

How responsive are internationally educated nurses to an evolving Canadian Health Care System?

Presented by:

Ryanna Bowling & Xiaoqian (Maureen) Li

Canadian Institute for Health Information

Outline

- **About Canadian Institute for Health Information (CIHI)**
- **Nursing Workforce data at CIHI**
- **Setting the stage for analyzing workforce trends**
- **Taking a closer look at responsiveness of internationally educated nurses**
- **Trends to watch**

About CIHI

Independent not-for-profit corporation

27 data holdings

Expertise in:

- Data collection and analysis
- Information standards
- Education and outreach

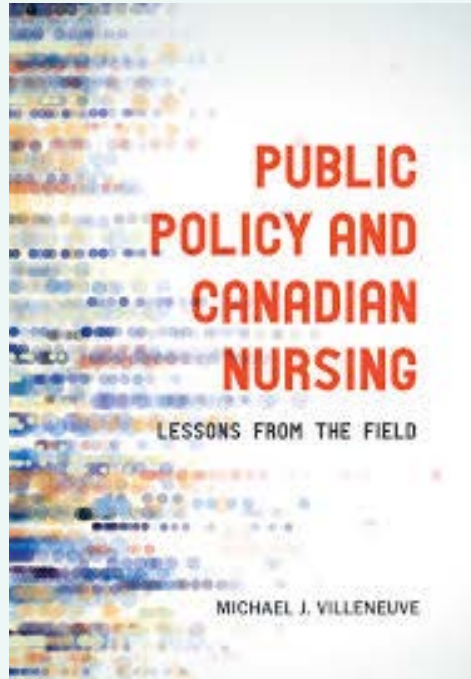
Nursing Workforce Data at CIHI

Regulated Nursing	
Contents	Record-level supply and distribution information on RNs (including NPs), LPNs and RPNs
	Demographic, education, employment and geographic
	Aggregate data on nursing programs, including seats and graduates
Data Source	Provincial and territorial nursing regulatory bodies
	Canadian Association of Schools of Nursing, individual schools, Ministries of Advanced Education
Data back to	RN data: 1980 (NP data as of 2003 where legislation exists)
	LPN and RPN data: 2002
	Nursing Education data: RN – 1997, NP – 2002 RPN – 1989 LPN – 2007

Setting the stage



Canadian health care system



“...it goes without saying that health care in Canada today has evolved into a much more comprehensive and complicated affair.

It encompasses a broad range of services across a continuum of every possible age, culture, gender and care need.”

Setting the stage



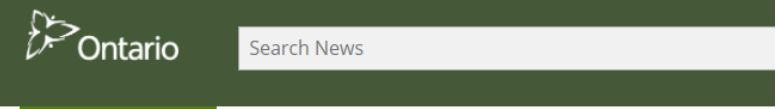
- **Fundamental paradigm shift for Canadian health care system**
- **Focus on delivering care in community**
- **Emerging roles in nursing profession**
- **Integration, retention and mobility of health professionals**

Nursing in the news...



Nurse practitioner-led clinics embraced in Essex, Belle River

They don't rush you. Is the first thing that struck Essex retiree Jean St. Pierre when she began getting her primary care from a nurse practitioner instead of a doctor.



Newsroom

News Release

Ontario Boosting Nursing, Personal Support in Major Expansion of Home Care

Patients, Families to Benefit from 2.6 Million More Hours of Home Care Across Province

Online toolkit to help nurses integrate genomics into care

By Greg Slabodkin



Published September 22 2017, 7:30am EDT

The National Human Genome Research Institute has launched a new online toolkit to help nurses integrate genomics into patient care and to promote nursing competency in genetics.

More in

Nurse practitioners could replace doctors at some walk-in clinics

Fee changes for doctors to open new opportunities for 'underutilized' nurse practitioners

Michael Gorman · CBC News · Posted: Jun 16, 2016 6:00 AM AT | Last Updated: June 16, 2016

Innovative liaison nursing role providing vital link to support patients' safe return home

14 JUNE, 2017 | BY STEVE FORD



A recently introduced nurse-led initiative to help get patients out of hospital and back home is "going from strength to strength" and is now being expanded, according to a Welsh health board.

