

THINKING OUTSIDE THE BOX: LICENSURE OF INTERNATIONALLY EDUCATED NURSES WITH IDENTIFIED EDUCATIONAL GAPS IN NOVA SCOTIA

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Presentation Outcome

- Goal
 - Present an overview of the project
 - Discuss the preliminary findings
- Background
- What is currently known
- Purpose and methods
- Project framework
- Conclusion

Acknowledgement

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Background

- Nursing shortages is a global phenomenon
(Buchan & Aiken, 2008)
- A stable and sufficient supply of nurses is needed for an effective health care in Canada
(Canadian Institute for Health Information (CIHI), 2015)
- Canada has a diverse population
 - Increasing number of immigrants (Statistics Canada, 2016)

Background

- Increasing number of IEN applicants in all Canadian jurisdictions (Jeans, Hardley, Green, & Da Prat, 2005)
- IENs face challenges in obtaining nursing licences (Covell, Neiterman, & Bourgeault, 2014; Jeans, 2006; Moyce, Lash, & De Leon Siantz, 2016; Singh & Sochan, 2010)
 - May opt out of nursing profession (Salami & Nelson, 2014)
 - Results in a waste in human capital (Kolawole, 2009)

Canadian Context

- Patient population
 - Aging
 - New immigrants
- Aging nursing workforce
 - Especially Nova Scotia (CIHI, 2015; DHW, 2015)
- Potential supply: IENs (Blythe & Baumann, 2008)
 - The earlier IENs get their nursing licences, the better the future of our nursing workforce
 - More nurses to provide care

Nova Scotia Context

- CRNNS
 - Mandate
 - Public protection
 - Fair, transparent, and consistent regulation (CRNNS, 2016)
 - 10303 RNs in 2014
 - +0.5% increase in total active practicing licence issued in 2013
 - -1.7% decrease in first-time RN licences issued in 2013

(Cathy Rose, personal communication February, 2016; CRNNS, 2014; 2016)

Current CRNNS Practices

- IENs with educational gaps
 - Must complete remedial education before obtaining any form of licence to practice
- Remedial education
 - One course at the RNPDC
 - Re-entry program at the RNPDC
 - On rare occasions, completion of a baccalaureate degree in nursing

Purpose

- To explore the issuance of licences for IENs with identified educational gaps following a comparison of their nursing education program to that of Nova Scotia
- To make policy recommendations to the CRNNS on the issuance of such licences

Our Assumptions

- IENs may gain from early exposure to the Canadian nursing practice
 - Increase workforce supply
 - Increase patients' access to care
 - Successful integration
 - Safe, competent, ethical, and compassionate care

Conceptual Framework

- Right-touch regulation
 - A means of addressing a regulatory issue in such a way that an appropriate balance of the responsibilities of professionals, employers, and regulators can be achieved (Cayton & Webb, 2014)
- Principles: Regulation must be
 - Proportionate, consistent, targeted, transparent, accountable, agile (Professional Standards Authority (PSA), 2015)

Project Activities

- Literature review
- Website review of most Canadian RN RBs
- Survey of all Canadian RN RBs
 - 40% response rate
 - Technical issues
- Interviews
 - Three Canadian RN RBs
- Risk assessment

Literature Findings

- Comparability of nursing education
 - Models of nursing education is different in most countries
 - No evidence on how other country's education is comparable to that of Canada
- Licensure evidence
 - Lack of literature on licencing IENs with educational gaps in Canada
 - Australia issues licence to IENs with specific gaps
(Nursing and Midwifery Board of Australia, 2016)

Preliminary Findings

- Survey of Canadian RN RBs
 - Most IEN applicants have educational gaps upon initial assessment
- Website review
 - Most provincial RN RBs issue the same temporary licences to both IENs and Canadian graduates

Preliminary Findings

- Temporary licences with restrictions and/or conditions for IENs with educational gaps
 - Few Canadian RBs currently issue this form of licences to IENs
- Confirmation of our previous assumptions of the potential contributions of IENs

Next Step: Questions to Consider

- CRNNS
 - At what point should IENs be assessed for their eligibility for such licences?
- Regulation
 - What roster would we put them on?
 - What will be the role of employers in ensuring IENs practice within their restricted scope of nursing?
 - How should the College monitor IEN's practices?
 - Would employers be willing to consider hiring them?

Next Step: Questions to Consider

- Right touch regulation
 - How do we assess the risks that may be associated
 - What risks can we mitigate?
- Employers
 - In what practice settings could these IENs work?
 - How should employers monitor IEN's practices?
 - Under what circumstances could employers hire IENs with this form of licence?

Conclusion

- The number of IEN applicants will continue to increase
 - Regulators and other stakeholders need to continually look at innovative ways to facilitate IENs' licensure
- Licensing IENs with restrictions or conditions may be beneficial to IENs, Canada, and the public
- Regulators must ensure that they balance the needs to protect the public and the needs to licence IENs



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