

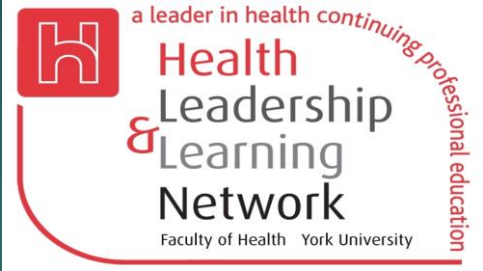
A UNIVERSITY CONSORTIUM RESPONSE TO IEN EDUCATIONAL NEEDS IN ONTARIO

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FOR PARTNERS IN INTEGRATION AND EDUCATION OF INTERNATIONALLY EDUCATED NURSES CONFERENCE

HALIFAX NOVA SCOTIA APRIL 27, 2017



University of Windsor



Background

- ▶ College of Nurses of Ontario assess IENs for practice competencies at BScN level (IENCAP)
- ▶ Backlog of IENs who were unsuccessful on IENCAP and seek education to meet educational needs
- ▶ CNO requires competency gaps be addressed at university (BScN) level to bridge to the RN category (excluding college level)
- ▶ Few Ontario university spaces for BScN IEN education

Challenge

- ▶ Approximately 300 IENs have only a few competency gaps and are not in need of a BScN program
- ▶ No competency-only based courses available in Ontario
- ▶ Need for baccalaureate level specific competency based IEN courses to position IENs for eligibility to write NCLEX-RN and practice as RN in Ontario
- ▶ Some IENs have passed NCLEX-RN and are only in need of few competency courses

Project

In response to the identified problem



- four Ontario universities:

Ryerson University, Trent University

University of Windsor, York University



- became a consortium with support from Council of Ontario University Programs in Nursing (COUPN) and Council of Ontario Universities (COU)

Process of Project Development

► Creation of steering committee:

All members have specific interest in IENs

Members:

COUPN: Alice Ormiston, Ayesha Bhatti

Trent University: Kirsten Woodend

Ryerson University: Elaine Santa Mina

University of Windsor: Linda Patrick

York University: Pat Bradley

Shared Vision of Nursing Educators

Concerned about:

- limited opportunities for IENs to access BScN education in Ontario
- length of time for IENs to upgrade competencies
- lost resource of IEN expertise to Ontario health care system

Envisioned opportunity for competency based courses to meet needs of IENs with limited gaps and to expedite process to NCLEX-RN eligibility/and or registration as an RN

Shared Vision of Nursing Educators

Why a consortium approach?

- recognize limitations of individual institutions to tackle creation and sustainability of competency based courses
- share values and expertise across universities in teaching IENs

the ‘whole’ (4 universities together) could produce more substantive and sustainable competency based courses than the ‘parts’

(separate, university approaches)

Harnessing Government Support

9

- ▶ received a grant to develop competency based courses for IENs

from

Ministry of Advanced Education and Skills Development

Development and Role of the Steering Committee (from the MOU)

- ▶ Selecting course developers and instructors
- ▶ Selecting support staff and vendors for the Consortium
- ▶ Ensuring baccalaureate level competency-based courses
- ▶ Overseeing evaluation methods for the courses
- ▶ Overseeing the process for updating of the courses
- ▶ Attending regular meetings/teleconferences to achieve above
- ▶ Overseeing the consortium budget

Collective expertise harnessed in a consortium approach

11

- ▶ Expertise in BScN curriculum development and delivery
- ▶ Expertise in online course development and delivery
- ▶ Expertise in IEN education needs

Role of COUPN and COU

12

- ▶ facilitation and coordination
- ▶ will become more consultative and less coordination as we move forward

Partnership and Communication with Nursing Stakeholders

- ▶ College of Nurses of Ontario (CNO)
 - ▶ Health Force Ontario (HFO)
 - ▶ Touchstone
 - ▶ CARE Centre for Internationally Educated Nurses
 - ▶ Carleton Teaching and Learning Services
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- ▶ Input from the stakeholders to identify needs and feedback and advertise courses to IENs in their networks
 - ▶ will solicit feedback at the completion of the first cohort

