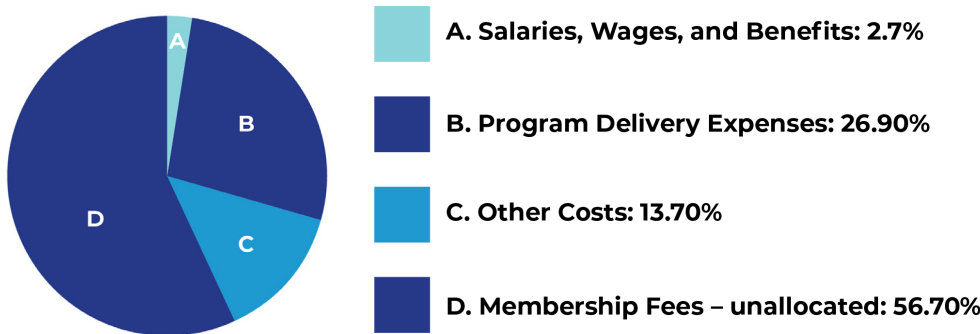
PROVINCIAL GOVERNMENT BREAKDOWN \$220,668.



OTHER - WES MARIAM ASSEFA FUND BREAKDOWN \$49,151.



AIMGA FUNDS BREAKDOWN \$76,295.



Note: Amortization has been deducted (\$7,742.).

ALBERTA INTERNATIONAL MEDICAL GRADUATES ASSOCIATION
Statement of Financial Position
March 31, 2023

	2023	2022
ASSETS		
CURRENT		
Cash	\$ 537,252	\$ 483,849
Accounts receivable	103,000	159,166
Goods and services tax recoverable	7,171	6,700
Prepaid expenses	6,512	6,472
	653,935	656,187
TANGIBLE CAPITAL ASSETS (Note 2)	71,322	74,657
	\$ 725,257	\$ 730,844
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 93,406	\$ 173,197
Deferred revenue (Note 3)	372,735	368,264
	466,141	541,461
DEFERRED CAPITAL CONTRIBUTIONS (Note 4)	65,929	72,491
	532,070	613,952
NET ASSETS		
Unrestricted	187,794	2,166
Invested in tangible capital assets	5,393	114,726
	193,187	116,892
	\$ 725,257	\$ 730,844
LEASE COMMITMENTS (Note 5)		
ECONOMIC DEPENDENCE (Note 6)		

