



A Review of Bridging Programs for Internationally Educated Nurses (IENs) in Australia

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“Strengthening Health Workforce Migration to Australia and Canada”



- Context
 - Scale of recent nurse migration to Australia
 - The National Registration and Accreditation Scheme (2010)
- Pathways to registration for IENs
- Bridging programs for IENs
 - History
 - Entry Program for Internationally Qualified Nurses (EPIQ)
 - Selection mechanisms
 - Program components
- Issues
- Future research



- Scale of recent nurse migration to Australia

Health Professional Migration – Permanent (GSM) and Temporary (457 Visa) Category Arrivals by Select Field (July 1 2010 to June 30 2013 Total)

Select Field	2010-11	2011-12	2012-13	Total
Permanent (GSM) visa				
Nursing/Midwifery	1374	1174	1406	3954
Medicine	505	1036	1289	2830
Pharmacy	157	223	242	622
Dentistry	113	170	206	489
Physiotherapy	95	80	80	255
GSM Total (All Fields)	2244	2683	3223	8,150
Select Field	2010-11	2011-12	2012-13	Total
Temporary (457) visa				
Nursing/Midwifery	2275	3195	2940	8410
Medicine	2930	3320	2865	9115
Pharmacy	25	15	20	60
Dentistry	160	170	160	490
Physiotherapy	100	110	120	330
457 Visa Total (All Fields)	6460	8090	7560	22110
GRAND TOTAL (All Fields)	8704	10773	10783	30,260

Source: Hawthorne, L. (2017). International Health Workforce Mobility and its Implications in the Western Pacific Region. WHO: Geneva. (forthcoming)



Policy rationale:

- Responsiveness to employment demand and location
- Guaranteed employment outcomes

Nursing (Temporary 457 visa new grants):

- 2008-09 = 4,073
- 2009-10 = 2,707
- 2014-15 = 1,036
- 2015-16 = 1,066

Nursing (New permanent skilled migrant grants):

- 2014-15 = 4,297
- 2015-16 = 4,114



- Permanent
- (Government Selected)

1. **India (7187)**
2. **UK (6388)**
3. **Philippines (4362)**
4. **China (3072)**
5. **Ireland (1347)**
6. **Nepal (1297)**
7. **Korea (1025)**
8. **Zimbabwe (866)**
9. **South Africa (574)**
10. **Malaysia (374)**

Total = 30,132 Total

- Temporary
- (Employer Selected)

1. **India (5263)**
2. **UK (4871)**
3. **Philippines (2796)**
4. **Ireland (1571)**
5. **China (853)**
6. **Zimbabwe (536)**
7. **South Africa (435)**
8. **Canada (288)**
9. **Nepal (269)**
10. **USA (268)**

Total = 18,804 Total



Nursing Employment Outcomes for Degree-Qualified Nurse Migrants in Australia in 2011 (Permanent 2006-11 Arrivals in All Immigration Categories)

Select Source Country	Nurses No. / 19,746
UK/Ireland	82%
Hong Kong/Macau	82%
South Africa	80%
Singapore	77%
India	74%
Malaysia	63%
China	61%
Vietnam	58%
Philippines	56%
North Africa/Middle East	55%
Indonesia	46%
Sri Lanka	46%
Japan/Korea	38%
Average (all source countries)	66%