IENs in the news...



Caregivers in Canada face immigration issues anew

Nurses say process to transfer international qualifications long, complicated

Nurses need cultural competency education to meet needs of diverse patients

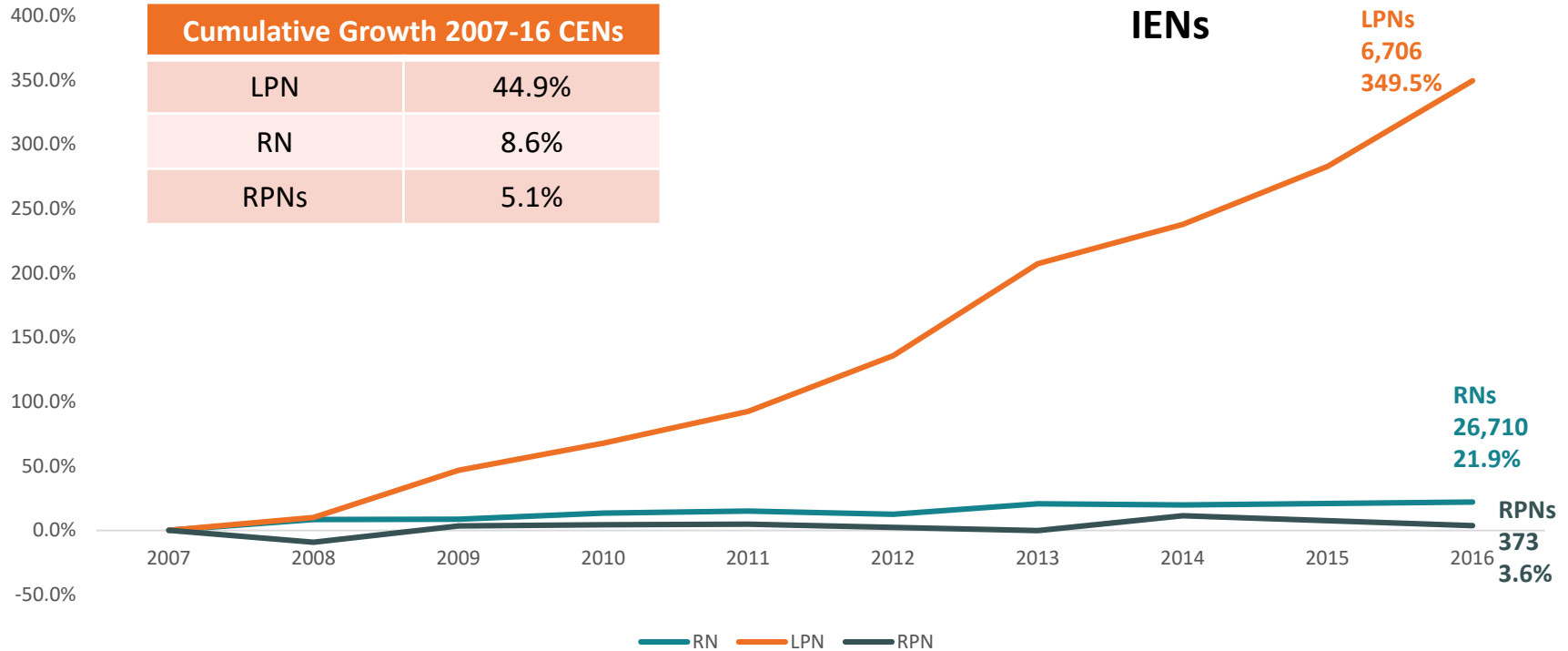
End of permanent residency program for foreign caregivers concerns workers group

