

Health**Force**Ontario

Reflections on the Development of an Effective IENCAP Preparation Session

HealthForceOntario Marketing and Recruitment Agency

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Agenda

- What is the IENCAP?
- The IENCAP Preparation Session
- Survey highlights
- Reflections
- Q&A



What is the IENCAP?

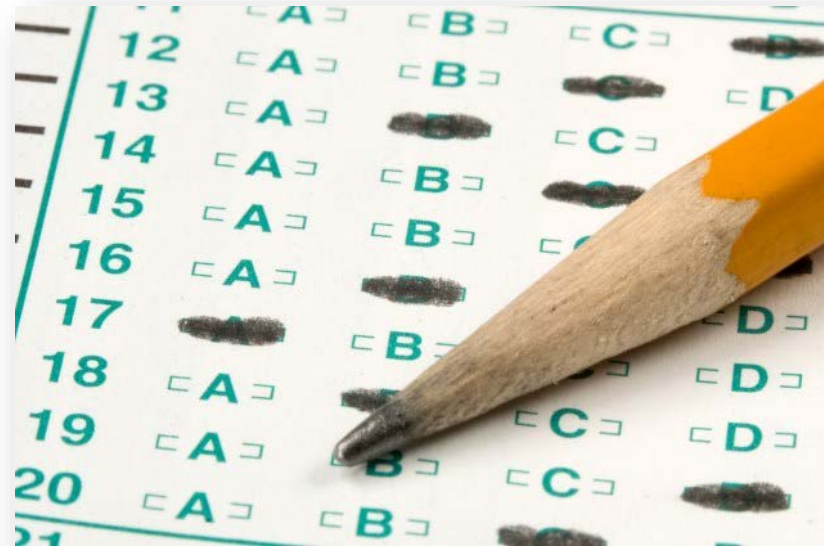
Standardized examination that tests the knowledge, skills and judgement of IENs seeking to become RNs in Ontario

- Multiple Choice Question (MCQ)
- Objective Structured Clinical Exam (OSCE)

Exam blueprint is based on the CNO's Competencies for Entry-Level Registered Nurse Practice (2014)

Multiple Choice Exam

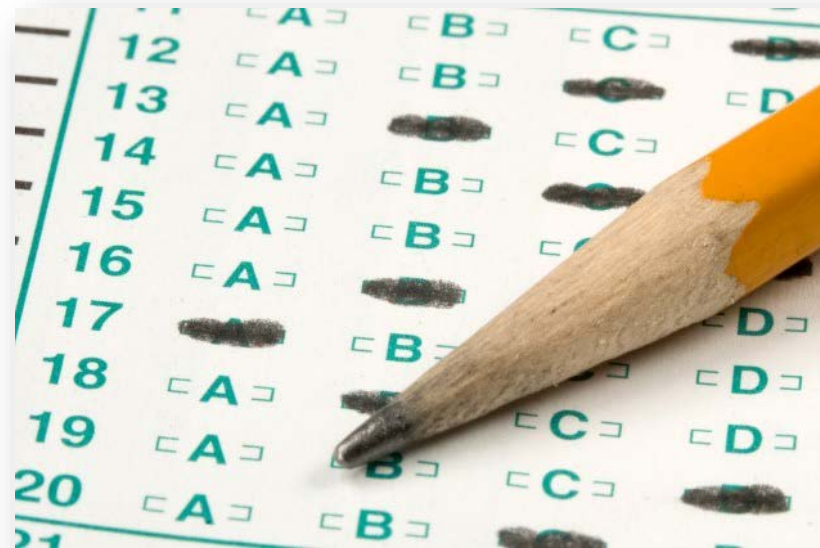
- Written exam with up to 97 questions
- 2.5 hours to complete
- Select the best answer from 3 or 4 choices



Multiple Choice Exam

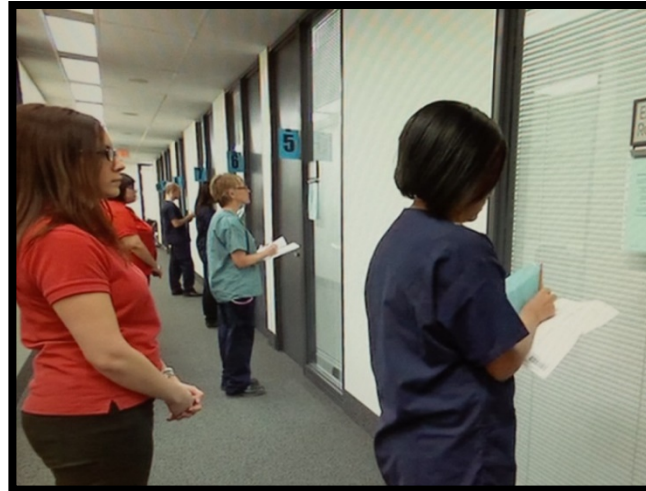
Three entry-to-practice competency domains are assessed in the MCQ exam:

- Professional Responsibility and Accountability
- Service to the Public
- Self-Regulation



Objective Structured Clinical Exam

- Performance test that evaluates the clinical proficiency of an IEN who plays the role of an Ontario RN in a series of 12 standardized client encounters



- 1st Part – Interaction with a Standardized Client
- 2nd Part – Oral questions from the examiner

Objective Structured Clinical Exam

Two competency domains are assessed in the OSCE:

- Knowledge-Based Practice
 - ✓ Specialized Body of Knowledge
 - ✓ Competent Application of Knowledge
- Ethical Practice



Competencies

for entry-level
Registered Nurse
practice

The IENCAP Preparation Session

- Behind the scenes
- Learning objectives
- Mock OSCE scenarios

Behind the Scenes – A Big Production

- Collaboration with Touchstone Institute
- A cast of dozen(s)
- Scheduled 6 – 8 times a year

Learning Objectives

Participants will be able to:

- ✓ Define the IENCAP
- ✓ Describe the testing environment, participant rules and guidelines
- ✓ Explain how the IENCAP is assessed
- ✓ Practise doing sample OSCE stations
- ✓ Identify various strategies and resources to help them prepare for the IENCAP

Mock OSCE Scenarios

4 Tracks with 3 Stations each

- Station 1 - Abdominal pain
- Station 2 - Vomiting and headache
- Station 3 - Substance abuse and depression

Review of Mock Scenarios



Sample OSCE Station

Instructions to Candidate

40-year-old Regan has come to the emergency room with complaints of abdominal pain for the past 24 hours.

