

# Taking a Closer Look at Internationally Educated Nurses in Canada

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# Outline

- **About Canadian Institute for Health Information**
- **Nursing Workforce data at CIHI**
- **Significance of analyzing IEN trends**
- **Share findings from the IEN analysis**
- **Trends to watch**

# About CIHI

Independent not-for-profit corporation

27 data holdings

Expertise in:

- Data collection and analysis
- Information standards
- Education and outreach

# Nursing Workforce Data at CIHI

Regulated Nursing	
Contents	Record-level supply and distribution information on RNs (including NPs), LPNs and RPNs
	Demographic, education, employment and geographic
	Aggregate data on nursing programs, including seats and graduates
Data Source	Provincial and territorial nursing regulatory bodies
	Canadian Association of Schools of Nursing, individual schools, Ministries of Advanced Education
Data back to	RN data: 1980 (NP data as of 2003 where legislation exists)
	LPN and RPN data: 2002
	Nursing Education data: RN – 1997, NP – 2002 RPN – 1989 LPN – 2007



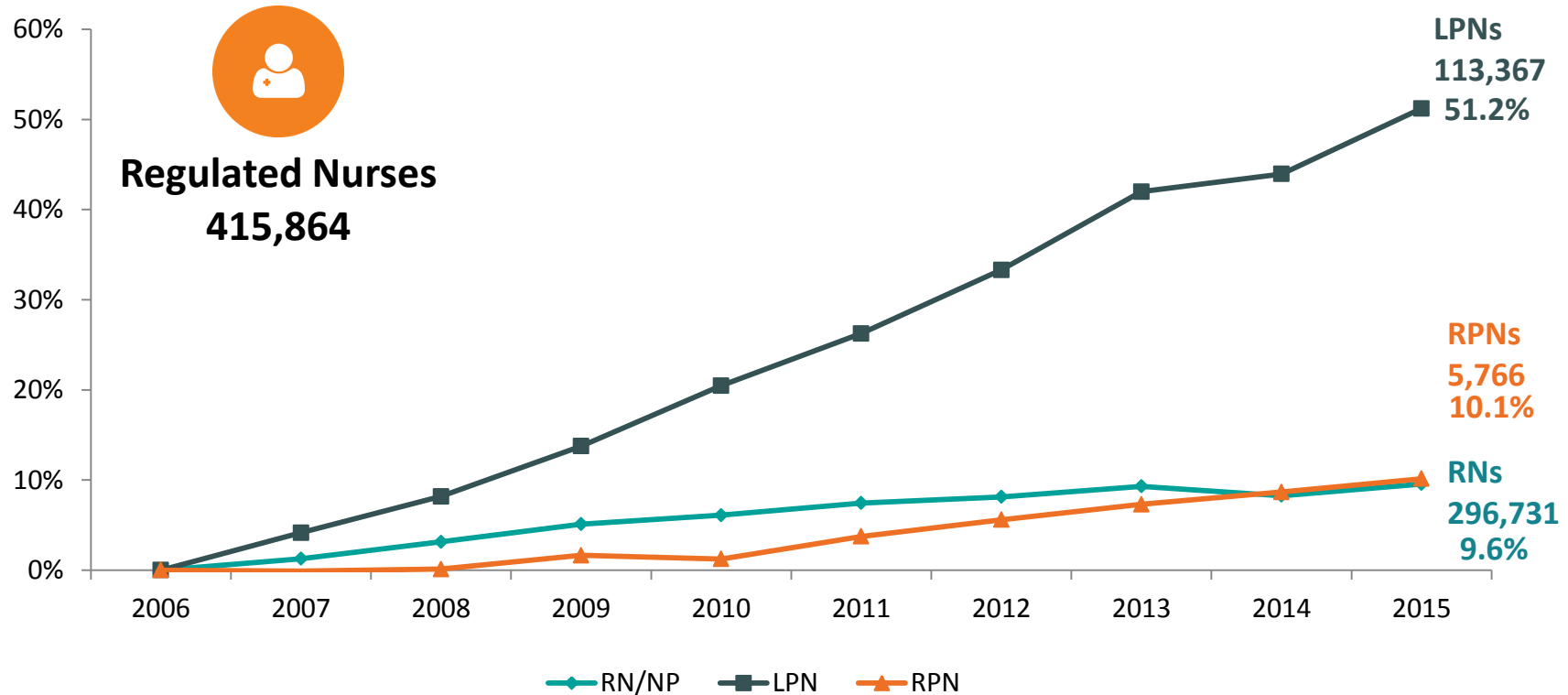
# Internationally educated nurses in Canada

