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Title: Nurse Migration in Canada Pathways and Pitfalls of Workforce Integration

Publisher: Journal of Transcultural Nursing Online

Publication Date: January 22, 2009

Key Messages:

Many internationally educated nurses (IENs) find it difficult to reinstate themselves in their profession after migration. This article explores factors contributing to the success and failure of IENs to re-establish their professional careers. The article discusses a study involving 39 IENs in 5 focus groups and 10 interviews. In all, 29 interviews were held with other stakeholders. IENs encountered obstacles at each stage of the migration process. New strategies are required to assist IENs to re-enter the workforce. Given the consistent predictions of an extreme nurse shortage, it is important that the brain waste of immigrant nurses be minimized.