ON BEHALF OF THE BOARD

Jagori Director

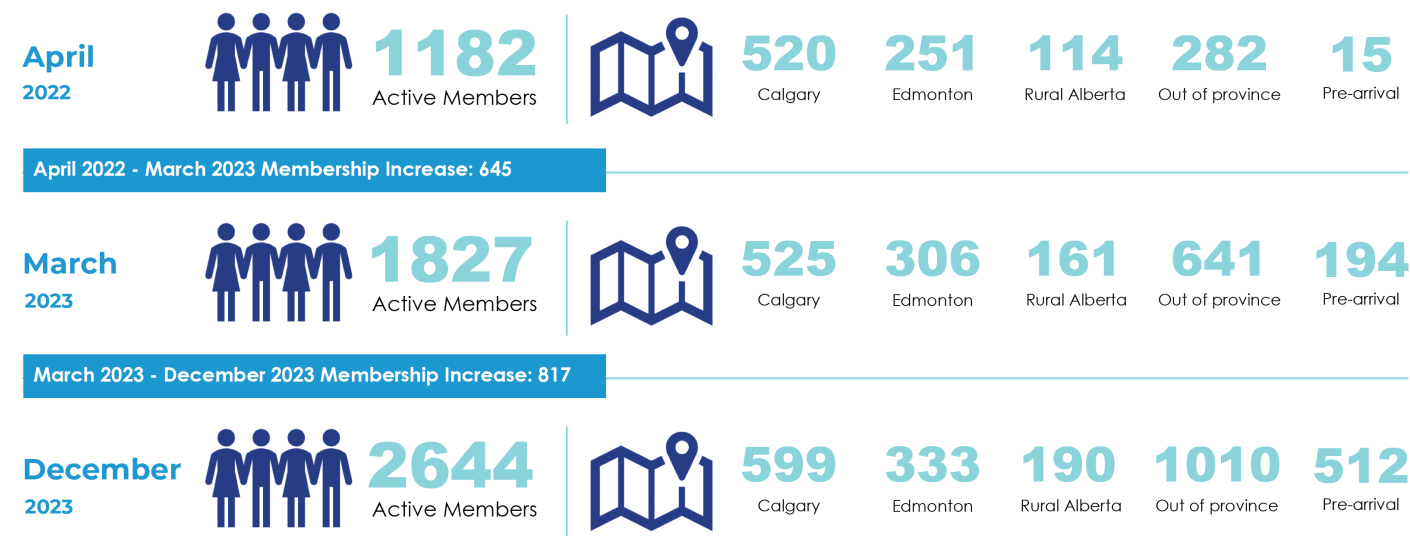
Director

See notes to financial statements



APRIL 2022 - MARCH 2023

HOW WE'VE GROWN



March 2023

1827

Active Members

525

Calgary

306

Edmonton

161

Rural Alberta

641

Out of province

194

Pre-arrival

March 2023 - December 2023 Membership Increase: 817

December 2023

2644

Active Members

599

Calgary

333

Edmonton

190

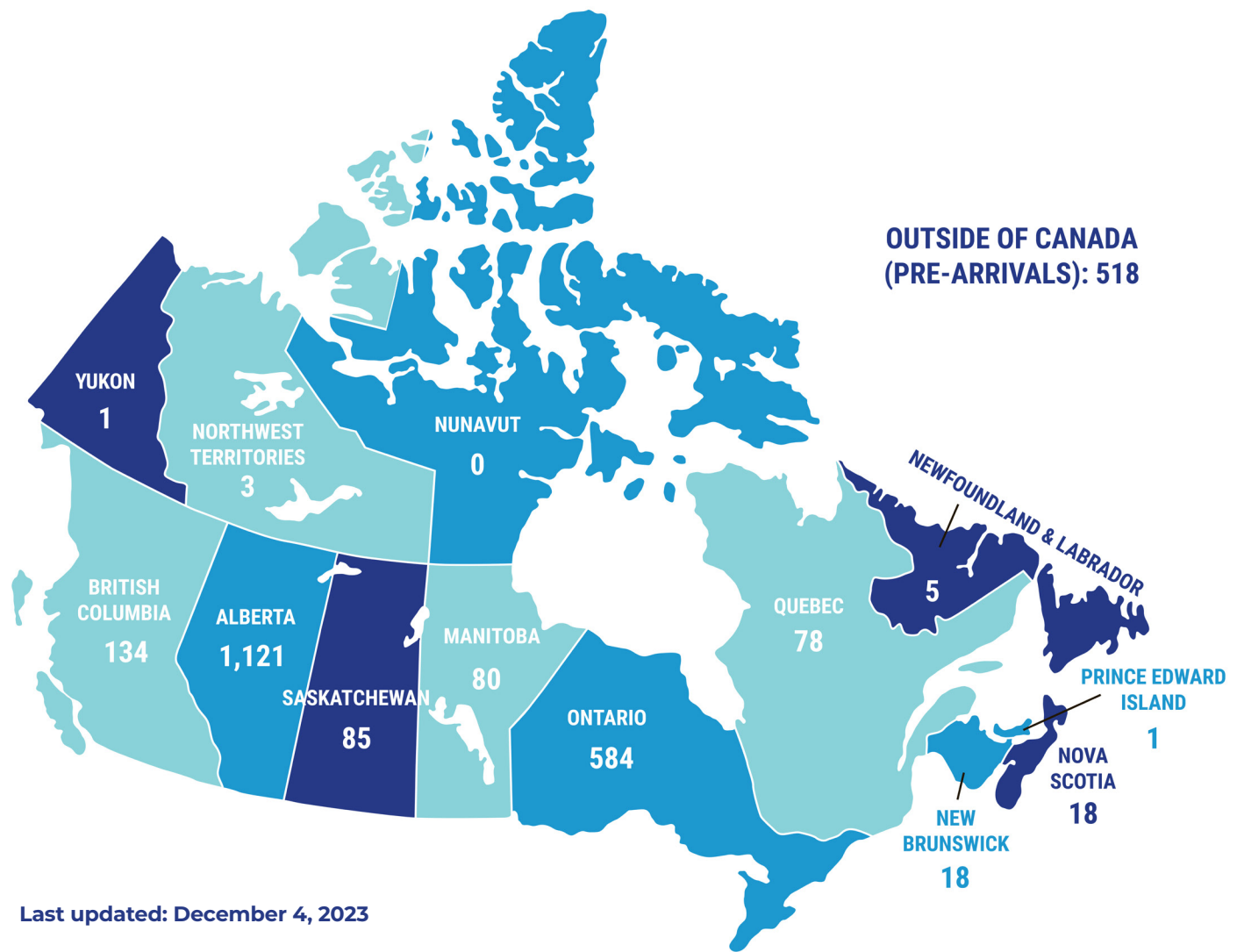
Rural Alberta

1010

Out of province

512

Pre-arrival



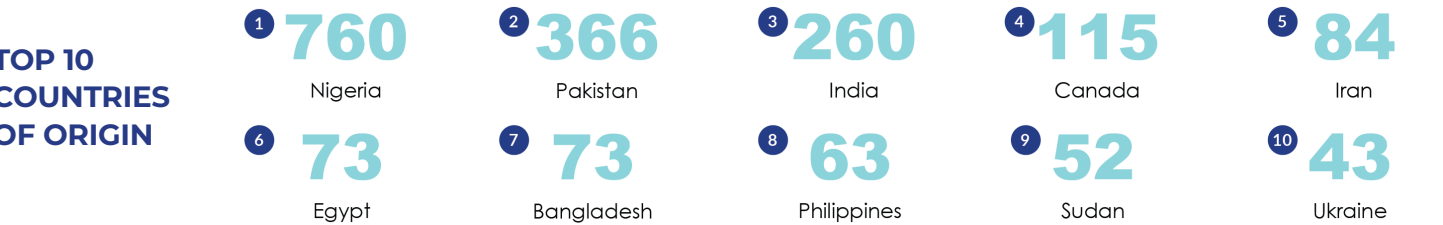
OUR MEMBERS

AT-A-GLANCE

HELPING IMGs ACROSS CANADA SUCCEED

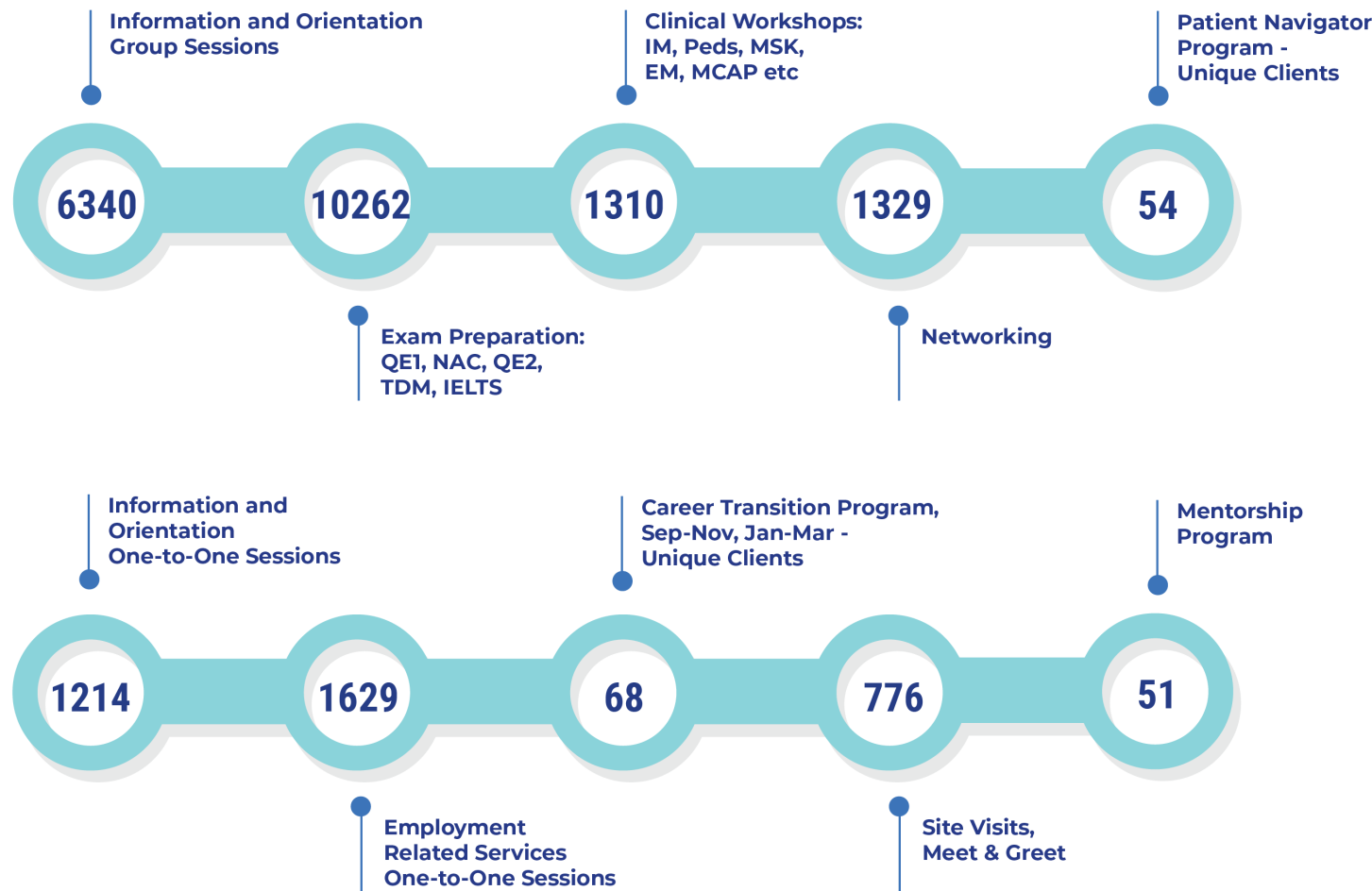
Last updated: December 4, 2023

AIMGA HAS OVER 5000+ MEMBERS



AIMGA PROGRAMS & SERVICES

PROGRAM PARTICIPANTS BY ACTIVITY APRIL 2022 TO MARCH 2023



INFORMATION & ORIENTATION

AIMGA provides various information sessions which include an overview of the pathways to licensure, services and programs, and career sessions to ensure our members are making informed decisions regarding next steps and their career pathways.



OBSERVERSHIP/MENTORSHIP

AIMGA offers observerships in clinical settings that offer an excellent opportunity to learn in the specific context of the Canadian healthcare system. AIMGA also offers mentorship opportunities for members to connect with mentors, employers, and others.