You will have **seven (7) minutes** to:

Obtain a history and do an abdominal assessment.

Conduct a focused physical

PLEASE NOTE:

As you proceed with the physical examination, **EXPLAIN TO THE EXAMINER** what you are doing and **DESCRIBE ANY FINDINGS.**

(You **WILL NOT** do a vaginal or rectal exam)

At the 7 minute mark, you will have **four (4) minutes** to answer the **examiner's questions** related to the scenario.

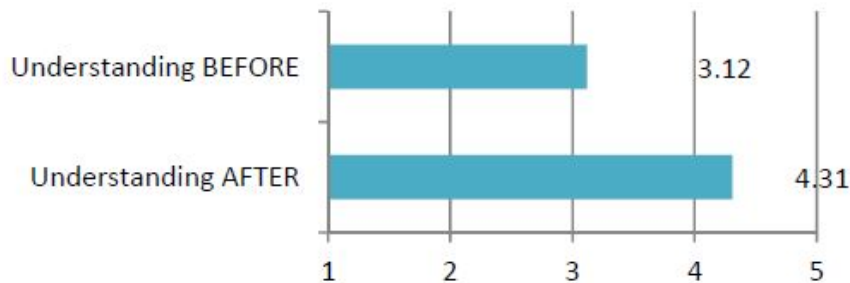
You have **eleven (11) minutes** for this station.

IENCAP Preparation Session Survey

IENCAP Preparation for IENs

100% of respondents said they would recommend this session to other Internationally Educated Nurses preparing for the IENCAP examination

Figure 8. Level of understanding of the IENCAP before and after attending the session



Survey Pool

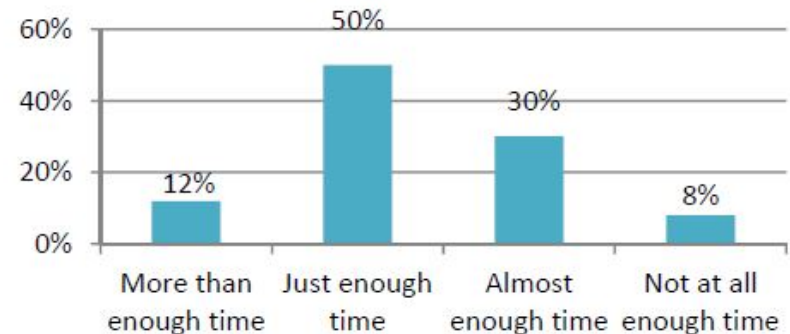
Sent to **362** IEN clients who attended one of **8** IENCAP sessions

Received **148** Responses

41% Response Rate

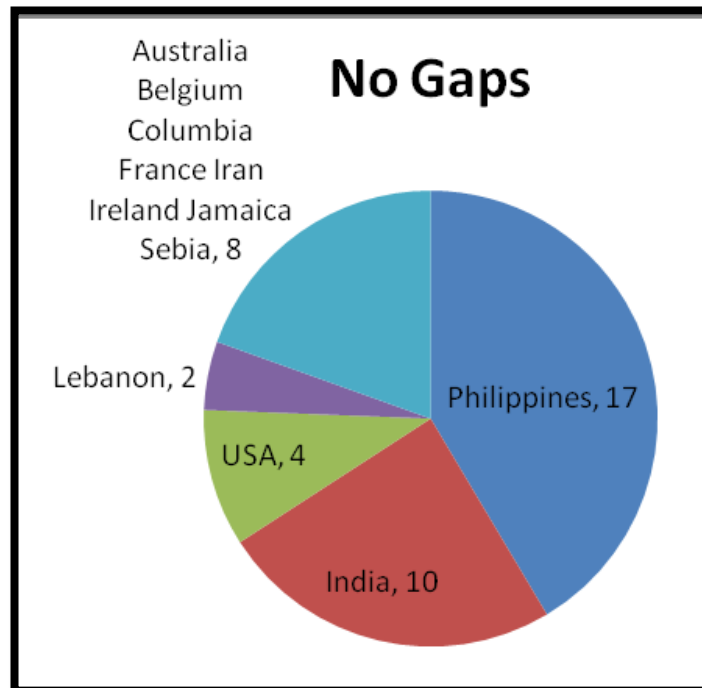
Overall Satisfaction: 4.47

Figure 9. Was the time allotted for the session enough to provide all the necessary information?



