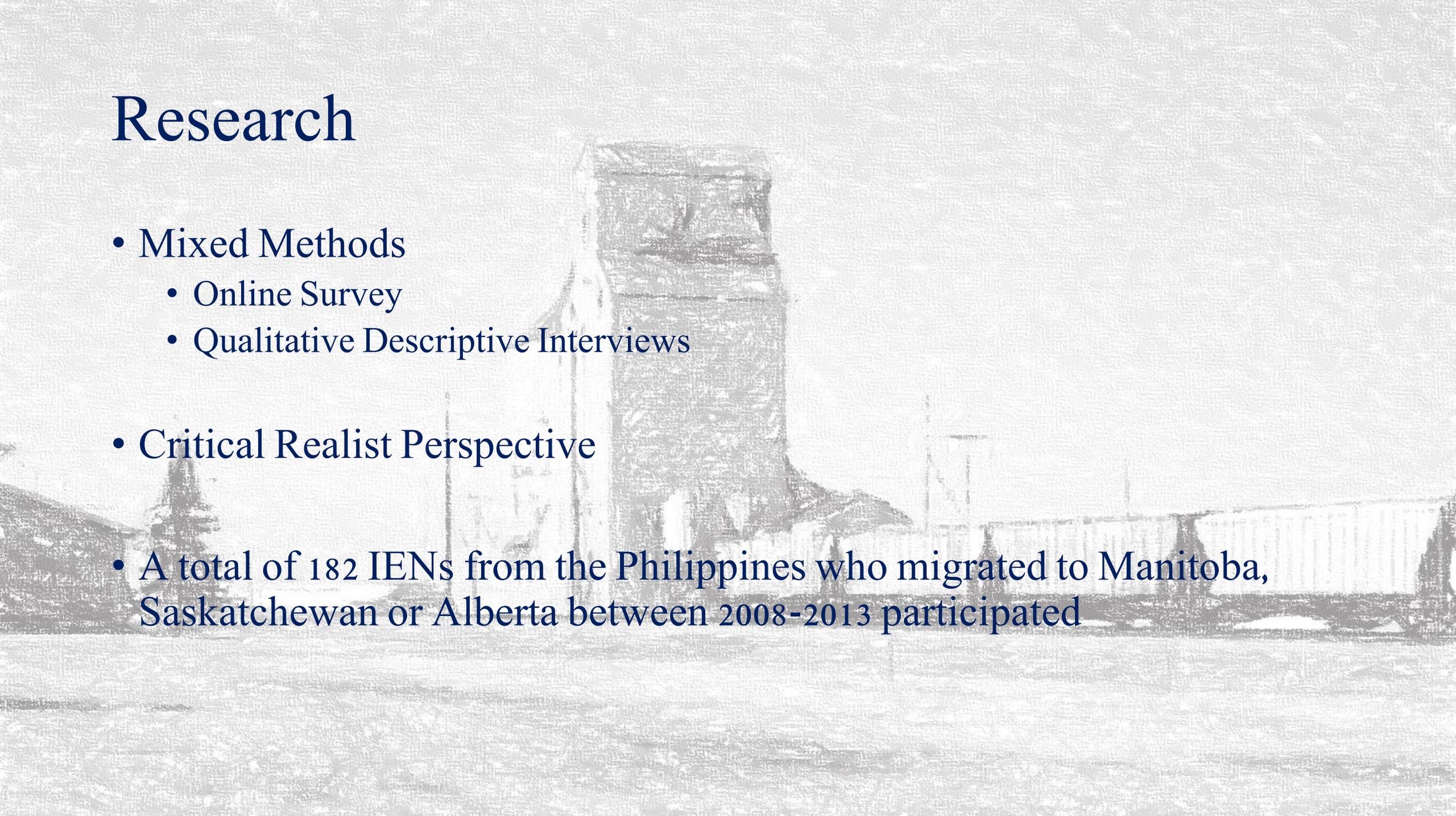


IENs and the Nursing  
Workforce in Canada: The  
“*What*”, the “*Where*” and the  
“*Why*”

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# Research



- Mixed Methods
  - Online Survey
  - Qualitative Descriptive Interviews
- Critical Realist Perspective
- A total of 182 IENs from the Philippines who migrated to Manitoba, Saskatchewan or Alberta between 2008-2013 participated