EXAM STUDY GROUPS

The moderated study groups for the Medical Council of Canada (MCC) exams present an excellent opportunity for IMGs to connect with peers and to work together to prepare. We offer QE1, NAC OSCE, and TDM study groups.



CAREER TRANSITION PROGRAM

The Career Transition Program assists IMGs who are considering an alternative career pathway in health as a short or long-term goal. CTP includes career workshops, coaching sessions, mentoring circles, and a mock interview with employers and HR consultants.



MCAP ONLINE

MCAP (Medical Communication Assessment Program) is a 12-week program for IMGs seeking licensure via CaRMS, ACSAP, or PRA routes. Facilitated sessions include standardized patients, physician examiners, communication educators, and online supports.



CaRMS PREPARATION PROGRAM

This program assists IMGs to understand the underlying principles and values of the Canadian healthcare system and the essential skills and attributes required to function effectively as a physician within the Canadian context.



IELTS/OET PREPARATION

The IELTS/OET preparation courses at AIMGA are designed for IMGs who are seeking an orientation and to develop test-taking strategies for success and to achieve the language proficiency requirements for licensure.



MMI PREPARATION COURSE

The Multiple-Mini Interview (MMI) Preparation Course is a 2-day preparation course which includes an educational component, sample scenarios, and a mock MMI and feedback session. This course is held after the NAC OSCE in the fall.



OSCE PREPARATION COURSE

The OSCE Preparation Course is a 2-day preparation program which includes a hands-on workshop, a mock OSCE, mock exam and, a group feedback session.



LUNCH & LEARN / NETWORKING SESSIONS

Lunch & Learn and Networking sessions are informal sessions for our members to network with one another and to learn about a topic of interest, research, employment, programs, and other relevant topics.



LECTURES & WORKSHOPS

AIMGA offers a variety of lectures and workshops throughout the year based on the needs of IMGs. These include workshops to support study groups, those applying for CaRMS, those selected for residency, and those interested in professional development.



PATIENT NAVIGATOR PROGRAM

AIMGA is pleased to offer this skills based program for IMGs seeking employment as health navigators to support citizens who require supports. This program is offered in partnership with AIMGA, York University, and CILISAT (interpreter translator certification).



HEALTH AND WELLNESS TEAM

AIMGA believes in bringing diversity to healthcare and offers volunteer opportunities for members to support the overall health and wellbeing of various ethnocultural communities. We believe our members have an essential role in community as do our partners.



RESEARCH AND EVALUATION

One of our values is to deliver quality programs and services and to advocate for IMGs therefore, research and evaluation is an important part of the work we do. As we are funded, it is important our members update their profiles and complete surveys.



ONE-ON-ONE CONSULTS

AIMGA advisors are with you at every step of the process to help you achieve your employment and professional goals. We assist with applications, resumes, interview preparation, and more. Appointments can be made through our website.



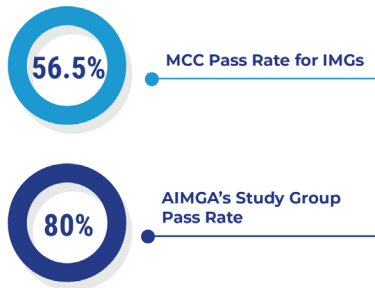
NEEDS ASSESSMENTS

AIMGA advisors conduct needs assessments for members. These assessments look at members' background education, training, and career goals. Recommended next steps and services are provided. These are essential to developing a career plan.

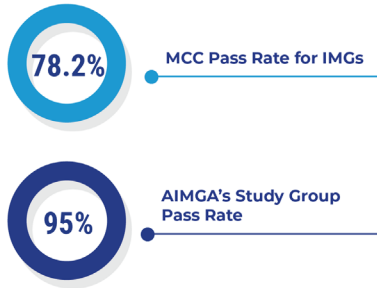
AIMGA'S SUCCESSSES

AIMGA'S SUCCESS IN MCC EXAMS:

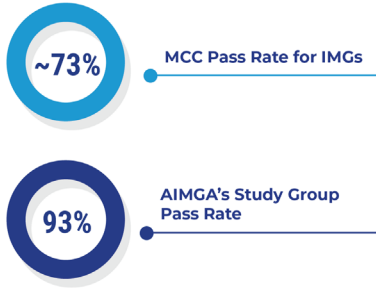
Success in QE1:



Success in NAC-OSCE:



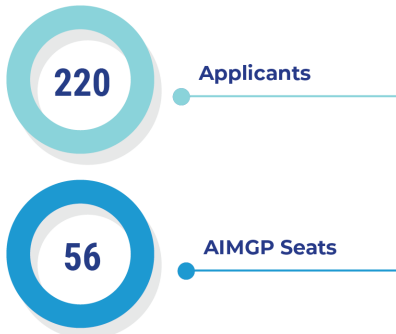
Success in TDM:



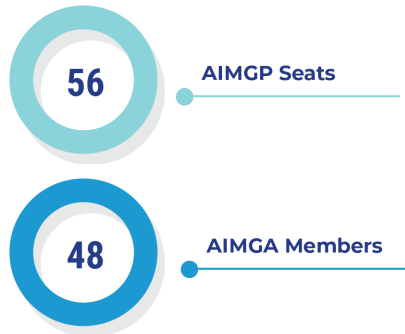
MCC Pass rates taken from their website. AIMGA pass rates are derived from those who completed the annual survey and/or milestones report. Rates shown above are from the previous year.