# Setting the stage



- **Challenges in responding to the growing demand for health professionals**
- **WHO Global Code of Practice for the Recruitment of Health Personnel**
- **OECD and WHO work on causes and consequences of the international mobility**
- **Factors that may impact future of Health workforce movement**
- **From Brain drain to Brain Gain**

# Cumulative growth in the supply of regulated nurses, Canada, 2006 to 2015



# Proportion of IENs varies by nurse type, 2015



RNs



LPNs

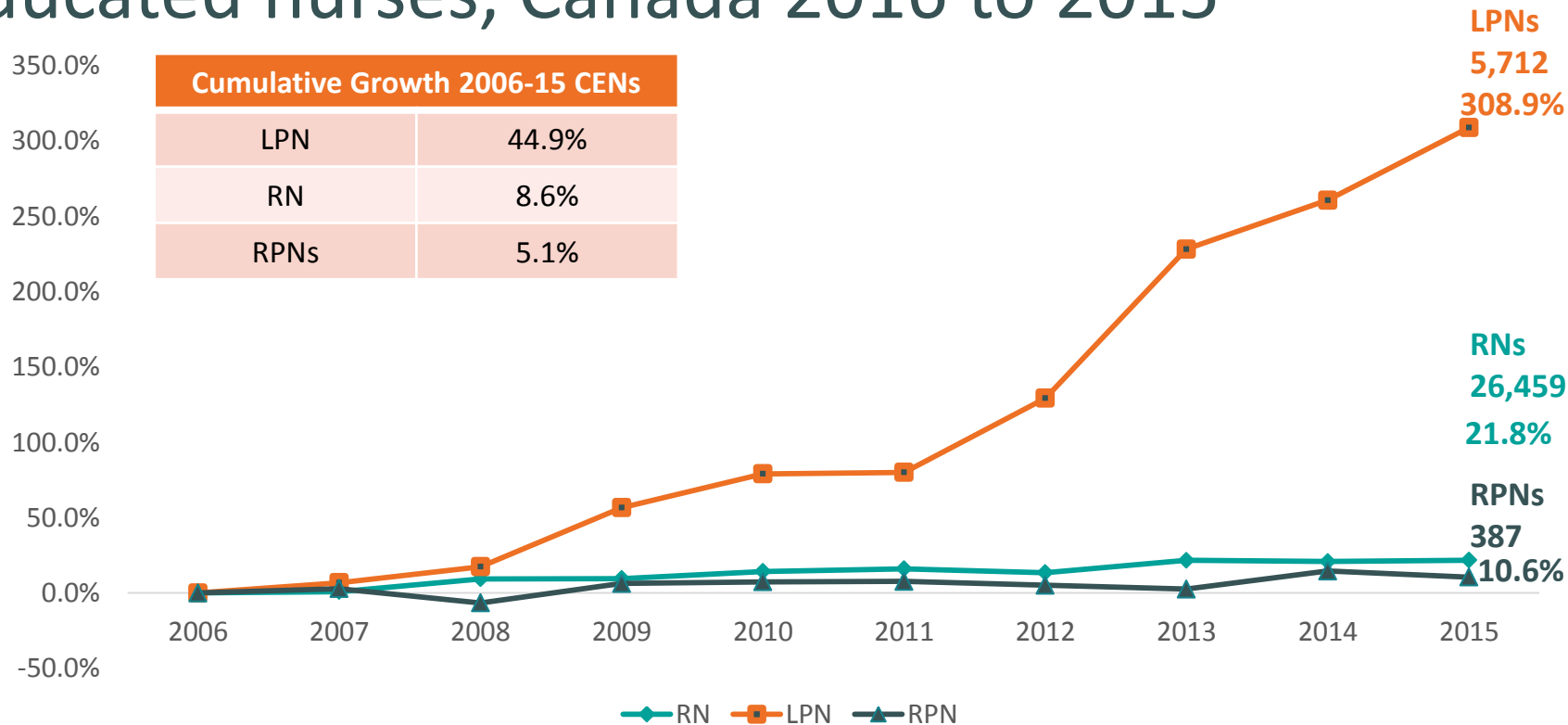


RPNs

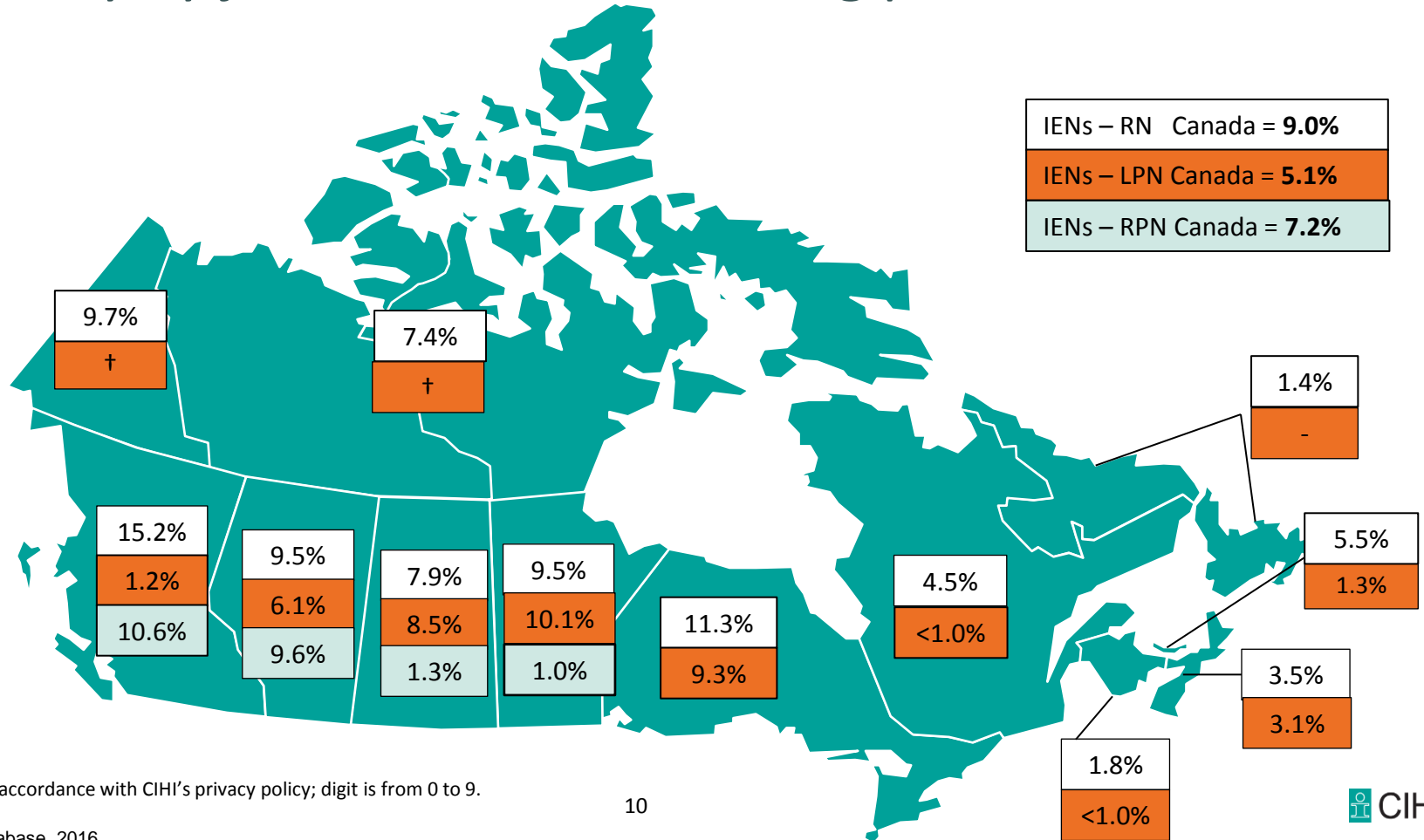
<b>Overall Supply</b>	<b>296,731</b>	<b>113,367</b>	<b>5,766</b>
<b>IEN Supply</b>	<b>26,459</b>	<b>5,712</b>	<b>387</b>
<b>% IEN</b>	<b>9.0%</b>	<b>5.1%</b>	<b>7.2%</b>