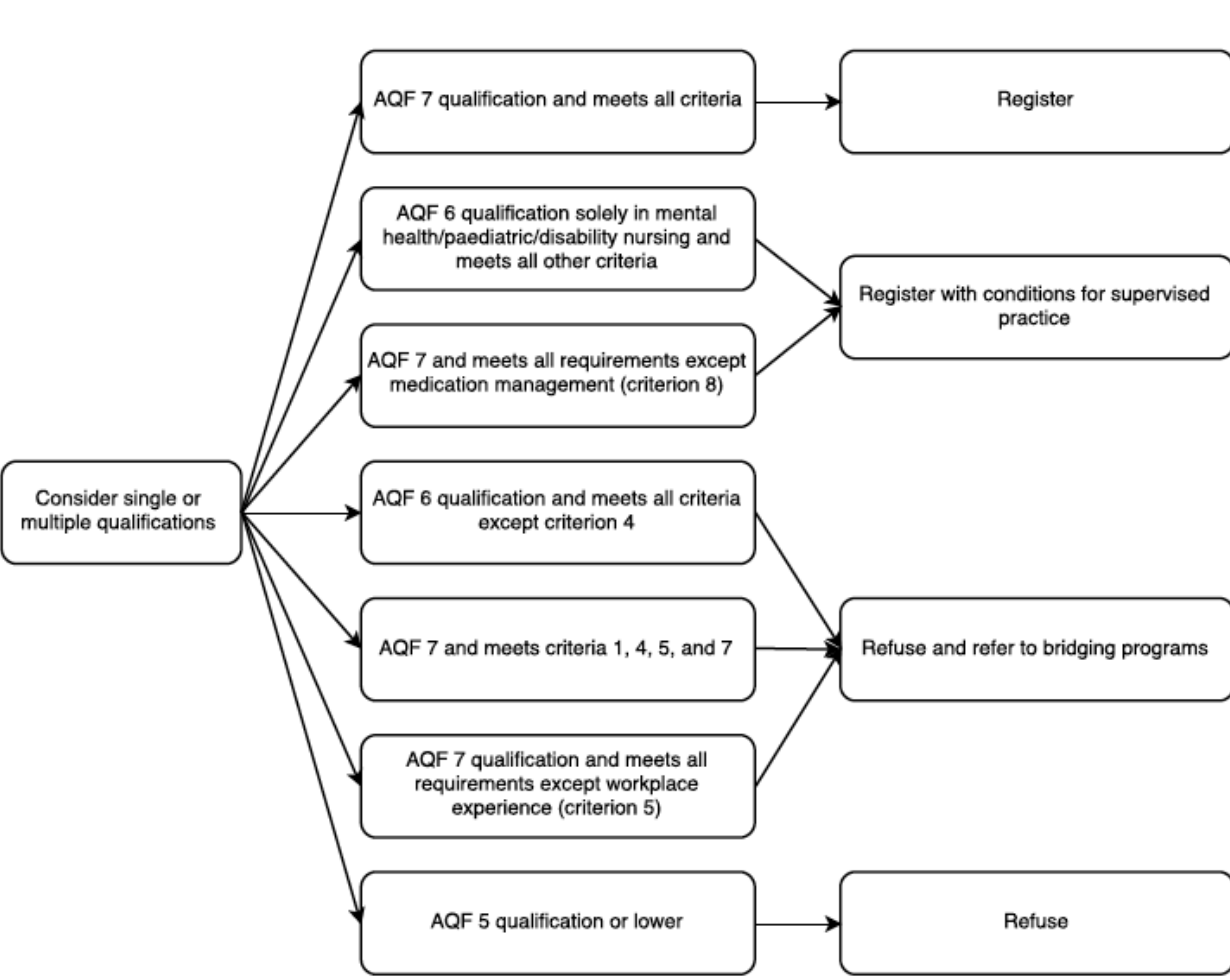
Source: Hawthorne, L. (2017). International Health Workforce Mobility and its Implications in the Western Pacific Region. WHO: Geneva. (forthcoming)



- The National Registration and Accreditation Scheme
 - Introduced in 2010 through the Health Practitioner Regulation National Law
 - National regulation of 14 health professions (including nursing)
 - Allows health practitioners to practice across different Australian states and territories
 - The role of the Australian Health Practitioner Regulation Agency and Nursing + Midwifery Board of Australia