SUCCESS IN AIMGP (Alberta Match Rate):

2023 AIMGP Overall Match Rate: 25.4%

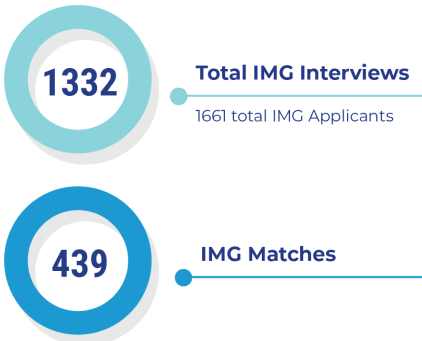


2023 Match Rate of AIMGA members in AIMGP: 85.7%

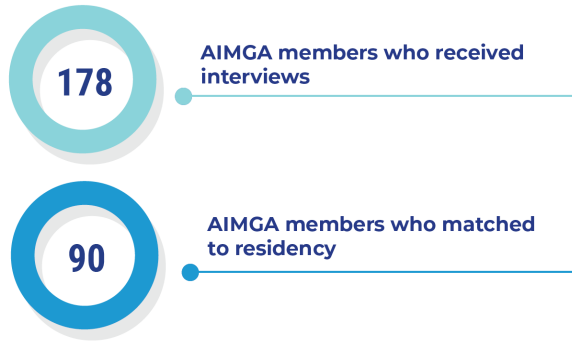


SUCCESS IN CARMS (National Match Rate):

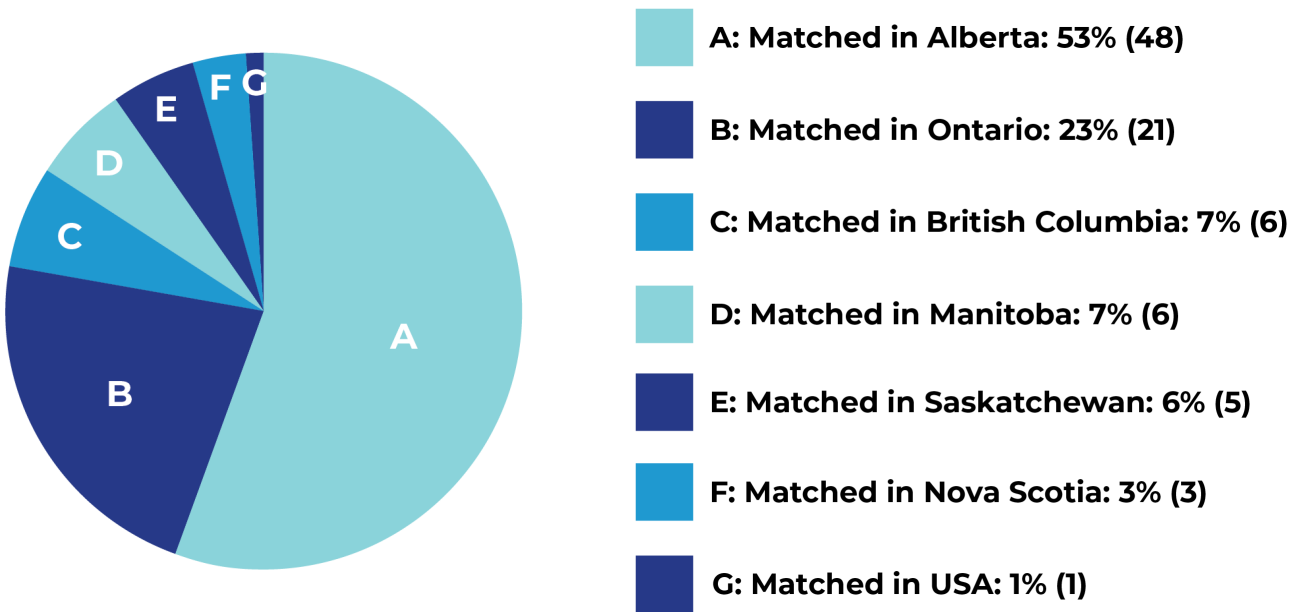
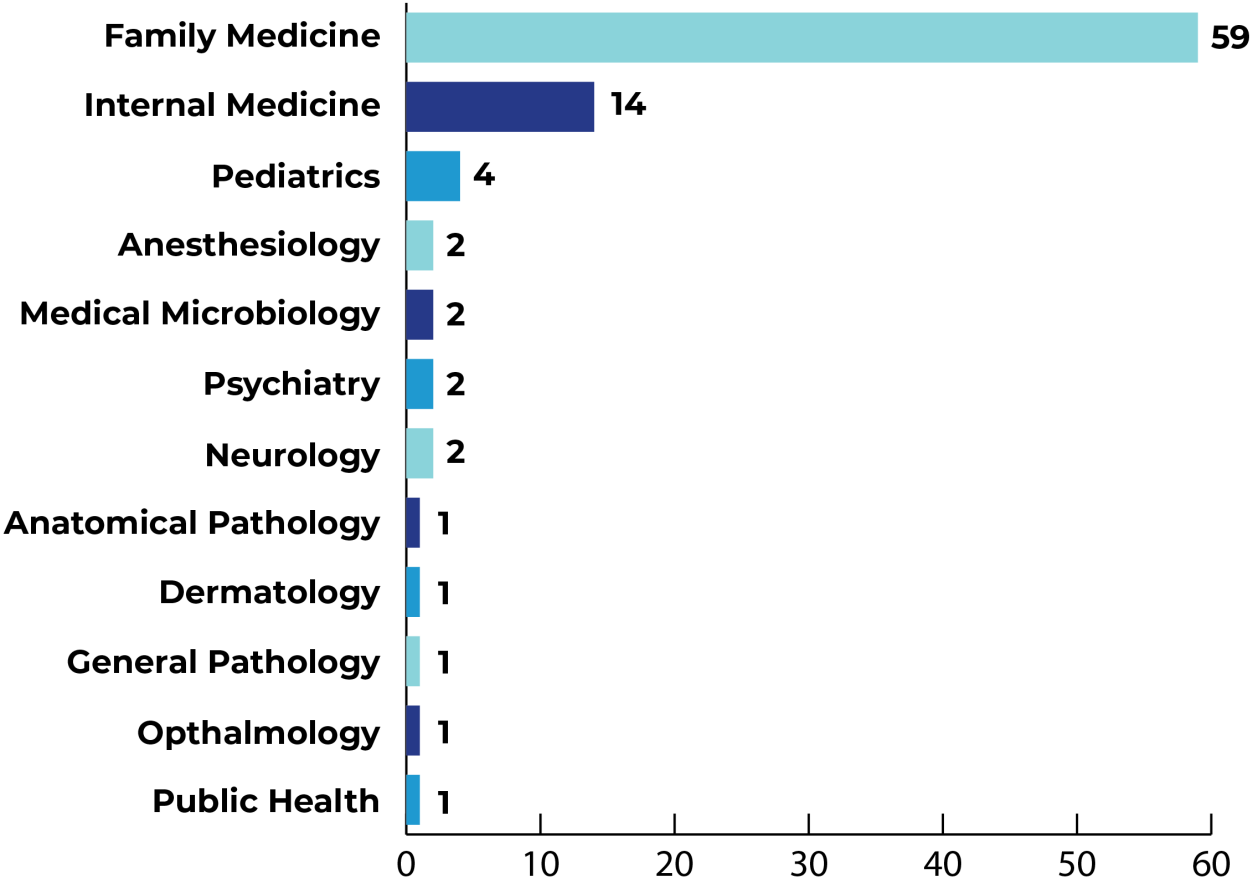
2022 CaRMS Match Rate: 32.9%