# Cumulative growth in the supply of internationally educated nurses, Canada 2006 to 2015



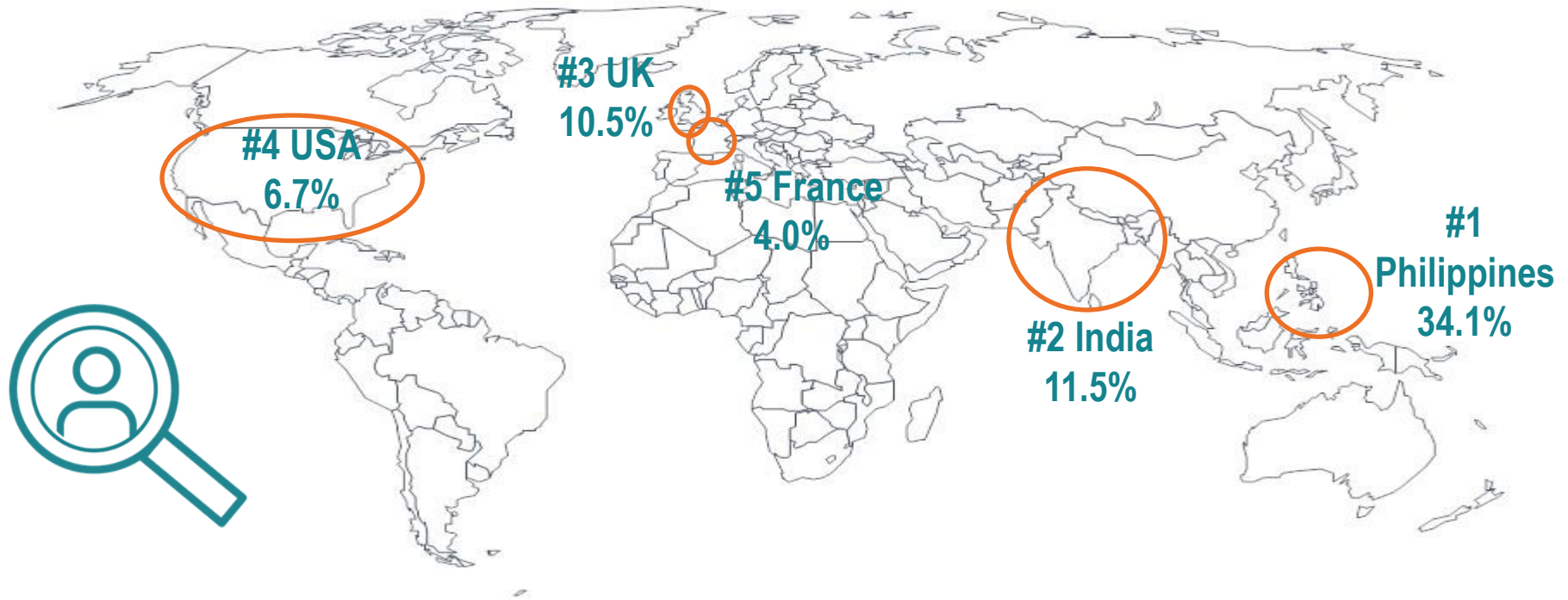
# Variability by jurisdictions and nursing profession