Two programs allowing foreign caregivers to apply for residency expire next year



Taking a closer look at IENs

Internationally educated LPNs more than quadrupled in the last decade



Proportion of IENs varies by nurse type, 2016



RNs



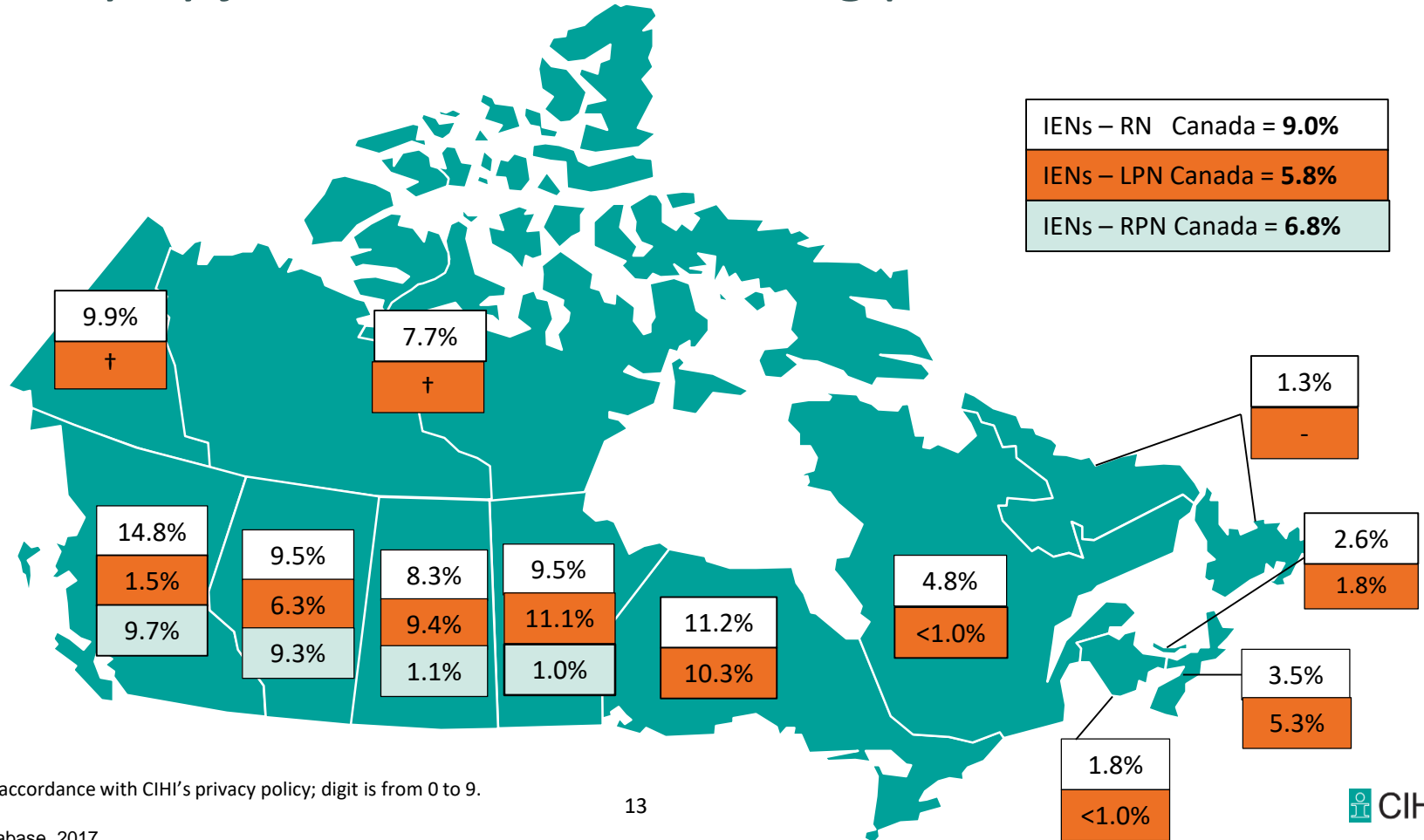
LPNs



RPNs

Overall Supply	298,743	116,491	5,859
IEN Supply	26,710	6,706	373
% IEN	8.9%	5.8%	6.4%

Variability by jurisdictions and nursing profession



Notes
 † Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

Source
 Health Workforce Database, 2017.