2023 AIMGA Residency Match Rate: 50.5%

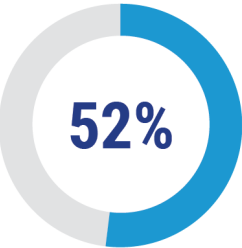


AIMGA'S 2023 RESIDENCY MATCHES (N=90):



AIMGA'S OTHER MILESTONES

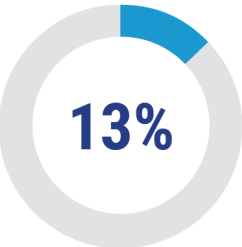
PERCENTAGES FROM AIMGA'S ANNUAL SURVEY (N=804)



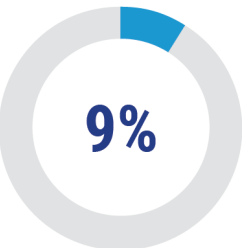
Obtained a non-physician job in healthcare



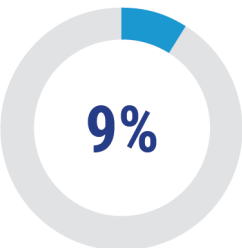
Obtained a non-physician job outside of healthcare



Went outside of Canada for recency of practice and/or to provide support during the pandemic



Were accepted into a post-secondary program to obtain further training/certification



Completed further training that resulted in certification to work in the healthcare field

CAREER TRANSITION PROGRAM (CTP)

The Career Transition Program (CTP) assists IMGs who are considering a non-physician occupation within the Canadian health care system as a short, medium, or long-term career goal.

The goals of CTP are to:

- increase IMGs' overall knowledge and awareness of alternative career pathways and opportunities.
- provide IMGs with the tools necessary to manager career transition.
- develop a career plan/portfolio

PROGRAM FORMAT:

The program consists of the following:

- 12 Career Workshops
- Guest Speakers
- Individual Coaching Sessions
- Networking and Mentoring Opportunities

- Creation of a Career Plan
- Reflections
- Program Evaluations and Follow up

WORKSHOP TOPICS:

Managing transitions, making the most of change, dealing with the loss of professional identity, finding a job in Canada that makes use of your experience, education and expertise, alternative careers, networking, informational interviews, understanding and using social media effectively, your professional biography, putting your resume and interviewing skills to the test, giving and receiving feedback within the Canadian context, successfully managing conflict in the workplace, and the importance of soft skills, teamwork, initiative, and critical thinking.