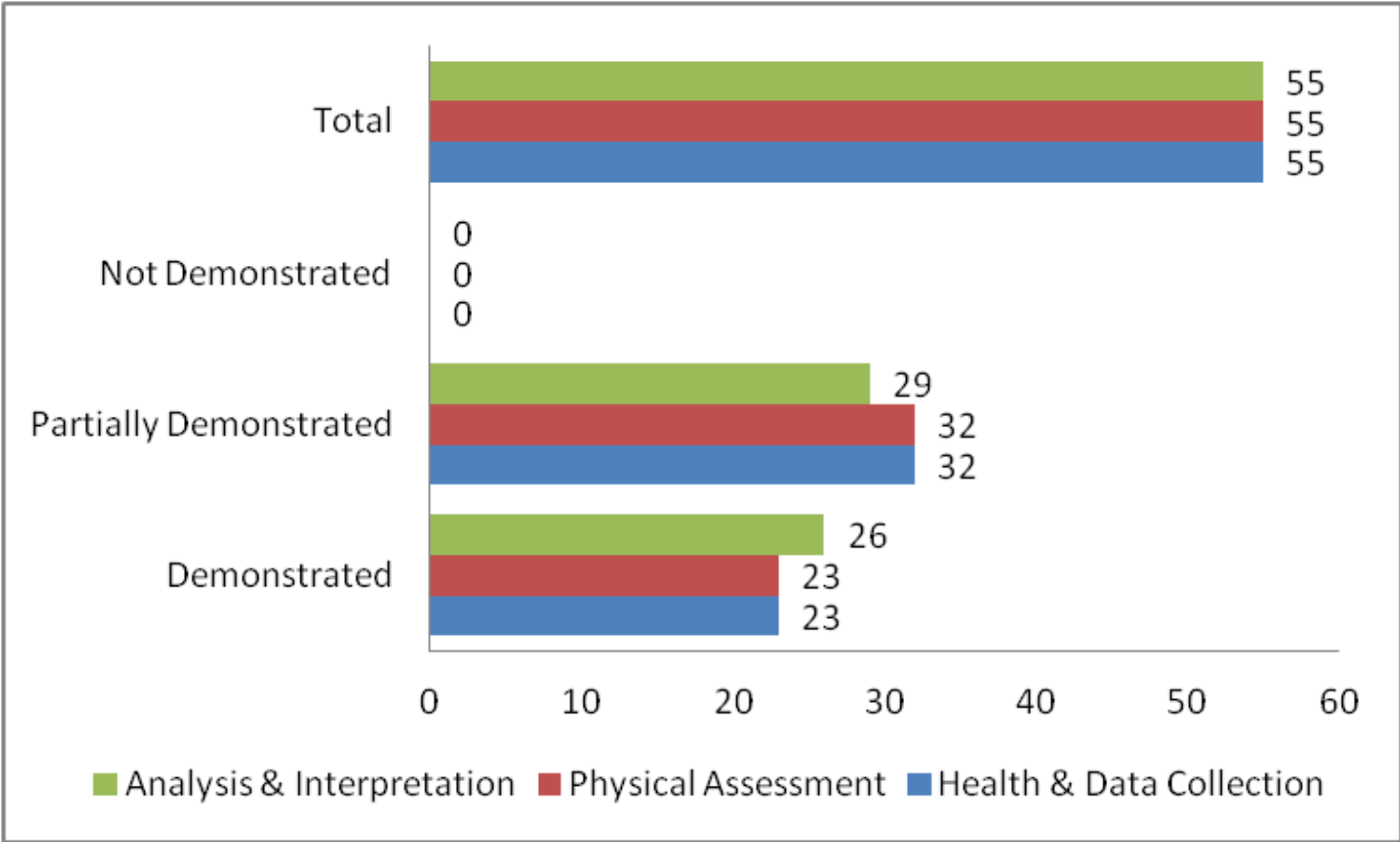
Post-IENCAP Results Survey

- IENs who attended IENCAP preparation session in 2016-2017
- 96 complete responses: 55 with gaps, 41 no gaps