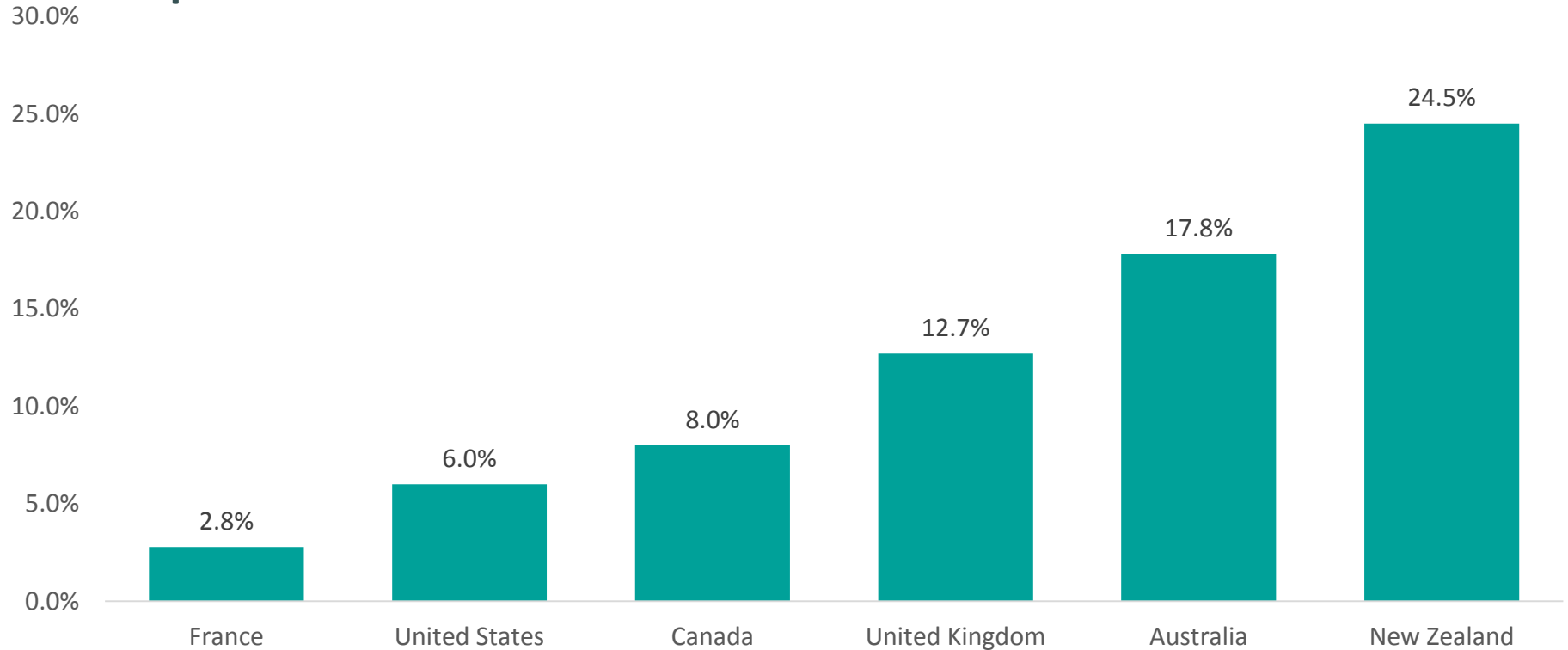
**Notes**  
 † Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