CAREER TRANSITION PROGRAM: COHORTS 1-16

Overall Success Rate: 88%



Total Participants

A total of 291 participants took the CTP programs across 16 cohorts. The participants were selected from 517 applicants.



Employed: 212; Enrolled in Training: 45

Before joining the CTP program 127 participants were unemployed and 73 were employed.

Following the program, 212 obtained employment and 45 participants enrolled in further training/studies pertaining to an alternative career.

Combining employment and enrolment further studies, the **total success rate of CTP culminates to 88%**. Including those who were already employed, **98% were employed**. The remainder were unemployed or relocated and their status unknown.



Guest speakers/Mentors

In total, we had 60 guest speakers/mentors contribute to date



Job Advancement

Of the 61 who were employed, 25 obtained another job that resulted in an average of a \$9-10/hour increase in their wages e.g. from \$18-\$20/h to \$28-\$30/h - 34 of 59 got better jobs.



Interviewers

We had 27 interviewers from the health and human resource sectors who have participated in the mock interview sessions.

MEDICAL COMMUNICATION ASSESSMENT PROGRAM (MCAP)

The Medical Communication Assessment Program is for internationally trained physicians who wish to increase their medical communication skills for successful integration. MCAP addresses the underlying cultural values and expectations of physicians. It equips physicians with effective communication skills and an indepth understanding of patient-centered care. The program includes a communication facilitator, physician educators, and standardized patients.

MCAP Online Modules includes:

- 1

An Introduction to Patient-Centred Care
- 2

Giving Advice & Including the Patient in the Management Plan
- 3

Dealing with Teenagers
- 4

Dealing with Difficult Patients
- 5

Breaking Bad News
- 6

Medical Ethics
- 7

Preparing for the OSCE: Techniques, Tips & Strategies
- 8

Preparing for the Mini Multiple Interview (MMI): Techniques, Tips & Strategies
- 9

Collaborative Care, Teamwork, and Conflict Resolution
- 10

Integrating Successfully Into Rural Practice
- 11

Bridging Cultural Diversity in the Workplace
- 12

An Orientation to the Canadian Healthcare System
- 13

An Orientation to Providing Care for Indigenous Populations



6 cohorts of MCAP have been offered since January 2022 to July 2023 with a total of 140 participants.

Of the 140 participants:

32

obtained a PRA sponsorship position and are fully licensed

21

obtained a residency position via the CaRMS 2021-2022 or 2022-2023 cycles

23

obtained a Clinical/Surgical Assistant Position (ACSAP) with Alberta Health Services

24

obtained relevant employment within healthcare

83

have passed licensing exams



HEALTH AND WELLNESS TEAM

Throughout the year, AIMGA’s Health and Wellness team has been at the forefront of community engagement, dedicating **2,733 hours since January 2023!** From health presentations in community, producing our ‘Living Well with AIMGA’ monthly newsletters, our COVID-19 Booster vaccine campaign, presentations and videos with newcomers serving organizations, interpretation and navigation, our team has played a pivotal role in community. We are grateful to all of our members for their hard work and dedication. #makingapositiveimpactincommunity



VACCINE NAVIGATORS

Our dedicated navigators have been helping patients by responding to questions, scheduling appointments, conducting presentations, and providing interpretation and navigation supports. With our navigators being fluent in English, Arabic, Dari, Pashto, Spanish, and Tigrinya, this team ensures effective communication with patients in their preferred languages.



PATIENT NAVIGATOR PROGRAM

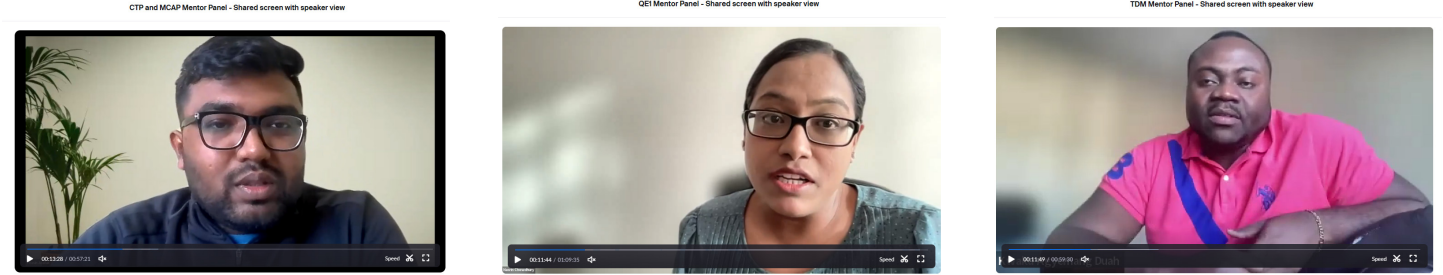
This program is designed to bridge highly skilled international medical graduates (IMGs) into a non-physician occupation in the areas of patient navigation, health promotion, and facilitation of community conversations around specific health topics. This program entails community Interpreter training, patient navigator training, an orientation to the Alberta health care system and community organizations, health promotion/facilitation, community conversations, community-based research, practicum placements, and workplace and career readiness.