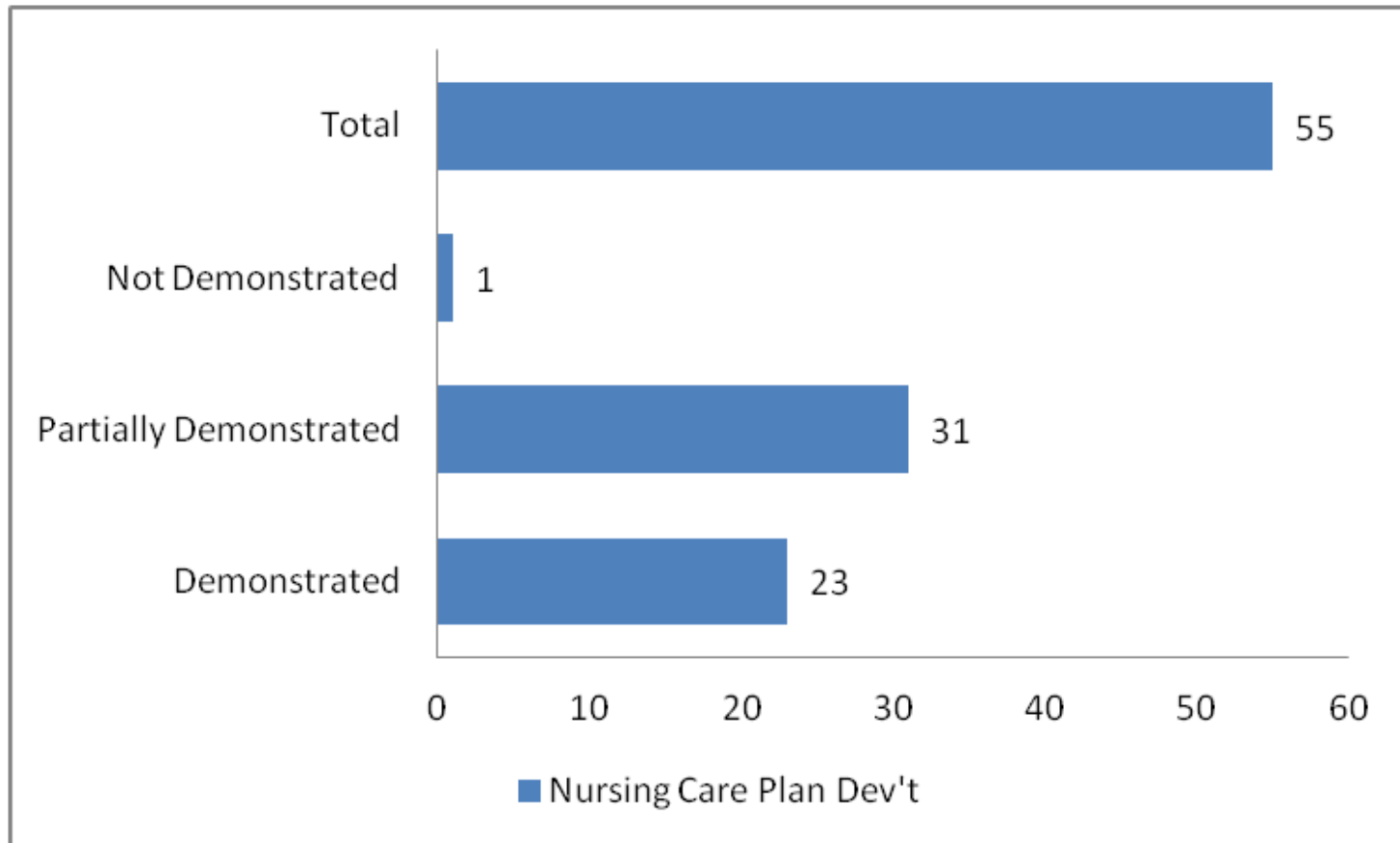


Knowledge-based Practice

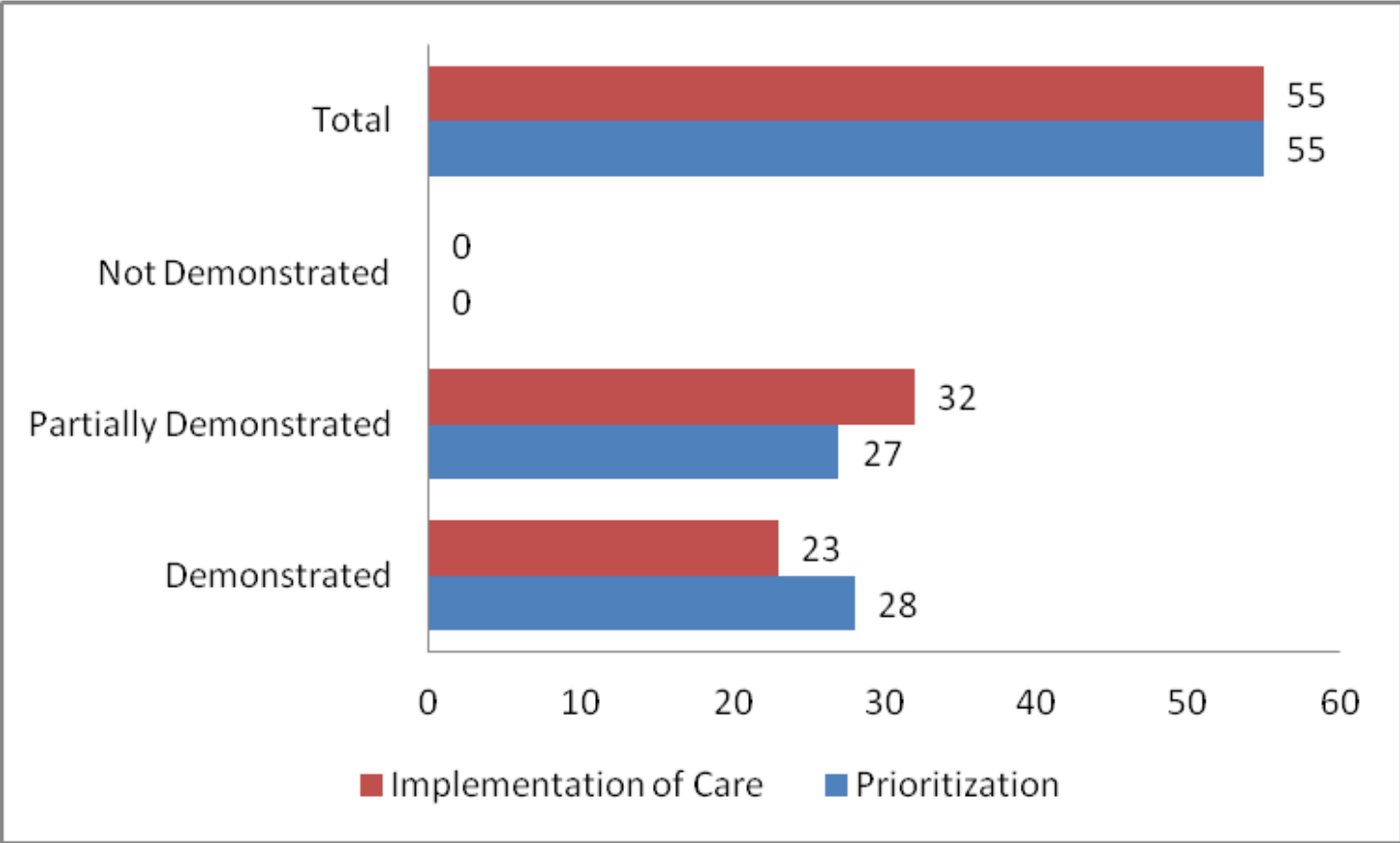
Ongoing Comprehensive Assessment