**Source**  
 Health Workforce Database, 2016.

# Top Countries of graduation for *all* IENs, 2015



# Lower proportion of IENs in Canada relative to comparable OECD countries



# Differences between IENs and CENs

IENs

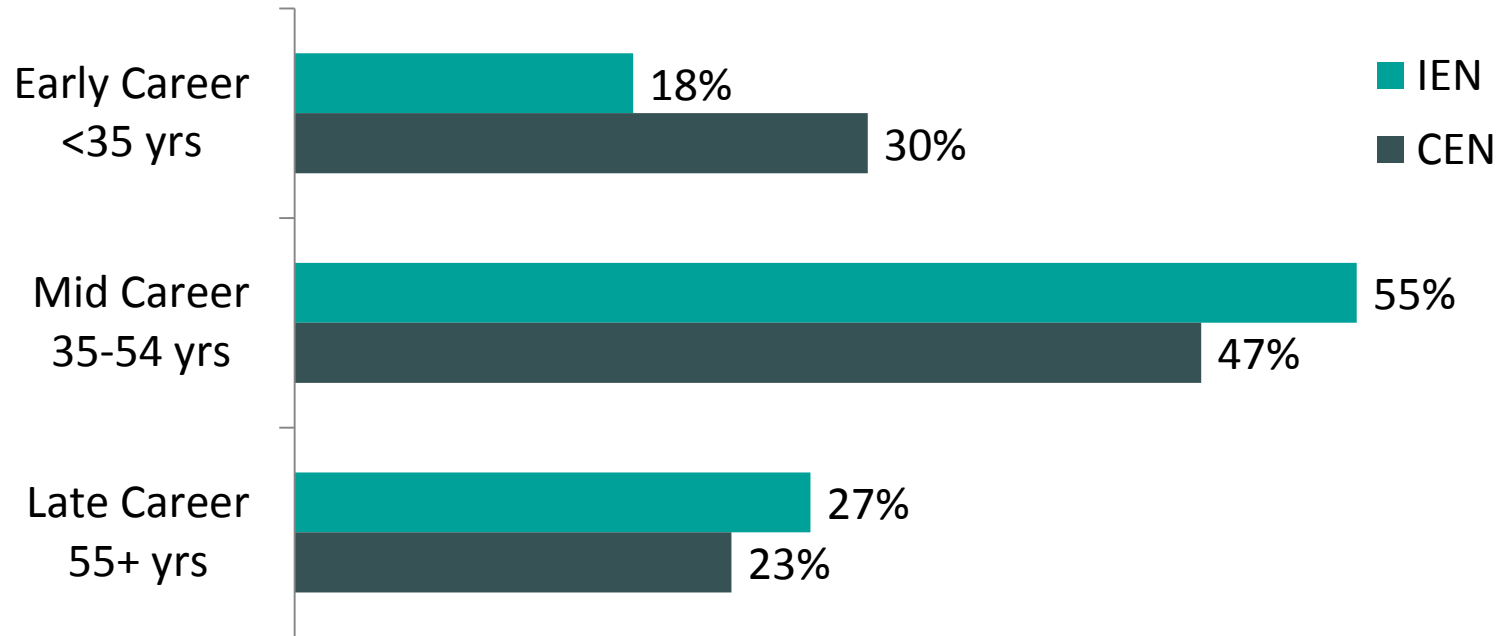


CENs



Average Age	46.6	43.4
Proportion female	87.9%	92.2%
Full-time employment	65.2%	57.0%
Employed in long-term care	23.7%	14.4%
Proportion in urban areas	95.3%	87.7%

# Fewer IENs obtain Canadian license in early career but stay longer in the workforce





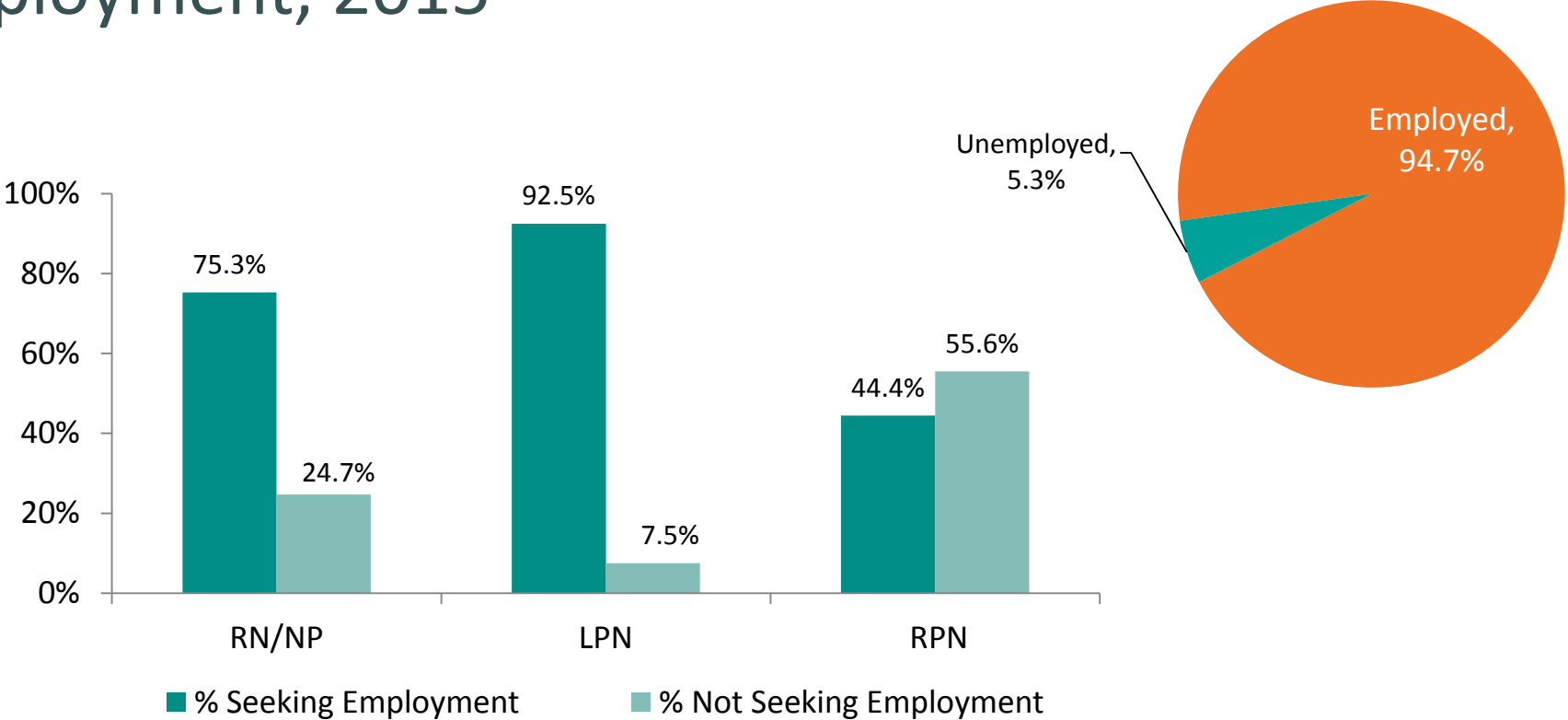
## Did you know....