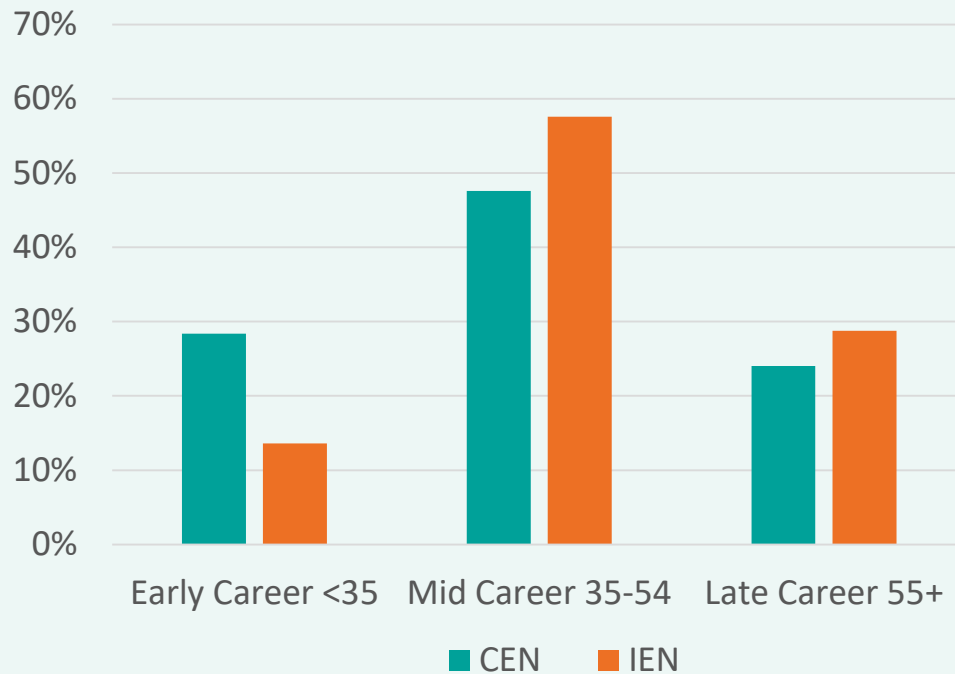
Zoom in on registered nurses





Career

CENs are more likely than IENs to enter the workforce during their early career





Did you know....

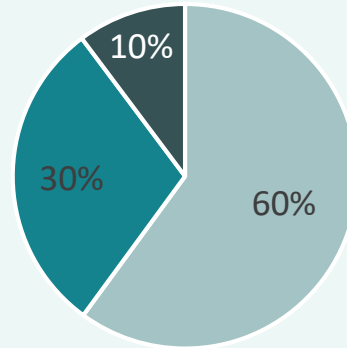
IENs are **2x** more likely to work in nursing homes/long-term care setting than CENs