Pathways to registration for IENs

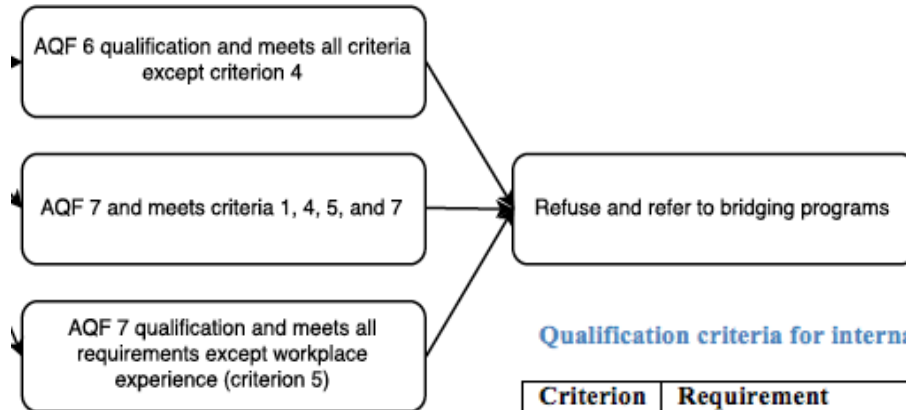


- Australian Qualifications Framework - Levels
- Level 1 - Certificate I
 - Level 2 - Certificate II
 - Level 3 - Certificate III
 - Level 4 - Certificate IV
 - Level 5 - Diploma
 - Level 6 - Advanced Diploma, Associate Degree
 - Level 7 - Bachelor Degree
 - Level 8 - Bachelor Honours Degree, Graduate Certificate, Graduate Diploma
 - Level 9 - Masters Degree
 - Level 10 - Doctoral Degree

- Registration Standards
- Criminal History
 - English Language Skills
 - Five years (full time equivalent) of education taught in English in a recognised country; or
 - IELTS minimum overall score of 7 with minimum score of 7 in each component (writing, speaking, reading, and listening); or
 - OET with a minimum score of B in each of the four components (listening, reading, writing and speaking); or
 - PTE Academic with a minimum overall score of 65 and a minimum score of 65 in each of the four communicative skills (listening, reading, writing and speaking)
 - Continuing Professional Development
 - Recency of Practice
 - Professional Indemnity Insurance Arrangements



Pathways to registration for IENs following English language assessment



Qualification criteria for internationally educated nurses.

Criterion	Requirement
1	Your qualification makes you eligible to apply for registration to practise as a registered nurse in the country where you completed the program of study.
2	The education institution where you studied was externally accredited during the period when you undertook your studies.
3	Your program of study was externally accredited and provided successful graduates with a qualification in nursing.
4	Your overseas qualification is equivalent to an Australian bachelor degree (registered nurse) as a minimum.
5	Your program of study included a minimum of 800 hours of workplace experience providing exposure to a variety of healthcare settings.
6	The curriculum of your program of study focused on the various aspects of nursing practice.
7	You successfully completed all components of the program and have graduated with a qualification.
8	The education institution that provided the program of study, and confirmed your qualification, has certified that you have successfully completed an assessment in medication management.



- History
 - Poor labour market outcomes related to non-recognition of foreign qualifications

Time taken to secure professional registration post-arrival in Australia by region of origin (1980-1996 arrivals)

Region of Origin	Time taken post-arrival to secure registration (years)
ESB	0.19
Commonwealth Asia	0.22
Other	0.60
Non-Commonwealth Asia	1.10
West European	1.90
East European	2.50

Source: Hawthorne, L. (2001). The globalization of the nursing workforce: the labour market integration of migrant nurses in Australia. *Nursing Inquiry*, 8(4).



- Competency based assessment introduced in late 1980s
- CBA = the norm across Australia by 1990s
- Resulted in marked improvement in recognition rates (i.e. 90-95% pass rates in Victoria)



- Entry Program for Internationally Qualified Nurses (EPIQ)
 - For registration as a registered nurse
 - Programs accredited through the Nursing and Midwifery Board of Australia (NMBA) and the Australian Nursing & Midwifery Accreditation Council (ANMAC)
 - 9 current providers (university and registered training organisations)