## Province Currently Residing

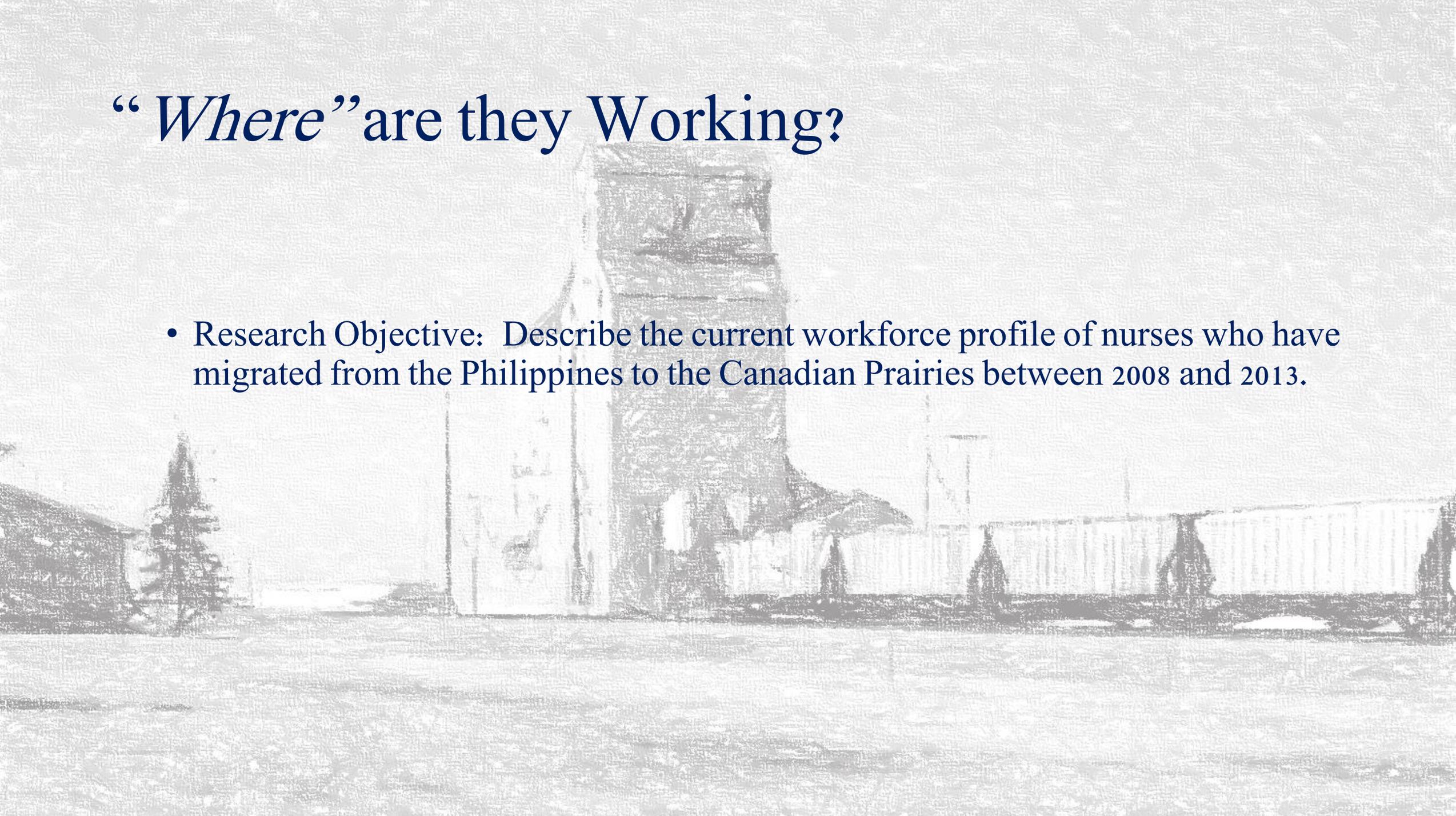
	Frequency (%)	RN	LPN	URHWs	Total
Alberta		26 (31.0)	59 (67)	2 (20)	87 (47.8)
Manitoba		55 (65.5)	22 (25)	8 (80)	85 (46.7)
Saskatchewan		3 (3.6)	7 (8)	-	10 (5.5)
Total		84	88	10	182

# In “*What*” Nursing Profession were they working.

- 84 IENs were working as RNs
- 88 IENs were working as LPNs
- 10 IENs were working as URHW’s

# “*Where*”are they Working?

- Research Objective: Describe the current workforce profile of nurses who have migrated from the Philippines to the Canadian Prairies between 2008 and 2013.