A larger proportion of IENs are employed full-time, regardless of setting



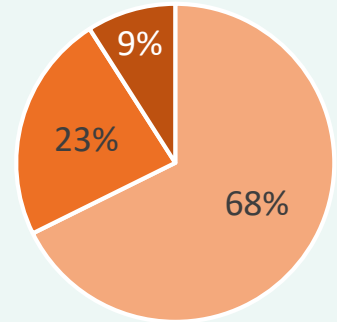
Employment
Status

CENs



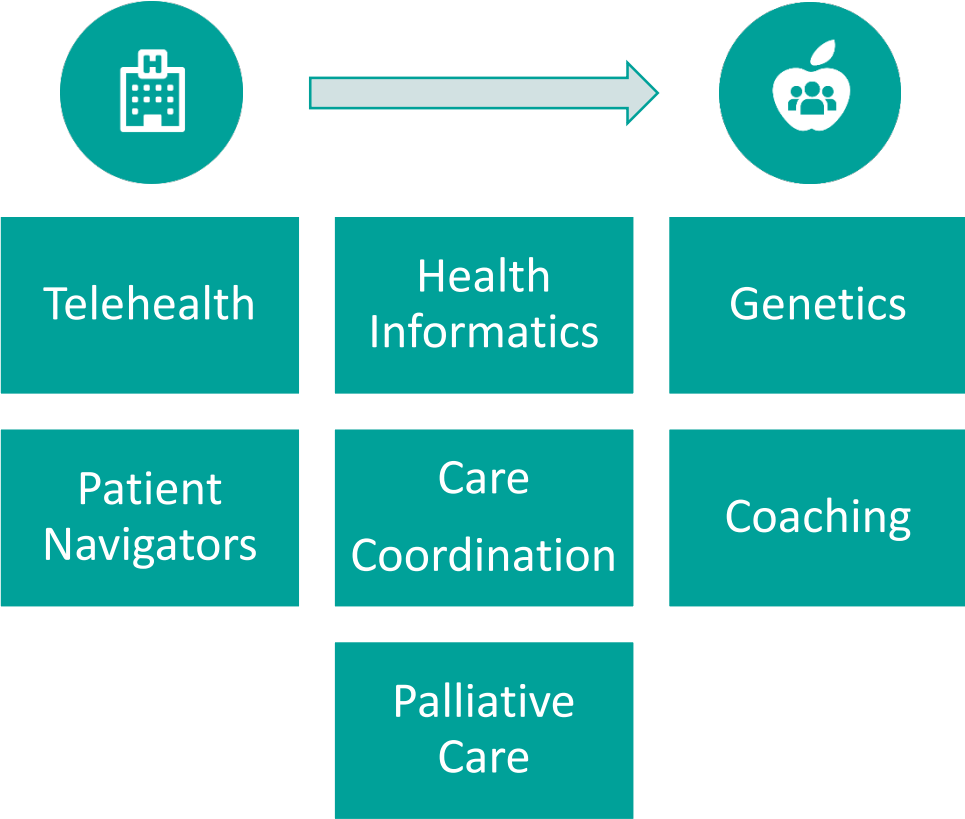
Full Time
Part Time
Casual

IENs



Full Time
Part Time
Casual

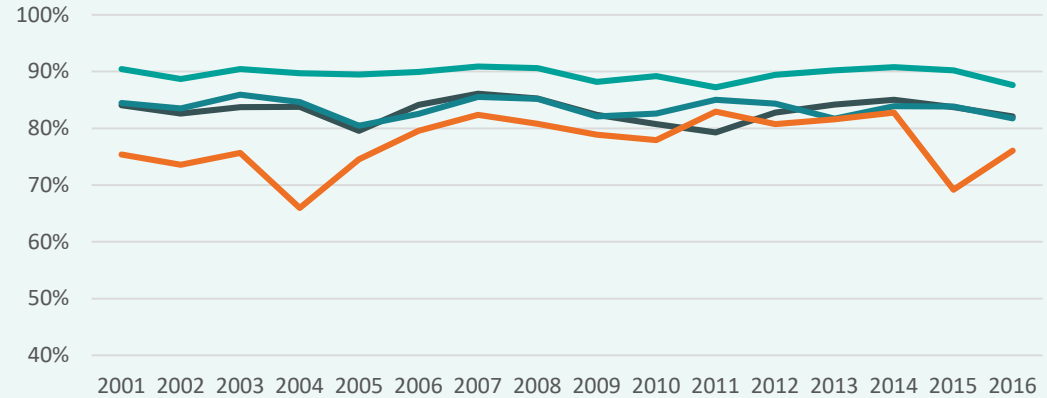
Emerging Roles for RNs



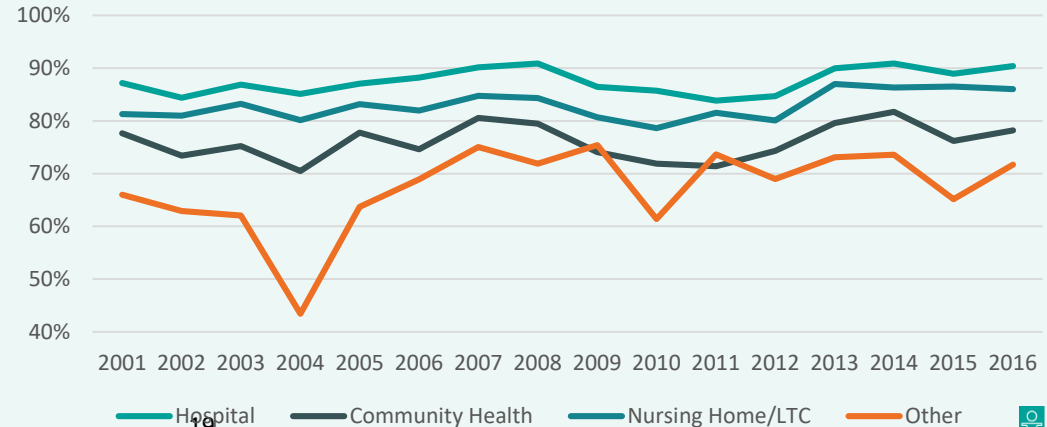


Place of Work

CENs higher retention in emerging places;