Our last cohort of 18 participants provided **870 hours** in community!



MENTORSHIP PROGRAM

AIMGA is proud to offer a mentorship program where members provide information and insights based on their personal experiences and achievements in order to support others in their personal and professional growth. These sessions and connections create a space for mutual learning and inspiration. Our mentorship program also includes clinic observerships and sessions with employers to support member’s career goals.



CTP and MCAP panel

QE1 panel

TDM panel

NRN CONFERENCE

The Newcomer Research Network hosted the Mobilizing Knowledge on Newcomers Symposium on October 6, 2023, facilitating exchange of knowledge among newcomer serving sectors in Canada. AIMGA was invited to present about health navigation and how our Patient Navigator program has been successful in helping the barriers in healthcare for newcomers. This event brought together professionals and practitioners and it was a great conference.



NARHC PRE-SYMPOSIUM

To kick off the North American Refugee Health Conference (NARHC) 2023, AIMGA hosted a pre-conference hybrid event on July 20, 2023 in partnership with the PEGASUS Institute and the Washington Academy For International Medical Graduates (WAIMG). Sessions included, experiences of Refugee physicians, the challenges and barriers to licensure, alternative careers, and our current state and recommendations for future.



AIMGA IMG SYMPOSIUM

Our AIMGA IMG symposium in 2023 was online and it featured guest speakers from CPSA, Alberta Health, and various other distinguished institutions. Our symposium provided a platform for insightful discussions, engaging presentations, and an opportunity to network with fellow professionals. We had ~450 members participant in our symposium.



ANNUAL GENERAL MEETING



ENABLING DREAMS, INSPIRING EXCELLENCE,
& FOSTERING OPPORTUNITIES

ONLINE EVENT
DECEMBER 14, 2023

6:30-7:30PM

- | | |
|--|---|
| Introduction and Welcome | Financial Report |
| Land Acknowledgment by Victor Erhurun | Voting Results |
| Keynote Speakers - AIMGA members:
Prince Dan Jumbo (PRA-NS), Manvir Parmar (Family Medicine Resident),
Bhargav Pandya (AHS Surgical Assistant) | Dance Performance by the Young Bhangra Club |
| Board Chair Report | Special Acknowledgments |
| Executive Director Report | Raffle Draw |
| | Closing and Holiday Wishes! |

MEMBER TESTIMONIALS

**Vivian
Oparah**

I would like to appreciate Deidre, Monica and all the instructors and colleagues in AIMGA who took out their precious time to help us by making the study groups, manning and directing us, providing materials to help with the exam preparations. Toronto notes became less formidable to study. The interactive sessions and the ease of explanation helped make this journey successful. Thank you so much. I passed my NAC in October 2021 and QE1 in January 2022. God bless you guys.

**MCAP
Participant**

My experience with the Medical Communication Assessment Program was very great. All the topics covered were well thought out and engaging. I was able to relate more to the sample videos and the checklists provided at the end of the videos. The SP notes were also helpful. I will take along with me the skills I have gained throughout this course in my journey of licensure. Thank you, Deidre, Rossalia and Kate. Thank you AIMGA for the opportunity. I will surely be recommending this course to fellow IMGs.

**Manlong
Xu**

I'm matched to my dream program this year!!! I can never achieved this without the tremendous help and support by AIMGA!!! I definitely highly recommend AIMGA to every IMG I know. No matter whether you are pursuing licensure or an alternative career, no matter which step you are in, AIMGA will be super helpful along the way!!! Thank you so much, AIMGA!!! :)

**Chiamaka
Mmonu**

I joined AIMGA in September 2021 and had the initial consultation for new members. During my CARMS application, I attended the workshop series for CARMS organized. This was so helpful to me, from understanding the CARMS process, to getting an insight of important things to highlight. I also participated in the MMI mock, interview mocks . My personal statement was reviewed the staff too. I am so happy to say that I matched into FM residency!! This was only possible because I had AIMGA services available and accessible to me as I could not afford to pay for professional help. Thanks to the entire staff , support persons and sponsors of this amazing organization.

**Keshandi
Thompson**

Grateful for all the help and support AIMGA has provided. From the support with exams to residency preparation to the CTP program to help prepare for life beyond licensure. AIMGA has made me feel supported all the way. They have embracing Canada as my home much easier. Thank you AIMGA and sponsors for your tireless efforts!

**Patient
Navigator
Program
Participant**

The PNP was the best program I had embark on since my immigration to Canada last year. It adds so much value and insights in such a short time. The comprehensiveness , the wealth of information and the experiences during the practicum and community conversation empowered me, giving me a platform to make a difference and also excel in the alternative health career route. I would recommend this program to IMGs because it has an invaluable experience of providing assistance and support to help individuals navigate the healthcare services and its complexities, also a sense of satisfaction with you, helping to make a difference in healthcare.



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