# Current Employment in a Regulated Nursing Profession

	Frequency (%)	RNs	LPNs	Total
A Registered Nurse (RN)		82 (97.6)	1 (1.1)	83 (48.3)
A Licensed Practical Nurse (LPN)		1 (1.2)	78 (88.6)	79 (45.9)
Both a Registered Nurse (RN) and a Licensed Practical Nurse (LPN)		1 (1.2)	1 (1.1)	2 (1.2)
A Graduate Nurse (RN)		-	1 (1.1)	1 (.06)
Not Currently Working as a RN or LPN		-	7 (8.0)	7 (4.1)
Total		84	88	172

## Length of time to find first job as a Nurse in Canada

Frequency (%)	RNs	LPNs	Total
Less than 6 months	74 (88.1%)	77 (87.5%)	151 (87.8%)
6 months to 1 year	6 (7.1%)	3 (3.4%)	9 (5.2%)
More than 1 year	4 (4.8%)	1 (1.1%)	5 (2.9%)
Currently Unemployed		7 (8.0%)	7 (4.1%)
<b>Total</b>	<b>84</b>	<b>88</b>	<b>172</b>

## Current Employment Status: RN & LPN

	Frequency (%)	RNs	LPNs
Employed and working full-time		48 (57.1)	50 (56.8)
Employed and working part -time		28 (33.3)	18 (20.5)
Employed and working casual		5 (6)	12 (13.6)
Employed and currently on a leave of absence		2 (2.4)	1 (1.1)
Self-employed		1 (1.2)	-
Unemployed			7 (8)
Total		84	88

## Satisfaction with Number of Scheduled Hours of Work by Employment Status

Would you like to work?

	Employed Full-time	Employed Part-time	Employed Casual
Fewer hours	4 (4.1)	-	1 (5.9)
About the same number of hours	55 (56.1)	24 (52.2)	5 (29.4)
More hours	39 (39.8)	22 (47.8)	11 (64.7)
Total	98	46	17

## Number of Current Employers by Employment Status

	Employed Full-time	Employed Part-time	Employed Casual
One employer	79 (80.6)	25 (54.3)	8 (47.1)
Two or more employers	19 (19.4)	21 (45.7)	9 (52.9)
Total	98	46	17

## Primary Practice Setting in Canada

	Frequency (%)	RNs	LPNs	Total
Acute Care Unit		64 (76.2)	40 (49.4)	104 (63)
Rehabilitation Unit		4 (4.8)	5 (6.2)	9 (5.5)
Chronic Care Unit		2 (2.4)	7 (8.6)	9 (5.5)
Personal Care Home/ Home care		12 (14.3)	27 (33.3)	39 (23.6)
Community Health		1 (1.1)	1 (1.2)	2 (1.2)
University/College		-	1 (1.2)	1 (0.6)
Other (Not Specified)		1 (1.1)	-	1 (0.6)
Total		84	81	165

## Primary Nursing Position in Canada

	Frequency (%)	RNs	LPNs	Total
Staff Nurse		79 (94)	74 (91.4)	153 (92.7)
Charge Nurse / Team Leader		5 (6)	4 (4.9)	9 (5.5)
Educator		-	1 (1.2)	1 (.06)
Other (not specified)		-	2 (2.5)	2 (1.2)
Total		84	81	165

# Intention to stay in current position

How long do you plan to stay in your current position?

	Frequency (%)	RNs	LPNs
Less than 1 year		4 (5.3)	9 (12.9)
1-5 years		35 (46.0)	33 (47.1)
6-10 years		7 (9.2)	8 (11.4)
11-15 years		6 (6.6)	1 (1.4)
16-20 years		8 (10.5)	6 (8.6)
More than 20 years		7 (9.2)	7 (10.0)
	Text Responses		
Until retirement		4 (5.3)	1 (1.4)
Many more years		4 (5.3)	3 (4.3)
Until I find full-time work		-	1 (1.4)
Until I become a RN		-	1 (1.4)
Uncertain		2 (2.6)	-

