



Successes
Opportunities
Challenges

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CARE Centre for Internationally Educated Nurses

- Created in 2001 to address gaps in Ontario's healthcare human resources strategy. To date over 5,000 Internationally Educated Nurses (IENs) served.
- Individualized IEN centred **case management** model
 - Pre-arrival Support and Services (**PASS**)
 - Nursing-specific language and exam preparation courses
 - Observational Job Shadowing (community and hospital settings)
 - Employment and workplace integration supports
 - Professional development workshops
- Collaboration with stakeholders: regulatory, academic, professional, employment & settlement

York University Post-RN for IEN Program

- enhances the practice of internationally educated nurses to practice safely and competently in Ontario
- builds on the strengths IENs already have so they can more quickly obtain the Canadian credentials they need for employment in Ontario
- Graduates:
 - receive a Bachelor of Science in Nursing (BScN) degree in **20 months** of concentrated and continuous **5 semesters**
 - are qualified to sit the NCLEX-RN (registration exam)
- Admit 50 students every January
- Many of the graduates are in leadership positions in Ontario and have pursued/completed nurse practitioner and graduate degrees

In the Fall of 2014, 4 universities came together through Council of Ontario Universities to explore a consortium approach

www.rncompetencies.ca

The Ontario Internationally Educated Nurses Course Consortium is developing a hybrid model, two-year competency-bridging program of study to help prepare Internationally Educated Nurses (IENs) to launch their registered nursing careers in Ontario.

TYPE	NUMBER
Cohorts	3
Applications Received	414
Registered Students	135
Current Students	116

Successes

Pre-Arrival:

- Granted PR status, but not able to come to Canada and have resigned from their jobs
- Increase access and have more time to complete the CARE Centre **PASS** Program
- More time to complete Self Assessment Readiness Tools to allow for correct type of assessment to apply for
- Complete NNAS/Regulatory Body (RB) application before leaving
- Keep working until departure date to allow maximum time (3-year safe practice period) to process registration post arrival

Post Arrival:

- Increase collaboration with employers and employment opportunities
- Dependent on electronic means in maintaining contact with the NNAS/RB
- Increase RB collaboration to expedite registration process.
- Work closely with and share resources from settlement agencies

Challenges

- Meeting regulatory requirements
 - Difficulty navigating and insufficient academic bridging programs
 - Closure of in-person assessment centres for clinical skill and language Complexity/length of the regulatory assessment process intensified d/t international travel ban
 - Longer wait time to take NCLEX-RN (registration exam)
- Professional identity
 - Removal of titles e.g. Registered Nurse
 - Patient refusal of service due to racist attitudes associated with COVID
- Language and communication barriers
- Differences in expectations in clinical nursing practice
 - Stronger leadership role
 - Active role of patients and families
 - Cross-cultural awareness/communication strategies

Possibilities/Opportunities During COVID

- Increased employment opportunities
- Increased sector collaboration
- Increased use of electronic/digital delivery of programs and services
- Benefit from the IENs' experiences for improved Ontario healthcare

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