Knowledge-based Practice Collaborate & Develop Health Care Plans

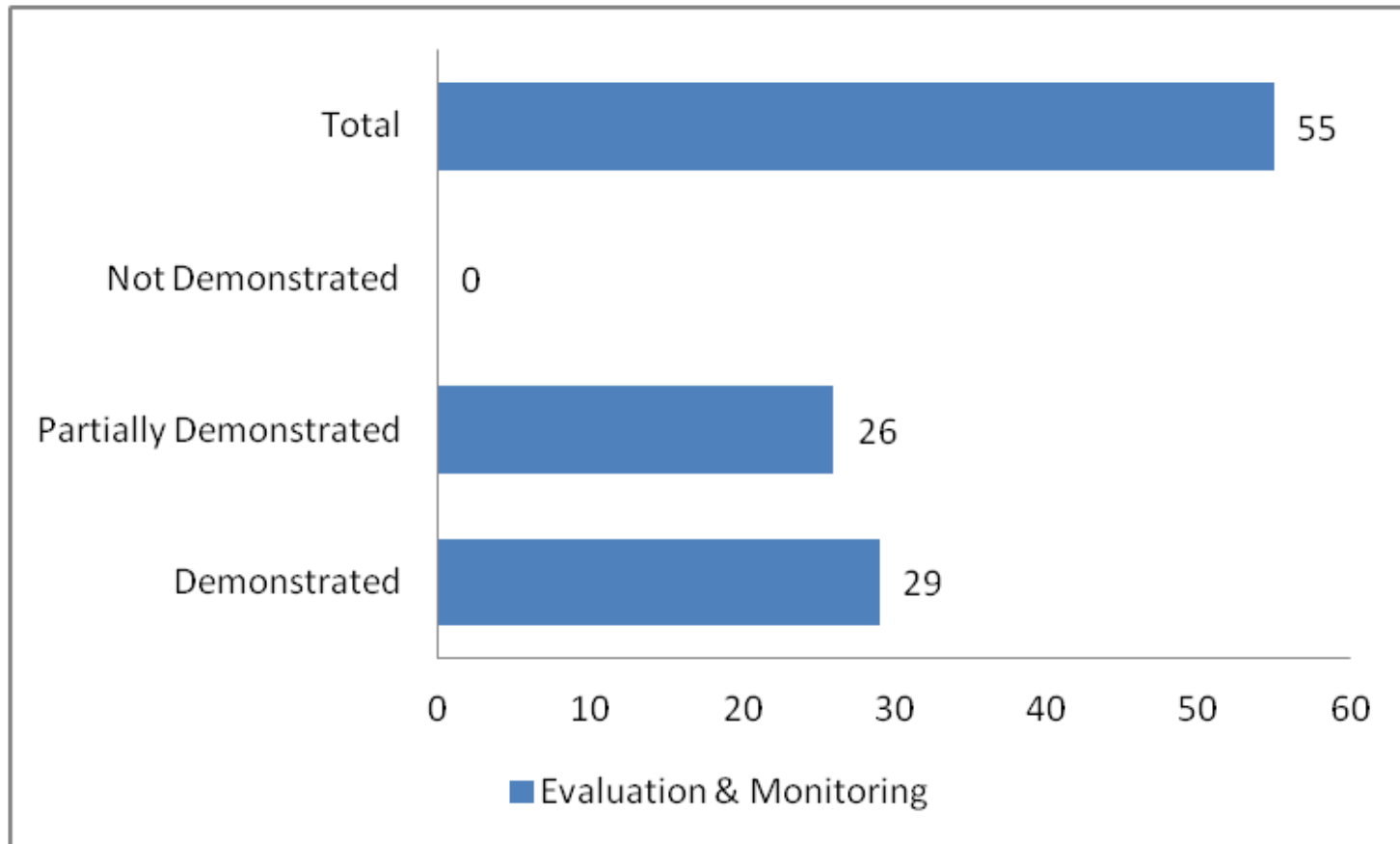


Knowledge-based Practice Provide Nursing Care w/ Clients