**1 in 5** internationally educated practical nurses has an additional degree in nursing

**in comparison,**

**1 in 100** Canadian-trained practical nurses has an additional degree in nursing

# IEN employment status seeking/not seeking employment, 2015

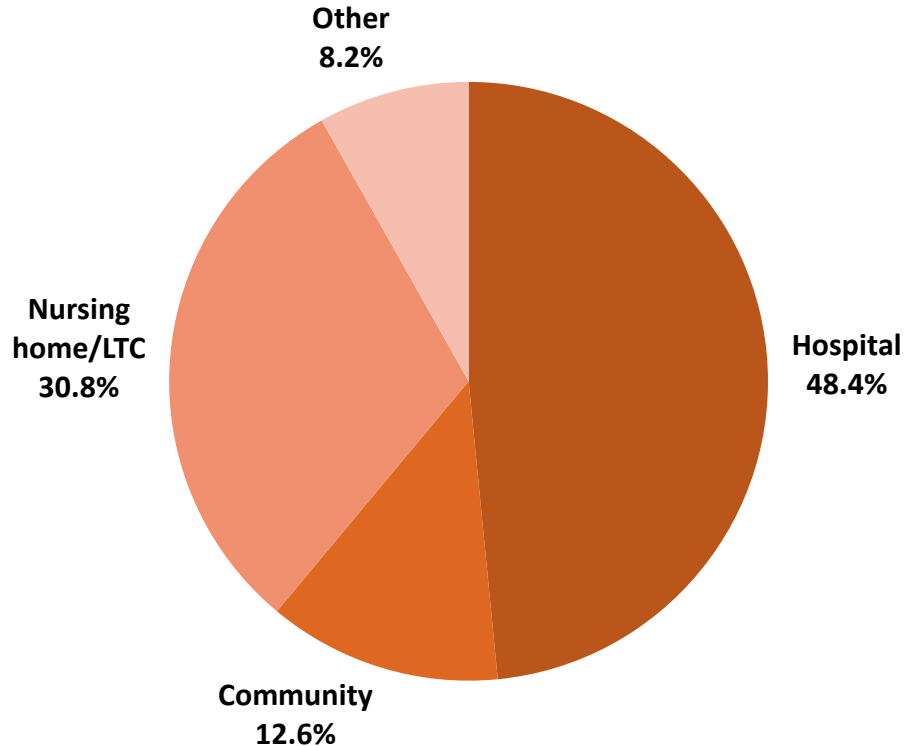


Source: Health Workforce Database, CIHI, 2016.

