

Capitalizing on the employment opportunities in Rural and Northern communities for Internationally Educated Nurses – a collaborative model that works

Introduction and Panel Moderation

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Associate Clinical Professor at the School of Nursing, McMaster University

Panel Members	Topic
<u>Ruth Wojtiuk, RN, BScN, PHN, Med</u> Professional Practice Lead	CARE Centre's Supports, Training and Access to Regulated-employment Services (STARS) Program
<u>Meghan Wankel, MA, BA</u> Program Coordinator	CARE Centre's Pre-Arrival Supports and Services (PASS) Program
<u>Novlette Delisser-Francis, RN</u> Staff Nurse, Eastern Health, Newfoundland and Labrador	My experience working for the largest integrated health organization in Newfoundland and Labrador
<u>Michelle Gordon, BComm, M.Ed.</u> Case Manager and Professional Development Lead	Fostering inter-agency collaboration to facilitate IEN opportunities in rural/northern areas
<u>Angeline Peruelo, RPN</u> Staff Nurse, Queens Family Health Team, Kingston, Ontario	My experience working in 2 in Northern Ontario communities: Attawapiskat and Moose Factory
<u>Scott Fisher, BA, MAIOP, CCDP</u> Project Manager with Professions North/Nord (PNN)	Bridging internationally trained professionals and Northern Ontario employers

What is the CARE Centre?

CARE Centre is one of Ontario's first bridge training programs for internationally educated professionals. Funded by the Governments of Ontario and Canada, CARE Centre works closely with educational partners, employers and regulatory bodies, providing customized supports and services to Internationally Educated Nurses (IENs) on their journey to registration (RN/RPN) and employment.

From the head office in Toronto and locations in the Windsor to Kingston corridor assistance CARE has served over 4000 nurses from more than 50 countries worldwide since its inception in 2001.

www.care4nurses.org

The Journey





Supports, Training and Access to Regulated-employment Services

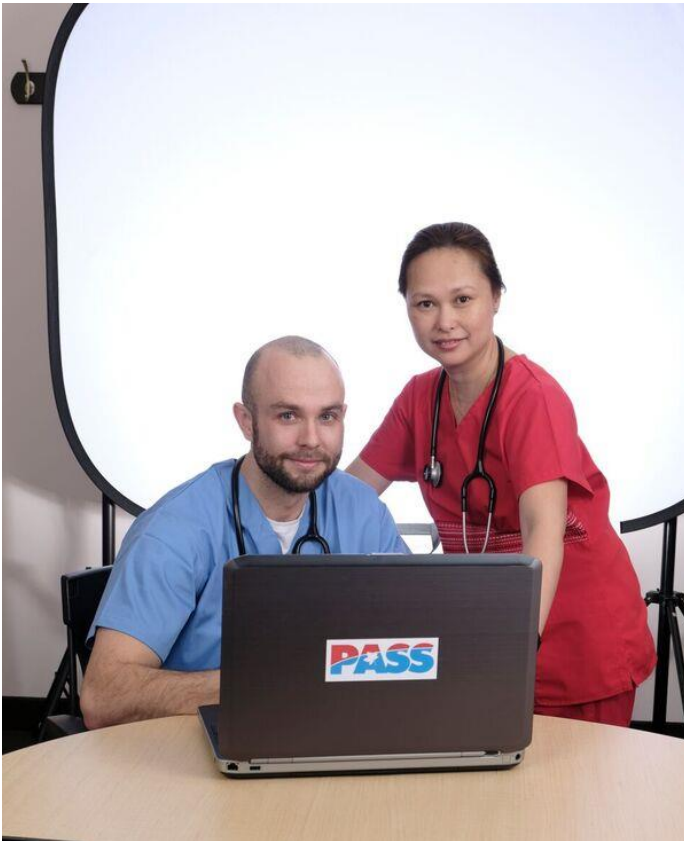
Signature program is based on a IEN-centred case management model featuring:

