

# INTERNATIONALLY EDUCATED NURSES COURSE CONSORTIUM: PHASE I RESULTS INFORM PHASE II

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# Background

- ▶ Over 3000 Ontario IENs have been assessed by Touchstone and CNO and most are in need of baccalaureate-level educational bridge programming
- ▶ Universities flooded with requests from IENs for competency bridging opportunities since 2013
- ▶ Approximately 135 university spaces are currently available per year for IENs (at York, Ryerson and Trent)

# Ontario Internationally Educated Nurses Course Consortium

Funding provided by



In the Fall of 2014, 4 universities came together through COU to explore a consortium approach to meet some IEN needs



# Phase I: Competency-Based Courses

With funding from MAESD, consortium developed these courses:

- ▶ English Language for Nurses in Canada
- ▶ Academic and Professional Writing
- ▶ Culture of Nursing in Canada
- ▶ Ethical Practice
- ▶ Professional Responsibility & Accountability, & Service to the Public
- ▶ Self-Regulation

# Phase I: Target Demographic

Applicants with competency gaps exclusively in one or more of the following competency areas:

- ▶ Professional Responsibility and Accountability
- ▶ Service to the Public
- ▶ Ethical Practice
- ▶ Self-Regulation

# Phase I: Intake Cohort 1

Type	Number
Interested Potential Applicants	583
Applications Received	310
Eligible Applicants	47
Registered Applicants	35
Drop Outs	2
Reassessed by CNO	6
Failed	1
Graduated Applicants	26
Verification of Course Completion (VCC) Sent to CNO	25

# Phase I: Intake Cohort 2 In Progress

Type	Number
Eligible Applicants	20
Registered Applicants	10
Drop Outs	1

# Key Findings from Survey Data: Cohort I

- ▶ Need for increased student-instructor engagement online
- ▶ Need for tutors
- ▶ Role-playing highly valued
- ▶ The opportunity to learn about different cultures highly valued
- ▶ Need to introduce course lead model to monitor quality



# Ontario Ministry of Citizenship and Immigration Grant

August 2017:

the consortium responded to and successful in a request for proposals:

to develop a hybrid model, two year, baccalaureate level competency-based bridging program

to help IENs fulfill all competency gaps to become eligible to be Registered Nurses (RNs) in Ontario and compete successfully for RN employment positions

## Phase II: Target Demographic

Applicants with competency gaps in all competency areas including:

- ▶ Professional Responsibility and Accountability
- ▶ Service to the Public
- ▶ Ethical Practice
- ▶ Self-Regulation
- ▶ Knowledge-Based Practice

## Phase II: Program Components

1. A tutorial on online learning environment
2. 2 English language and communication courses
3. 6 competency-based courses
4. Simulation labs
5. 2 intensive clinical placements
6. 24 hours of NCLEX preparation
7. A workshop on resume writing, interview skills, and job counselling support

## Phase II: Program Objectives

The program will assist applicants to meet the registration requirements to become an RN in Ontario:

1. Nursing Education:

- 6 competency-based courses to address competency gaps

2. Jurisprudence Examination:

- Self-regulation, professional responsibility & accountability courses prepare IENs for their Jurisprudence exam

3. Evidence of Recent Practice: Clinical placements

4. Registration Examination: NCLEX workshop

## Phase II: Program Objectives continued

### 5. Proficiency in English or French Language:

2 English language and communication courses.

Proficiency in English is part of the eligibility criteria.

### 6. Citizenship: Is part of the eligibility criteria

### 7. Past Offences & Findings: Police checks for clinical placements

### 8. Health and Conduct:

Clinical Instructors will supervise applicants to ensure they practice in a safe manner with decency, honesty, integrity, and in accordance with the law

## Phase II: Requirements for Competency-Based Courses

- ▶ The courses are comprised of elements from an approved BScN
- ▶ The program(s), course(s), training &/or experience have:
  - ▶ clear written purpose(s) and measureable objectives
  - ▶ content and learning activities that address the competency gaps outlined by the Registration Committee
  - ▶ Objectives, measured through a formal evaluation process
- ▶ Verification that successful completion of the course/courses addressed the applicant's competency areas/gaps

Thank You  
Questions????

# Contact Information

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