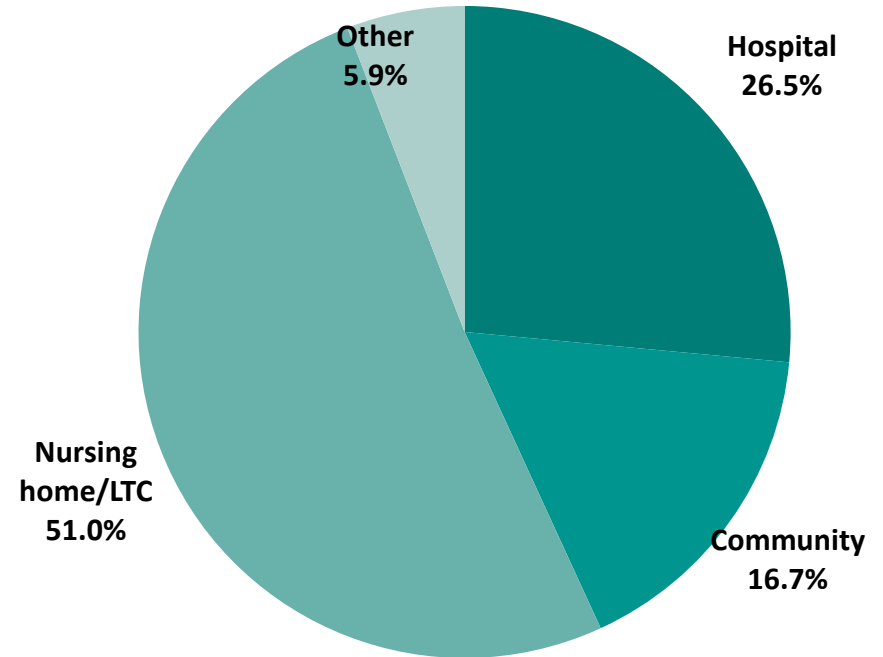


# More IE LPNs working in Nursing homes/LTC than CE LPNs

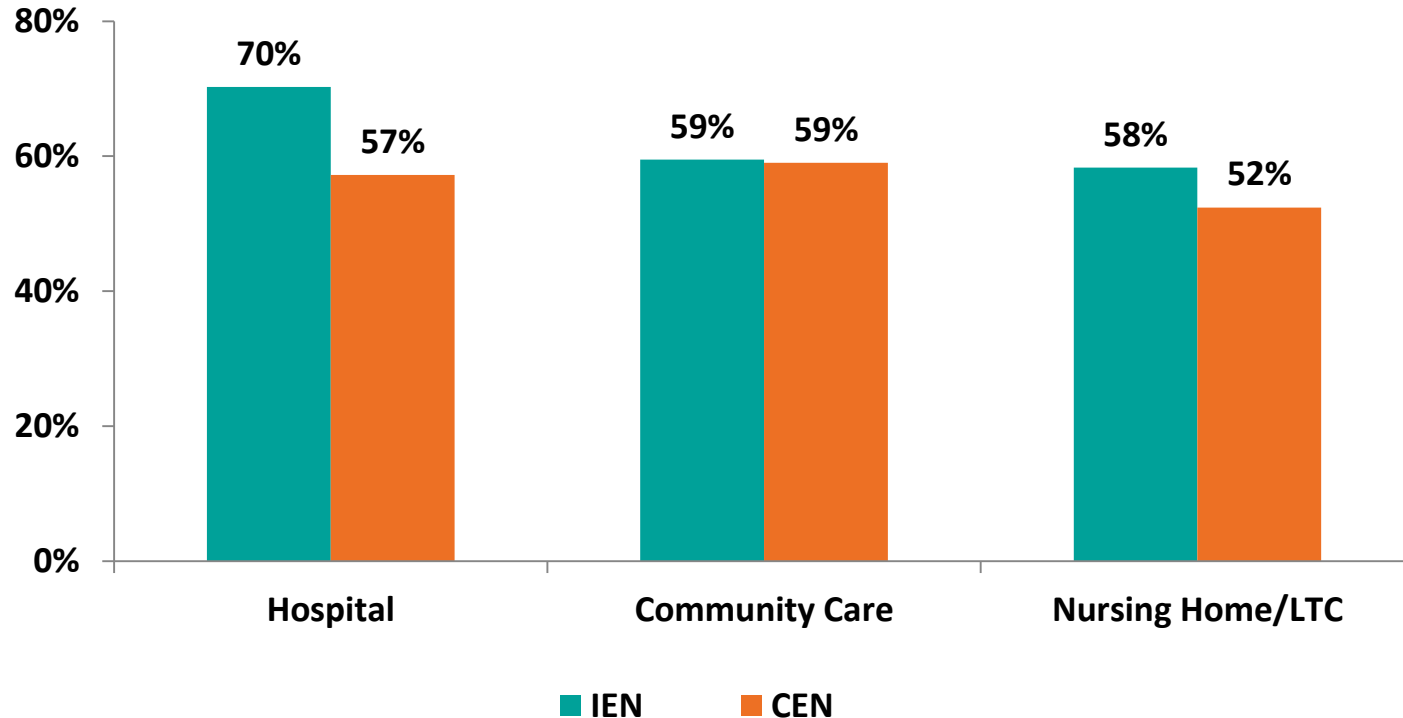
## Canadian educated



## Internationally educated



# IENs working in hospitals more likely to have full-time status



# Trends to watch

- **Attrition of IENs through NNAS licensure**
- **Barriers in entry-to-practice for IENs**
- **Increasing flow of IENs in Canada to meet population needs**
- **Canadian-born internationally educated nurses**
- **Bilateral trade agreements on training and recruitment**
- **Alternative career pathways for IENs not meeting Canadian entry-to-practice requirements**
- **IEN integration into the workforce and how they fit into health workforce modelling**





Canadian Institute for Health Information

**Better data. Better decisions. Healthier Canadians.**

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