



Integrating internationally trained healthcare professionals into the US workforce

A program of:



Community College

**CONTINUING
EDUCATION**
People, Changing

Agenda



- **Overview of the Welcome Back Initiative and NYC Welcome Back Center**
- **NYC Welcome Back Center program services**

Welcome Back Initiative

- 10 Welcome Back Centers across the United States
 - San Francisco, CA
 - San Diego, CA
 - Puget Sound, WA
 - Northwest, WA
 - Denver, CO
 - San Antonio, TX
 - New York, NY
 - Rhode Island, RI
 - Boston, MA
 - Suburban Maryland, MD

Each state in the U.S. has its own licensing process and specific requirements for internationally trained healthcare professionals

NYC Welcome Back Center advises about licensing process for
New York State

Program Mission and History



- The NYC Welcome Back Center aims to help internationally trained healthcare professionals in the tri-state area (New York, New Jersey and Connecticut) enter the healthcare profession in New York State either in their original career or through alternative careers in healthcare.
- 1st Welcome Back Center; San Francisco, CA
Founder: Dr. Jose Ramon Fernandez Peña
- www.welcomebackinitiative.org

Cross Cutting Themes

English Language Proficiency

- *Participants, educators, and employers alike identified lack of English fluency as a fundamental obstacle for Internationally Trained Health Professionals (ITHPs) entering the health workforce.*

Loss of Professional Identity

- *Immigrant health professionals often face the loss of professional identity and associated social standing along with the challenge of redefining themselves in a new societal context.*

Cross Cutting Themes

Lack of Familiarity with the US Health System

- Different roles and professions exist in the US; also, there are inherent differences in the US health workplace culture, rules, and regulations.

Time and Money

- Lack of financial resources and time to attend classes were consistently identified as barriers to participation in the WBI. Individuals often did not have the time to go to school because they hold two or three jobs in order to support their families.

Structural Barriers

- Complexity of Licensing Processes
- Inconsistent Messages from Agencies, Institutions and Employers
- Complex Bureaucracies (Abroad and US)

Why have a NYC Welcome Back Center?

- New York City is one of the most diverse cities in the United States and the demand for culturally and linguistically diverse healthcare professionals is high.
- Internationally trained health professionals are valuable resources and are often unemployed or underemployed.
- The New York State licensing process can be complicated and difficult to understand. Foreign trained healthcare professionals need to do additional steps in order to get approved for licensure.
- Internationally trained health professionals may want to explore alternative careers in healthcare and may not know where to start.

The NYC Welcome Back Center currently offers professional advisement services for the following professions:

- **Physicians**
- **Nursing Professionals**
 - Registered Nurses, Licensed Practical Nurses/ Vocational Nurses
- **Mental Health Professionals**
 - Psychologists and Social Workers

PROGRAM SERVICES



- Free individual and group career counseling to help members clarify and plan their career goals including:
 - Explanation of NYS credentialing and/or licensing process for Internationally trained health professionals.
 - Help with identifying alternative careers in healthcare ITHP's can pursue while working to obtain NYS licensure.
 - Referrals to appropriate services to assist ITHPs in obtaining their career goals. (English classes, test preparation programs, alternative career training programs, volunteer opportunities in NYC hospitals, job fairs, professional development opportunities etc.)

* some resources will be free; others may not be

PROGRAM SERVICES continued



- Free workshops to help internationally trained healthcare professionals achieve success such as Resume writing, interview skills, networking skills, licensing examination preparation, specialized English and conversation classes etc.
- English language testing to identify current level of communication and reading proficiency
- Scheduled use of NYCWBC computers to fill out applications and take practice exams.
- Connection to our partner organizations

Our NYC Partners:



- NYC Workforce 1 Healthcare Career Center: Job Search support for licensed/certified healthcare workers

www.nyc.gov/html/sbs/wf1/html/about/healthcare

- Upwardly Global: Helps work-authorized, skilled immigrants rebuild their professional careers in the U.S.

www.upwardlyglobal.org

- World Education Services: Credential Evaluators for Employers/ some Educational Institutions

www.wes.org

- The Immigrant Professionals Project: Coalition of Organizations serving Immigrant Professionals

www.imprintproject.org

Welcome Back Centers

<u>Center's Name</u>	<u>Hosted by</u>	<u>Phone Number</u>
San Francisco, CA	City College of San Francisco	(415) 561-1833
San Diego, CA	Grossmont College	(619) 644-7057
Boston, MA	Bunker Hill Community College	(617) 228-4226
Rhode Island, RI	TBD	
Puget Sound, WA	Highline Community College	(206) 592-3345
Suburban Maryland, MD	Montgomery County DHHS	(240) 777- 3168
San Antonio, TX	Alamo Community College District	(210) 485-0245
New York, NY	LaGuardia Community College	(718) 730-7530
Colorado, CO	Spring Institute for Intercultural Learning	(303) 569-8634
Northwest Washington	Edmonds Community College	(425) 640-1174

www.welcomebackinitiative.org

Questions

