



Ubuntu 2024 Workshop

Title:

The New US Alternative Models for Licensure of international medical graduates and their potential impact on people's health and wellness in low-resource settings

Facilitators:

- *Elsie Kiguli-Malwadde is the Deputy Executive Director/Director Health Workforce Education and Development at the African Center for Global Health and Social Transformation in Uganda. She is the President of the African Forum for Research and Education in Health and immediate past Secretary General of the Network TUFH. She is a radiologist and has over 25 years' experience in advancement Health Professions Education in Africa.*
- *Nelson Sewankambo is a Professor of Medicine at Makerere University College of Health Sciences, a health researcher, a Fellow of Uganda National Academy of Sciences (UNAS), and an external affiliate of US National Academy of Medicine. He was at the forefront of conducting consensus studies on owning our future on Urbanization in Uganda, in East Africa, and in Africa. He has a passion for advancing health workforce capacity development and addressing health inequities in Africa.*
- *Tracy Rabin is an Internist and Pediatrician at Yale University, USA. She is the Director of the Office of Global Health, and the Associate Program Director for Global and Community Health in the Yale Primary Care Internal Medicine Residency Program. She co-directs the Makerere University-Yale University (MUYU) medical education capacity building collaboration which is based at the Makerere University College of Health Sciences/Mulago National Referral and Teaching Hospital in Kampala, Uganda.*
- *Ian Couper is Director of the Ukwanda Centre for Rural Health and Professor of Rural Health in the Department of Global Health, Faculty of Medicine and Health Sciences, Stellenbosch University (SU), since 2016. This follows nearly fourteen years as the inaugural chair of rural health at the University of the Witwatersrand, and as head of family medicine in the North West Provincial Department of Health, South Africa. He is a family physician and spent 25 years in the public health service.*

Synopsis

There is a global health workforce crisis with an estimated global shortage of 18 million health workers by 2030 – placing many vulnerable people at risk of not enjoying healthy and long lives. Health policies may facilitate or impede access to health services.

In the US many states have planned / are planning to reduce health workforce shortages by changing licensure policy requirements for International Medical Graduates (IMGs) who have completed

training and/or practiced abroad. Tennessee led the way to implement this change with a bill effective July 1, 2024. By March 14, 2024, eight states have followed suite.

The low- and middle-countries (LMICs) will continue to lose their well-trained physicians to the US without compensation to the former. The new alternative pathways (policies) for state licensure of IMGs make it easier for US to recruit non-US nationals into its workforce.

Learning Outcomes

- Have learned about the emerging US Alternative Licensing Models (policies) for recruitment of IMGs.
- Have understood the potential impacts (positive, negative, unintended) of the new Licensing models on the health workforce situation and peoples’ access to health services in LMICs especially Africa.
- Discussed how the potential negative effects of the new Licensure policies on LMIC health systems can be mitigated?

Workshop Outline

Time	Activities
5 minutes	Welcome comments: Ubuntu 2024 Moderator
10 minutes	Health WorkForce situation in sub-Saharan Africa: Elsie Kiguli-Malwadde
10 Minutes	US Alternative Licensing Models (policies) for recruitment of IMGs: Tracy Rabin
10 Minutes	New pathways’ potential implications for Africa and other LMICs- Moderator- Nelson Sewankambo
10 Minutes	Rural Health Worforce for Africa: Ian Couper
40 minutes	Discussionin groups- Moderator- Nelson Sewankambo
20 minutes	Report back from Groups - Moderator- Nelson Sewankambo
10 minutes	Wrap-Up and Call for Action: Nelson Sewankmabo
5 minutes	Closing comments: Ubuntu 2024 Moderator