- ✓ Unlimited one-on-one case management
- ✓ Support re: NNAS application
- ✓ Guidance around Letters of Assessment from CNO
- ✓ Language and communication skills
- ✓ Exam preparation
- ✓ Observational job shadowing
- ✓ Employment and workplace integration supports
- ✓ Professional development
- ✓ Mentoring and networking





Pre-Arrival Supports and Services



www.pass4nurses.org

PASSinfo@care4nurses.org



- A program of CARE
Centre for Internationally
Educated Nurses (IENs)
- Funded by Immigration,
Refugees and Citizenship
and Canada (IRCC)

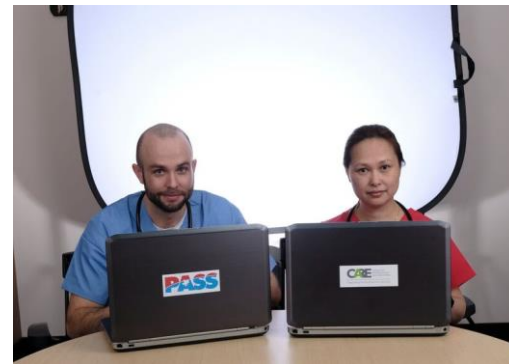




- For pre-arrival IENs in their countries of residence who are planning immigration to Canada
- Supports and services designed to shorten the time that IENs spend from arrival in Canada to professional registration and employment
- Free with:
 - ✓ Proof of graduation from a nursing school
 - ✓ Proof of immigration confirmation



- Individual online case management and guidance (Skype or GoTo Meeting)
- Over 110 hours of virtual programming (live with pre-recorded options)
 - Live information, orientation and employment webinars
 - Online nursing-specific English communication courses
- Mentorship connections to senior/expert nurses through Canadian Nurses Association
- Referrals upon arrival in Canada





Case Management

- Conduct intake and comprehensive assessment
- Engage with participants in secure manner over email, Skype, GoTo Meeting
- Create action plan, dependent upon needs, date of arrival and province of destination
- Provide timely support and guidance
- Facilitate connections with meaningful health, employment and settlement referrals in province of destination



- Jump Starting Your Canadian Nursing Registration
- Nursing in Canada
- Orientation to the Canadian Health Care System
- Canadian Labour Market
- Transferable Skills for Accessing Non-Licensed Health Care Employment
- Canadian Workplace Culture
- Professional Writing Skills for Nurses
- Self-Care Strategies for IENs



Nursing Communication Foundations (NCF)
+
Enhanced Nursing Communication Skills (ENCS)

Topics include:

- Canadian nursing vocabulary and terminology
- Verbal and non-verbal intercultural communication
- Client-centred assessment and care
- Documentation and reporting
- Health assessment and teaching
- Therapeutic communication techniques
- Inter-professional practice and communication

PASS

- Mentorship connections
- Canadian Nurses Association: mobilizing nurse mentors across Canada
- Experienced nurses provide support for integration of IENs by sharing education, wisdom, life and career experiences through direct interaction
- Canadian nurse mentor/IEN nurse mentee matches based upon destination province and shared clinical backgrounds
- Pre-arrival connections online (email or Skype)
- CNA mentor participation in PASS webinars
- Preparation of IENs overseas for enhanced social integration
- Increased access to Canadian health regulatory bodies, agencies and employers



Novlette's Experience in Rural Newfoundland



Novlette's Story

- Immigrated from Jamaica
- Already passed the nursing exam
- Master's prepared
- Informed she had to undergo additional training
- Eventually achieved registration with the CNO to become an RN
- Struggled to find a job – opportunity in Newfoundland

Inter-Agency Collaboration

- Sudbury: Professions North (PNN)
 - Information Session: September 27, 2019
 - Recruitment process
 - Employment opportunities
 - Life in Northern Ontario



St. Joseph's Care Group – Thunder Bay

- Information Session: August 23, 2019
- Employment Opportunities
- Recruitment Process
- Life in Thunder Bay



Angeline's Experience in Northern Ontario



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Q and A?