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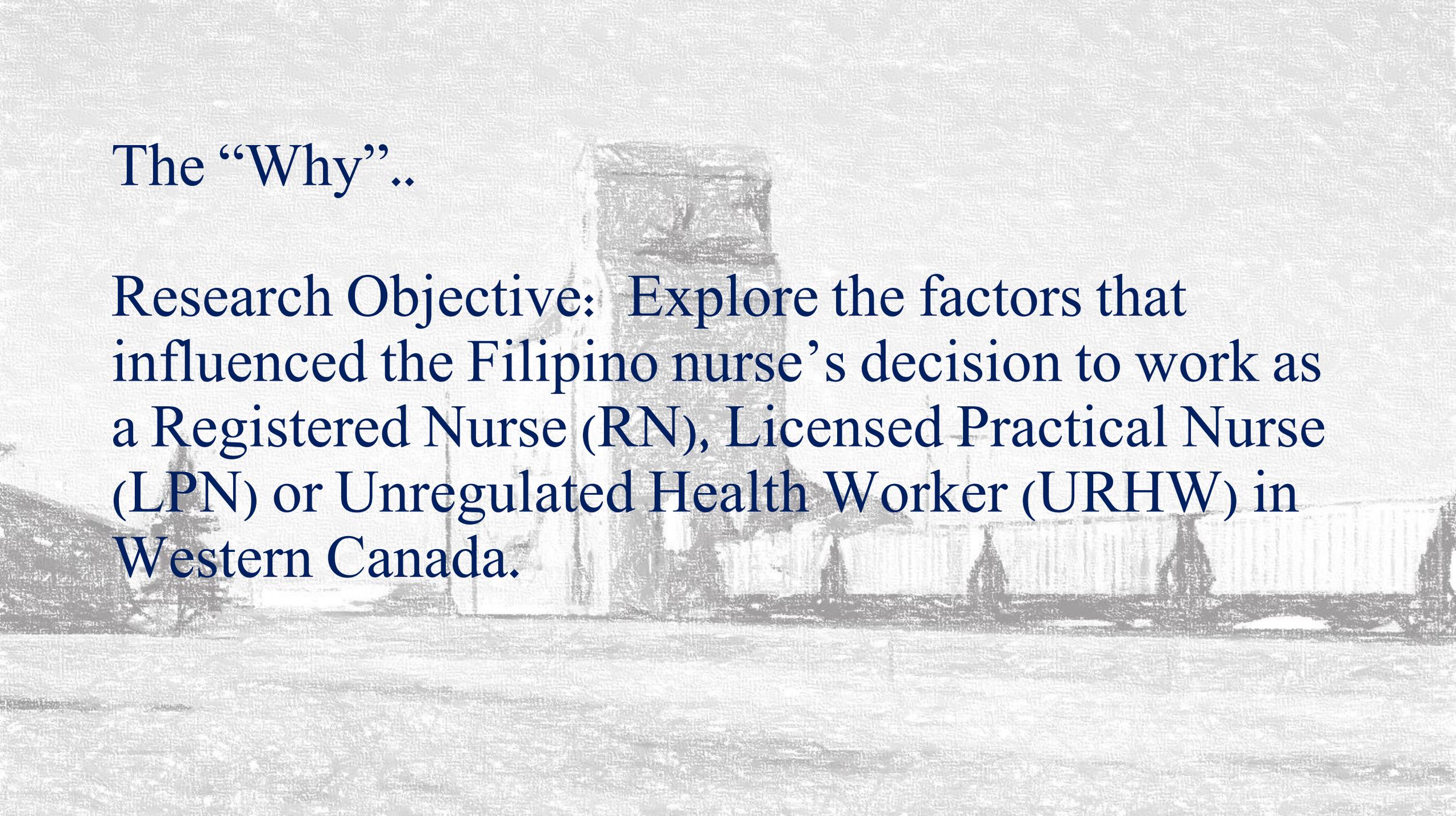
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11

Total

91

91



The “Why”..

**Research Objective:** Explore the factors that influenced the Filipino nurse’s decision to work as a Registered Nurse (RN), Licensed Practical Nurse (LPN) or Unregulated Health Worker (URHW) in Western Canada.