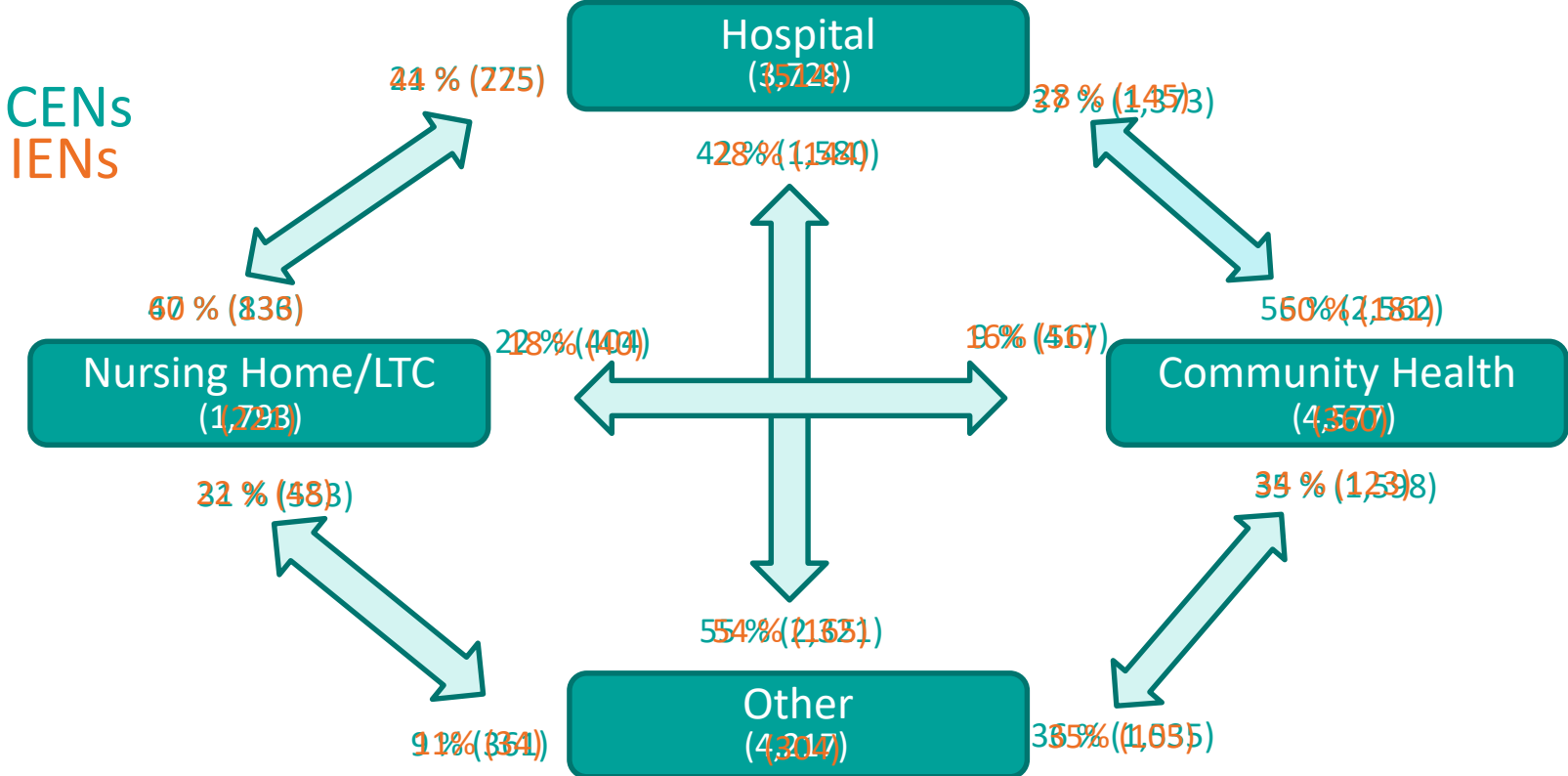
IENs more vulnerable to health care reform



