



Recruitment Season: IMGs & Foreign National Applicants

November 18, 2009

Effective Pre-Screening of IMGs

- Who, what, when, why, and how?
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Best Practices:

- Define institutional and program policies
- Accuracy and consistency in gathering and evaluating the facts
- Effective communication

Visa Options for IMGs in U.S. GME

Most Common

- **J-1** “Alien Physician”
- **H-1B** “Specialty Occupation Worker”

Less Common

- **F-1** “Student” / OPT - EAD
- **J-2** “Dependent” - EAD
 - ✓ J-2 is defined as the spouse or minor child of J-1 visa holder
- **O-1** of “Extraordinary Merit”

Other Legal Options

Pre-Screening IMGs

- Education and Medical Credentials
- Program Priorities
- Immigration History and Options
- Applicant's Personal Issues

Medical Education & Credentials

- Medical education
- Valid ECFMG Certificate
- Valid medical examinations
 - USMLE (FLEX, FMGEMS)
 - Dates, number of attempts, scores
 - Licensure requirement for position

Best Sources:

USMLE Transcript, CVS, ERAS, state medical license

Medical Education & Credentials

- Previous experience in U.S. or abroad
 - U.S. board credit
 - Change in specialty
 - Research
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Best Sources:

Institution, ERAS/CV, specialty board, ECFMG, physician

Program Priorities

- Best fit for program
 - Begin training on time
 - Successful progression in training
 - Post-training recruitment
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Best Sources:

ERAS, program, physician

Immigration History & Options

- Current and previous visa status
 - Type(s) of activity
 - Restrictions
 - Duration of stay in U.S.
- Consular processing
 - Security clearance

Best Sources:

ERAS/CV, U.S. sponsoring institution, physician

Applicant's Personal Issues

- Dependents
 - Immigration status
 - Spouse's profession
- Special needs / requests

Best Source:

Physician

Developing Best Practices

- Gather the facts
 - Be objective, ask the right questions
- Consider the options
 - Weigh the interest of institution, program, and physician
- Communicate with all responsible parties
 - Seek consensus but insist on compliance

Questions?

ECFMG

Exchange Visitor Sponsorship Program

Tel: (215) 823-2121

Fax: (215) 386-9766