# Intention to Work as a RN

- 100% of participants intended to work as a RN upon migration to Canada.
  - At the time of data collection:
    - A total of 78.4% of LPNs & 90% of URHWs had applied with a RN Regulatory body since arriving in Canada
    - The remaining 20 participants (19 LPNs & 1 URHW) had not applied for RN Licensure but indicated that they had initially intended to apply upon arrival to Canada

# The Decision to Work as a LPN

- Challenges encountered during RN Licensure
  - Meeting the English Language Requirements
  - Undergoing CCA/SEC
  - Completing Bridging Education
    - Length & Cost
    - Meeting the Academic Requirements
  - Length of Time to Complete the Process
    - Encountered a Number of Delays— Created Financial challenges

# Several Paths...

- Stepping Stone
- Parallel Process
- Alternate Career Path



# Stepping Stone

- *“They say applying for RN will take a lot of preparation, both financially and mentally and the application time takes about 2 years. For someone who just arrived here in Calgary, I cannot wait that long and be in a job not related to my profession. Applying for LPN gave me the opportunity to be back in my profession the soonest possible time, earn for the family, gain some Canadian Nursing experience, while preparing for my RN licensure.”* [LPN Alberta]
- *“I thought of improving status from health care aide to RN, but the RN process was difficult so I decided to become LPN first. Aside from the salary, i have an ambition to uplift myself, family and my family in the future. So im not going to stop at LPN, i want to continue to study as far as my money and time can go.”* [LPN Alberta]

# Parallel Process

- *“Well I heard from many Filipinos who were working here first before me that sometimes it will take a while before you get your license, before you will be allowed to take the exam for the CRNE and so what I did was I didn’t mind spending more so I just applied both I applied together LPN and RN and that was just for my backup it was my plan B. LPN is my plan B just in case they would tell me to go back to school and get some refresher courses.” [LPN & RN Manitoba]*

# Alternate Career Path

- *“I didnt have any other choice. As much as i wanted to become an RN, there has been alot of struggles and frustrations to becoming one. I could not just understand why they are giving us,international nurses, a hard time upgrading when in fact i firmly believe that we have the skills and the compassion. It is also degrading on our part, that even nurses from the philippines with master’s degree are given no credit at all.” [LPN Alberta]*
- *“They say applying for RN will take a lot of preparation, both financially and mentally and the application time takes about 2 years. For someone who just arrived here in Calgary, I cannot wait that long and be in a job not related to my profession”. (LPN Alberta)*
- *“Initially, I intended to apply for registration as a RN but the process takes a very long time and we have to undergo bridging programs which will cost money and time, unlike applying for registration as LPN, the process takes only a short amount of time and less expenses.” [LPN Alberta].*

# Active Recruitment

*“It was government recruitment I believe it was Alberta Health Services yeah so I think what they did was they, they partnered with an agency. That agency has a branch in the Philippines and it was the agency who recruited the Filipino nurses in the Philippines. [Researcher: What were you recruited as?] At first, actually the first position that they offered us was Health Care Aide but then later on it was upgraded to LPN and we were made to believe that after we were here it would be easy for us to convert or upgrade into Registered Nurses. [Researcher: When they first told you that you were hired as a HCA were you comfortable with that?] Yes because they told us it was only our entry and that when we were here we could work on our RN licenses like we were made to understand, my personal opinion, we were made to understand that it would be easy....I don't like, personally I don't like, that when we were here first, [pause] back in the Philippines we were made to understand that we could upgrade to a Registered nurse and it would be easy but when we were here, it's only then that we become aware of the SEC, the skills, competency test – we were not informed of that back in the Philippines so when we came we were surprised that we would have to do the SEC exam before we could challenge the RN exam. “[LPN Alberta]*

# The Decision to Work as URHW

- Participants described it as a “Survival Job”
  - Gain Canadian Health Care Experience
  - Better pay than other entry level positions
  - Closest to their profession

# Survival Job

- *“Being an immigrant, I had to find a job that is closest to my profession, and that is being a care aide. This enabled me to feed myself, pay the bills and pay the necessary fees for my LPN registration.”*
- *“[i] need an entry work to sustain life in Canada and continue supporting my family.....and.... no choice, have to earn money to cope up with the Canadian system of upgrading your education to be a part of the Canadian workforce”.*
- *“I have to help my spouse with our daily basic needs and support our siblings in the Philippines, and we have to send our only daughter to school.”*

# Survival Job.. But.. Able to gain Canadian Health Care Experience

- *I'm working in the hospital right now, yeah specifically I'm a HCA in Emergency at XX hospital so it's not just the money, I'm learning. So its two things. I love it there because they do everything there from assessment interviews to IV's everything so I'm very much grateful that I'm employed and learning. Every time I talk to the nurses over there, my colleagues in emergency, they were asking me what was my job back home and I said to them I'm a nurse. But even though I'm a nurse back home it's different than what you have here. The health care system – everything's different. It's not that I know everything. If I were to work as a nurse right now it would be difficult, it would be challenging. So it's a good thing that I work as a HCA so I can see everything – especially in the ER.*