Importance of Senior Administrative Support per University

14

- ▶ agreeing to being involved in the consortium
- ▶ permitting registration and issuance of student numbers to students who are not taking senate approved courses at that university
- ▶ supporting policies and procedures
- ▶ acting as a receiver for tuition fees

Geographic Reach and Student Profile N = 35

Location	Number of Registered Students
Ajax	1
Alberta	1
Brampton	6
Concord	1
Etobicoke	1
Hamilton	1
Kingston	1
Manitoba	1
Milton	2
Mississauga	4

Location	Number of Registered Students
Niagara on the Lake	1
North York	1
Oakville	2
Ottawa	1
Quebec	1
Sarnia	1
Scarborough	3
Stoney Creek	1
Thornhill	2
Toronto	3

Online Curriculum

▶ 3 fundamentals courses
plus

▶ 3 competency courses

1. Ethics
2. Self Regulation
3. Professional Responsibility,
Accountability and Service to the
Public

Website (rncompetencies.ca)

17

The screenshot shows a web browser window with the URL rncompetencies.ca. The page has a blue sidebar on the left and a main content area on the right. The sidebar contains a navigation menu with the following items: **RN Education**, Competency-Based Courses for Internationally-Educated Nurses (IENs), **About**, Key Benefits for Students, Stream 1: Information, Stream 1: Eligibility Criteria, Stream 1: Course Schedule, Stream 1: How to Apply, Stream 2: Information, Stream 2: Eligibility Criteria, Stream 2: Course Schedule, and Stream 2: How to Apply. The main content area features a large heading **About** followed by three paragraphs of text. The first paragraph states that four universities have worked together to develop innovative new competency-based courses to help prepare Internationally Educated Nurses to launch their registered nursing careers in Ontario. The second paragraph lists the participating universities as Ryerson, Trent, Windsor, and York, and mentions that The Council of Ontario Universities (COU) is working with these four universities to coordinate the project. Funding for the development phase is provided by the Government of Ontario, Ministry of Advanced Education and Skills Development. The third paragraph states that applications are now being accepted. At the bottom of the main content area, the text begins with 'Apply for stream 1 if you have written your Internationally Educated'.

RN Education
Competency-Based Courses for Internationally-Educated Nurses (IENs)

About

Key Benefits for Students

Stream 1: Information

Stream 1: Eligibility Criteria

Stream 1: Course Schedule

Stream 1: How to Apply

Stream 2: Information

Stream 2: Eligibility Criteria

Stream 2: Course Schedule

Stream 2: How to Apply

About

Four universities have worked together to develop innovative new competency-based courses to help prepare Internationally Educated Nurses to launch their registered nursing careers in Ontario.

Participating universities include Ryerson, Trent, Windsor, and York. The Council of Ontario Universities (COU) is working with the four universities to coordinate the project. Funding for the development phase of the courses is provided by the Government of Ontario, Ministry of Advanced Education and Skills Development.

Applications are now being accepted.

Apply for stream 1 if you have written your Internationally Educated

Challenges

- Working with multiple university registration systems
- Policies and processes:
 - admissions, fees, access and accommodations, library services
- Cost of courses for IENs
- Clarity for IENs re eligibility

Intake

Type	Number
Interested Potential Applicants	419
Applications Received	289
Eligible Applicants	47
Registered Applicants	35
Attrition	2

Next steps

20

- ▶ Evaluation of courses
- ▶ Examine consortium success strategies to inform the possibility of addressing IENS with larger gaps
- ▶ Offer courses to prepare IENs for IENCAP
- ▶ Explore CNO's interest in meeting needs of nurses needing remediation
- ▶ Ensure sustainability
- ▶ Explore opportunities for student support

New Name

21

Ontario Internationally Educated Nurses
Course Consortium

Contact information

22

▶ Website [www. rncompetencies.ca](http://www.rncompetencies.ca)