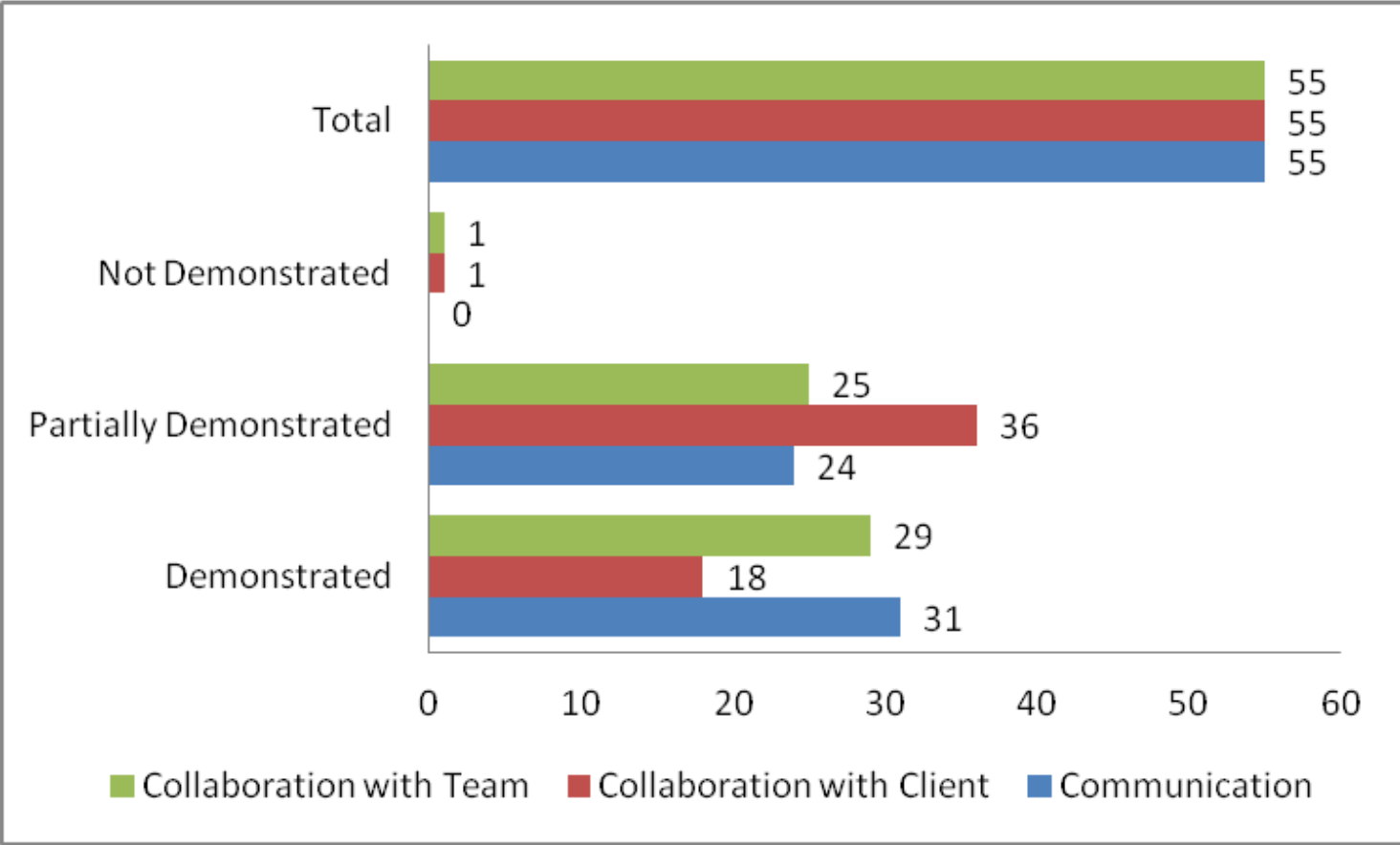


Knowledge-based Practice

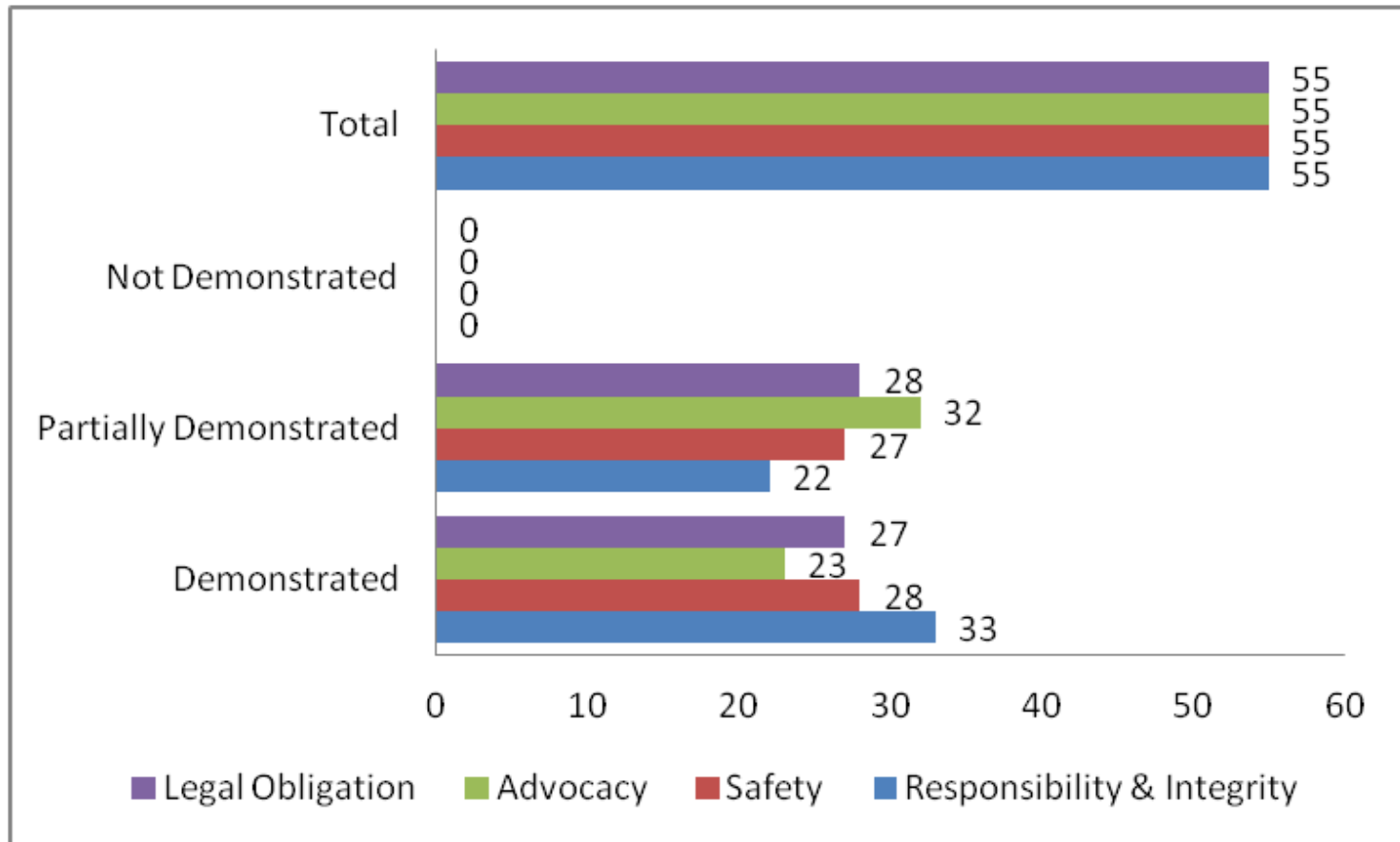
Ongoing Evaluation of Client Care



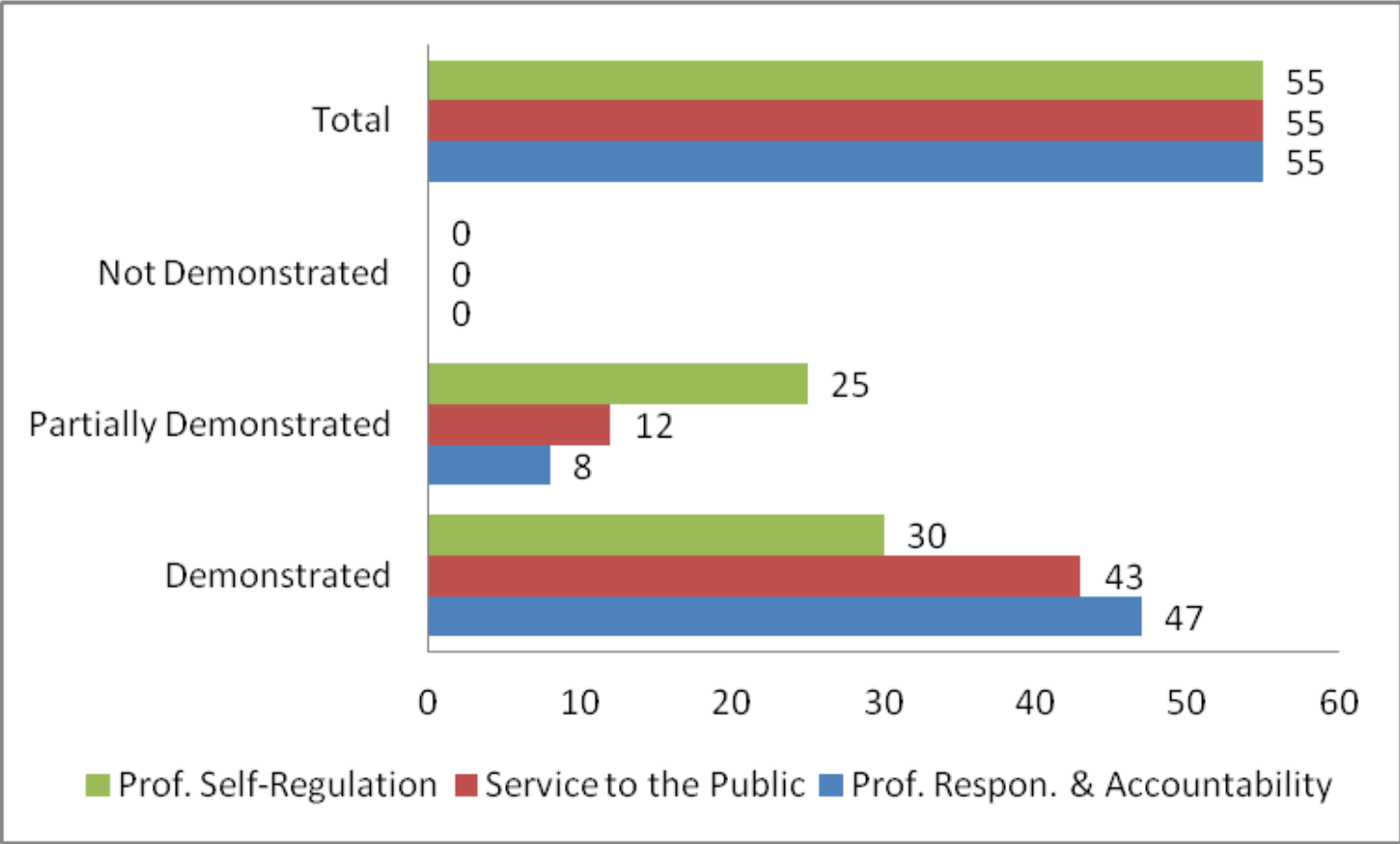