# Active Recruitment

*My entry visa only allowed me to work as an HCA or home care support. I came to Canada because I was hired as a nursing assistant – at that time that was my position... I couldn't work as a nurse.”(URHW, Alberta)*

*“I went through the LPN assessment and everything and then I found out as an international student I have to pay 2.4 more – 2.4 times more than a Canadian resident for tuition... I thought, Oh No! Where am I going to get the money? Too much money - I'm not earning as much money – I'm only earning like minimum wage and my time would be split between studies and work and I was thinking how am I going to be able to do that and survive... I backed out of my LPN course.”*



Perceived Match between Pre-Migration  
Education & Work Experience & Current  
Employment in Canada

# LPN Profession: Not a Good Match

## Over Qualified

- *“there is some – really - limitations when it comes to our functions as LPN compared to when you are RN - there are some skills or some responsibilities that you cannot handle because you are not an RN.... my thing is we were educated as a RN back in the Philippines and your training here is not different from our training. Exactly - we also use the same text books the references are the same. It doesn't differ from what you have here.” [LPN].*

# LPN Profession: Good Match

- *“I feel that my qualifications are a good fit.”*
- *“I have had worked in an acute care more than 10 years in the past, with excellent experiences, skills and knowledge learned as nurse .... I'm proud working being in a assisted living facility with the elderlies, this is a fullfilment of my career as a caring nurse.”*
- *“I only had less than 6 months of experience as RN in the Philippines. So being a LPN here is like a refresher or a preparation for being a RN in the future.”*

# LPN Profession: Good Match - Practice Setting

- *“My qualifications really fit with my position because as LPN in dialysis we have a full scope job.” [LPN]*
- *“Since LPNs are in charge on the floor, my clinical judgement is being developed as well as my managerial skills.” [LPN]*

# LPN Profession: Yes & No

- *“Yes and No. Yes I feel overqualified because I was a Charge Nurse in the Philippines and then I went into Nursing Education-was a Clinical Instructor and then became a Clinical Coordinator so I feel I am more qualified to start at an entry level. No because I have still things to learn.”*

# RN Profession: Good Match

*“I believe my current nursing position is appropriate, when I am still an LPN, I think I am over qualified because I am an RN in the Philippines, but since I strive hard to be an RN too here in Canada, I feel am a good fit for the position as an RN because I can practice it now here in Canada.”*

*“I am happy with the work I am doing and with the employer I am working for. I am working as an Operating Room Nurse in a Trauma hospital and the work is exciting and satisfying. There is a healthy work environment where everybody feels needed and appreciated for the work they do as a member of the healthcare team. There is help/resource available if I feel unsure about my capability to do a certain job and there are courses available to improve or update my skills. My knowledge, experience and qualification is appropriate for the position.” [RN]*

# RN Profession: Not a Good Match

- Practice Setting

*“At first, even after orientation, I still feel under qualified since I am new and it is a specialized field which I have never worked before. If I was working in an area where I used to work before, I think the feeling will be opposite.”*

*“I’ve worked for 2-3 years in an acute setting. The skills and knowledge I know is slipping away because I don’t apply it in a Nursing home.”*

# RN Profession: Good Match...Now

*“I feel fit for the position after all the preceptorial trainings that I got in Canada as our nursing practice back home is very different from Canada.”*

*“I just moved from a personal care home to an acute setting about a year ago. I think my nursing position now is appropriate.”*

*“The training that I received from the University of Santo Tomas in the Philippines has prepared me well enough in the field of nursing. The high standards of training and education from my university, compounded with the critical care training I received here in Canada enabled me to be a competent, compassionate and confident as an ICU nurse.”*

# RN Profession: Good Match...Now

*“I gained knowledge and experience over the years from working since 2009 in Canada on different wards and later to Operating Room. / I thought I was equally qualified to do the job but had a very difficult time adapting to the work/job, environment, people, life in Canada in general. / There was no real orientation that was tailored to IENs. / At present, I believe that I am fit to do my job.”*

*“I used to work in Surgical and Obstetrics ward before I got the job in long term care. I just feel stressed and often under staff in an acute care setting. Since I am getting the same salary I will stay in non acute setting for now. I think my qualifications for my present job now is just appropriate.”*

Questions?