Examples of emerging workplaces may include:

- Telehealth
- Hospice care
- Blood transfusion centre
- Cancer centre
- Children treatment centre
- Diabetes education centre
- Correctional facility
- Mobile nursing station
- Clinical trials centre
- Spa
- Cruise ship

There is a movement away from institutional care to community-based care and other new delivery models (2016)





Did you know....

1 in 25 nurse practitioners
are internationally educated

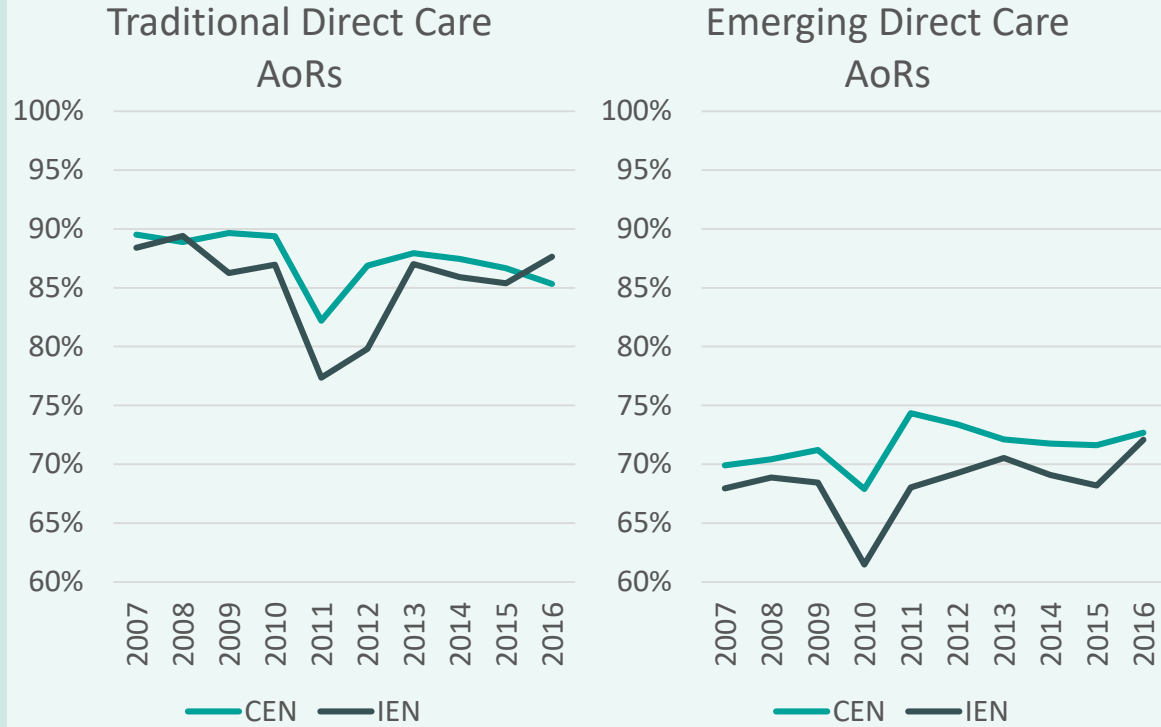


Area of Responsibility

Examples of emerging roles may include

- Telehealth
- Care coordination
- Health informatics
- Genetics and genomics
- Patient safety
- Disaster and emergency preparedness
- Coaching
- Palliative care

Decrease for CENs in traditional roles; increase in IENS in traditional roles



Parallel stories



Jennifer



Neha

Trends to watch

- **Barriers in entry-to-practice**
- **Bridging programs**
- **IEN integration and retention**
- **Demand and recruitment for emerging roles in nursing**





Canadian Institute for Health Information

Better data. Better decisions. Healthier Canadians.

cihi.ca

hhr@cihi.ca



@cihi_icis

References

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