RETURN TO NURSING: BRIDGING PROGRAMS AND INTERNATIONALLY EDUCATED NURSES

Edward Venzon Cruz\textsuperscript{1,2}

Rhea Faye Felicilda – Reynaldo\textsuperscript{3}

C. Patricia Mazzotta\textsuperscript{1,4}

\textsuperscript{1}Centennial College, Toronto, ON; \textsuperscript{2}University of Toronto, Toronto, ON; \textsuperscript{3}Missouri State University, Springfield, MO; \textsuperscript{4}University of Victoria, Victoria, BC
INTERNATIONALLY EDUCATED NURSES (IENS) IN THE HOST COUNTRY

• Negative workplace experience
• Lack of familiarity with the host country’s health care system
REGULATION OF IENS IN THE HOST COUNTRY - CANADA

• There is a growing trend to require IENs to undertake academic bridging programs.
• Nursing bridging program defined
  • A nursing bridging program is any program designed to address gaps and/or differences in education and competencies so that the internationally educated nurse may become registered to practice in [host country], and facilitates successful integration into the [host country’s] healthcare system (Canadian Association of Schools of Nursing (CASN), 2012, p. 2)
ISSUES WITH BRIDGING PROGRAMS

- Different models
- Relatively new, limited research to justify existence (Bassendowski & Petrucka, 2010)
- Need to understand the training, education, and practice needs of IENs
METHODS

• Meta-synthesis
  • a qualitative study that utilizes findings outlined in individual studies that have been selected owing to their similarities or relatedness in addressing a research phenomenon (Zimmer, 2006).

• Grounded theory design
  • facilitates the analysis and identification of patterns and interrelations in primary research articles, both qualitative and quantitative, that have been included within a meta-synthesis (Dixon-Woods, Agarwal, Jones, Young, & Sutton, 2004).
METHODS

- Inclusion criteria
  - Papers were included if they:
    - were published in English;
    - investigated a topic relevant to
      - how bridging programs facilitated the ability of internationally educated nurses (IEN) to pass the registration exam, provide nursing care based on entry-to-practice competencies, standards/scope of practice and code of ethics,
  - the practice differences between IENs who attended bridging programs or not, or
  - the benefits of bridging programs seen as most important for IENs
  - were empirical research reports.
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Comprehensive Search with Assistance from Research Librarian

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Citations into RefWorks
Duplicates removed
1372 Titles

15 Articles Retrieved for Full Review (1.00%)
1357 Excluded (98.91%)

Level 2 screening of full articles by two coders

7 Excluded (46.67%)

$ Included in the final analysis (53.33%)

- Attack, C., Maher, M., & Murphy (2012)
- Bland & Woolbridge (2011)
- Deegan & Simek (2010)
- Gershon & Gershon (2004)
- Jordan & Brown (2011)
- O'Neil (2011)
- Paey & Lipp (2006)
- Witchen & Snowball, 2003

RETURN TO NURSING

Definitions
1. a form of struggle; a challenge that IENs had to go through as they were compelled to do a bridging program in order to gain registration and/or licensure in their host countries
2. a set of outcomes that came as a result of an IEN’s attendance in and successful completion of a bridging program in his/her host country
Effects of bridging programs in IENs – Return to Nursing (Network View, Atlas.ti 7)
<table>
<thead>
<tr>
<th>Effect</th>
<th>Definition of effect</th>
<th>Strategies</th>
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<tr>
<td>The concepts from the regulatory body, the client-centred care</td>
<td>Acquisition of knowledge and skills needed to gain registration and/or licensure as a nurse, and to provide safe care to clients in the host country</td>
<td>Classroom instruction</td>
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<tr>
<td>Do something better for us, for our future</td>
<td>Opportunities that become available to IENs as a result of their successful completion of a bridging program, and gaining registration and/or licensure, and subsequent employment as nurses in the host country, subsequently contributing to their personal, professional and career development and success</td>
<td>Earning an academic credential</td>
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<td>We have to learn English</td>
<td>Developing and/or enhancing IENs’ English language skills as well as professional communication</td>
<td>Classroom instruction</td>
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<td>Faculty, program coordinator and preceptors were willing to work with them</td>
<td>Sources of moral and emotional support for IENs as they attend a bridging program</td>
<td>Providing program staff and clinical preceptors resources to better understand IEN background</td>
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<td>Support provided to IENs by their mentors that contribute to the development of their self-confidence and self-worth</td>
<td>Clinical practice</td>
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CONCLUSION

• Return to nursing provides a model to explain effects of bridging programs on IENs
• Differences in standards and scopes of nursing practice across jurisdictions
• Value of bridging programs in IEN credentialing and integration into the health work force of the host country
REFERENCES


REFERENCES


https://goo.gl/LcbrKQ