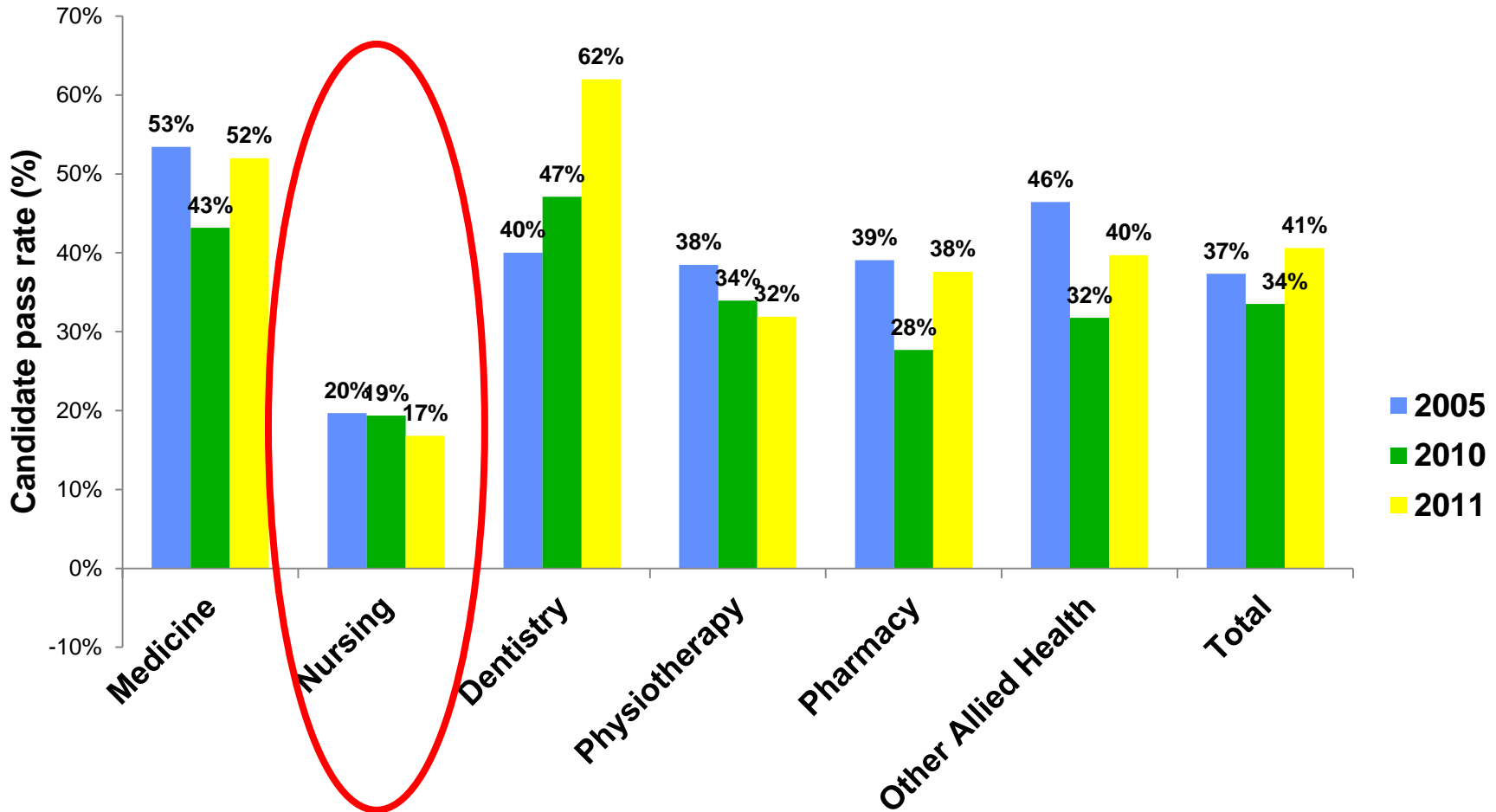
- Program components
 - Theoretical
 - Clinical practice
- Fees
 - Out of pocket (\$10,000++)
 - Australian citizens and permanent residents can access FEE-HELP loan



- Selection mechanisms
 - Can be Australian citizen, permanent or temporary resident
 - Assessment results and referral letter from AHPRA
 - English language proficiency test or exemption
 - Qualified as a nurse overseas
 - National Police Check and Working with Children Check
 - Immunisations
 - Prior working experience*



Impact of Language Testing on Access to Registration: Pass Rates in Australia + NZ by 2011 (OET Data)





- Limited research
 - Hawthorne (2002)
 - Deegan and Simkin (2010)
- Volatility
 - Policy context
 - EPIQ and registration process for IENs currently under review
 - Market forces
 - Fee increase, demand (e.g. waitlist), supply (e.g. clinical placement)



- ARC Discovery Project 2016-2019, Strengthening Health Workforce Migration to Australia and Canada
 - Critical evaluation of bridging models
 - Access to and impact of bridging models
 - Consultations with key stakeholders in Australia and Canada
 - Registration and labour market outcomes for IENs
 - E.g. Using AHPRA data on IENs



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Thank you!

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