Knowledge-based Practice Collaboration



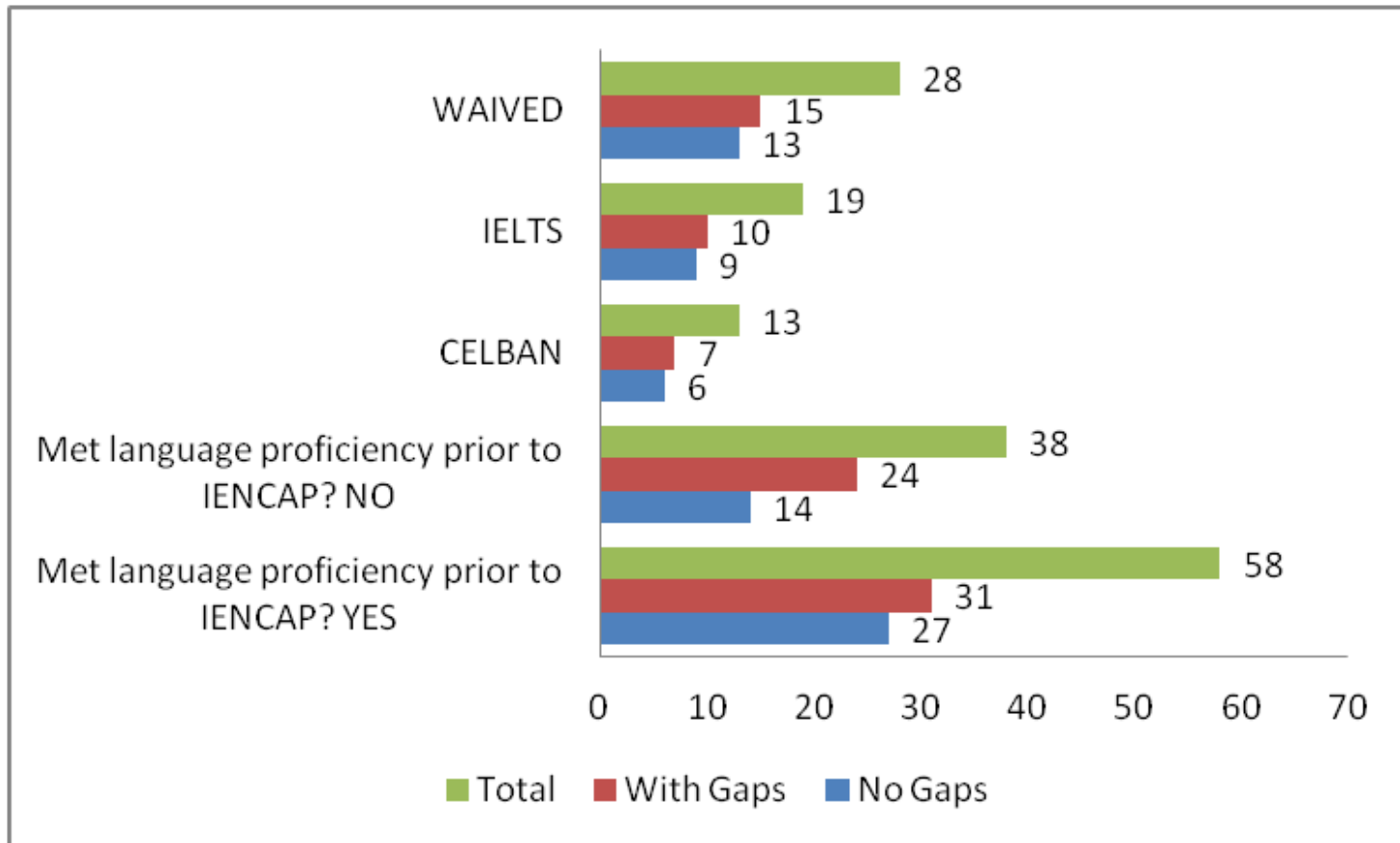
Ethical Practice



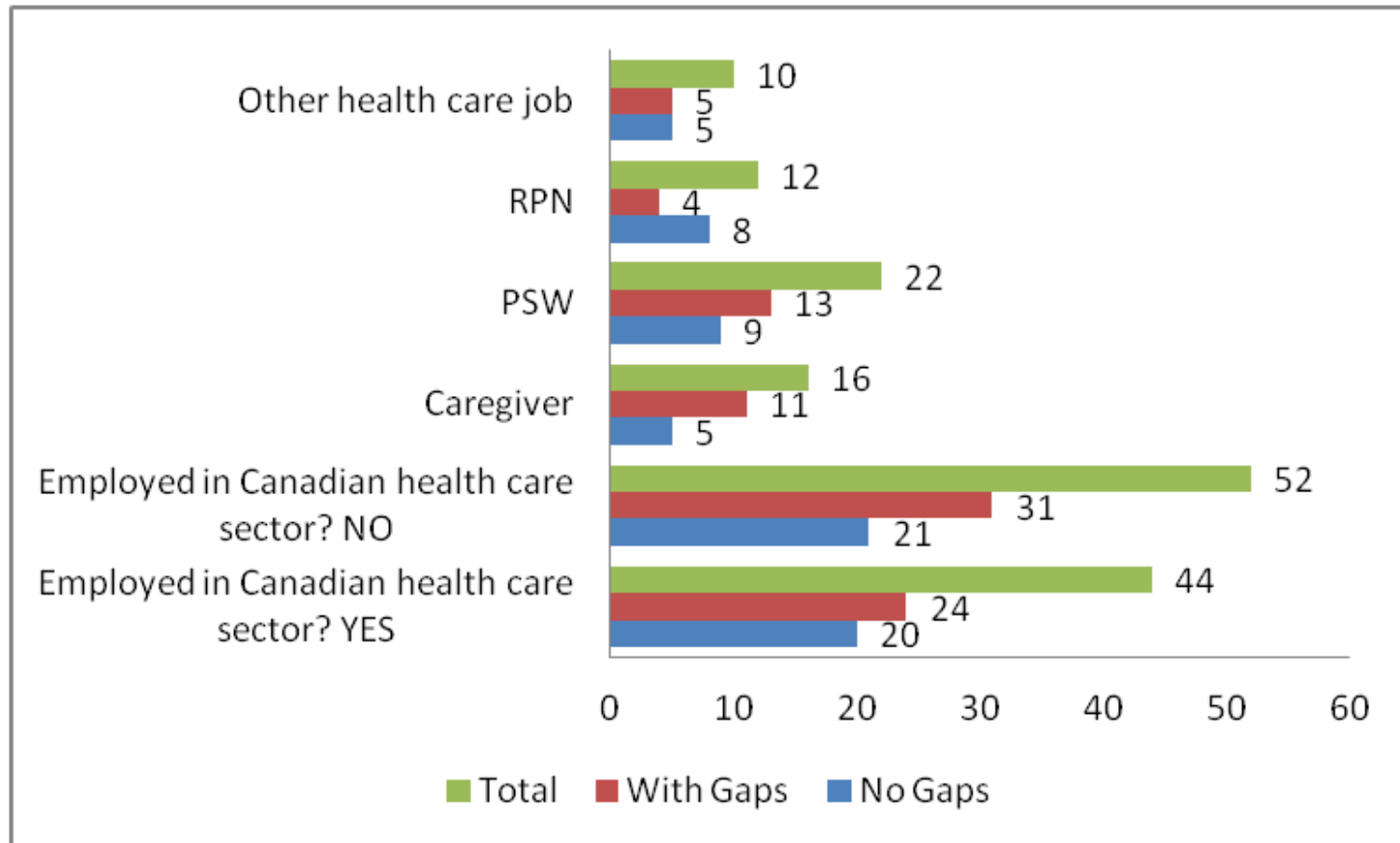
MCQ



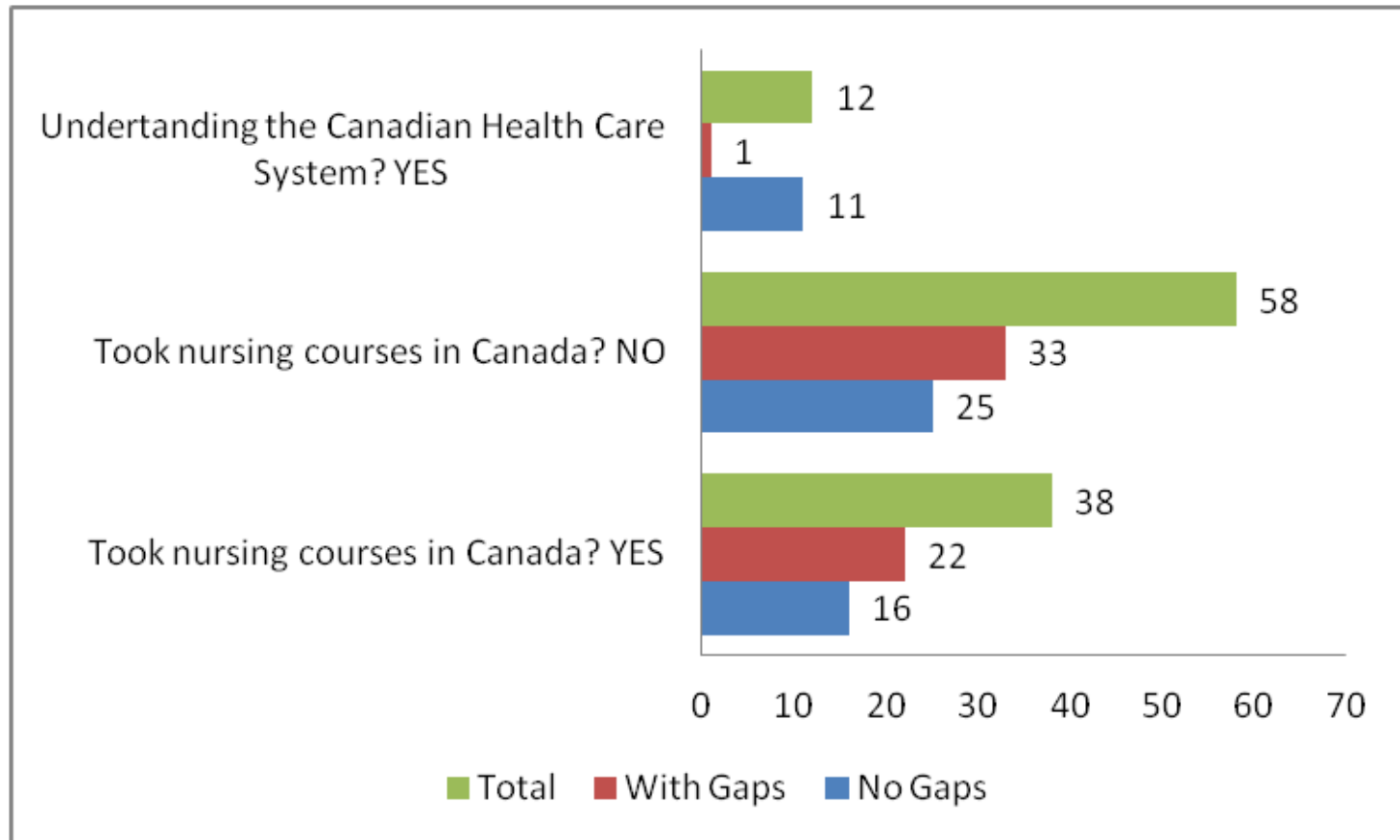
Language Proficiency



Work Experience



Courses



Reflections

- What's working well?
- What can we do differently?



Thank You