

What We Need to Do to Facilitate Successful Integration of Internationally Educated Nurses (IENs) CARE Centre's Workplace Integration Program

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INTRODUCTION

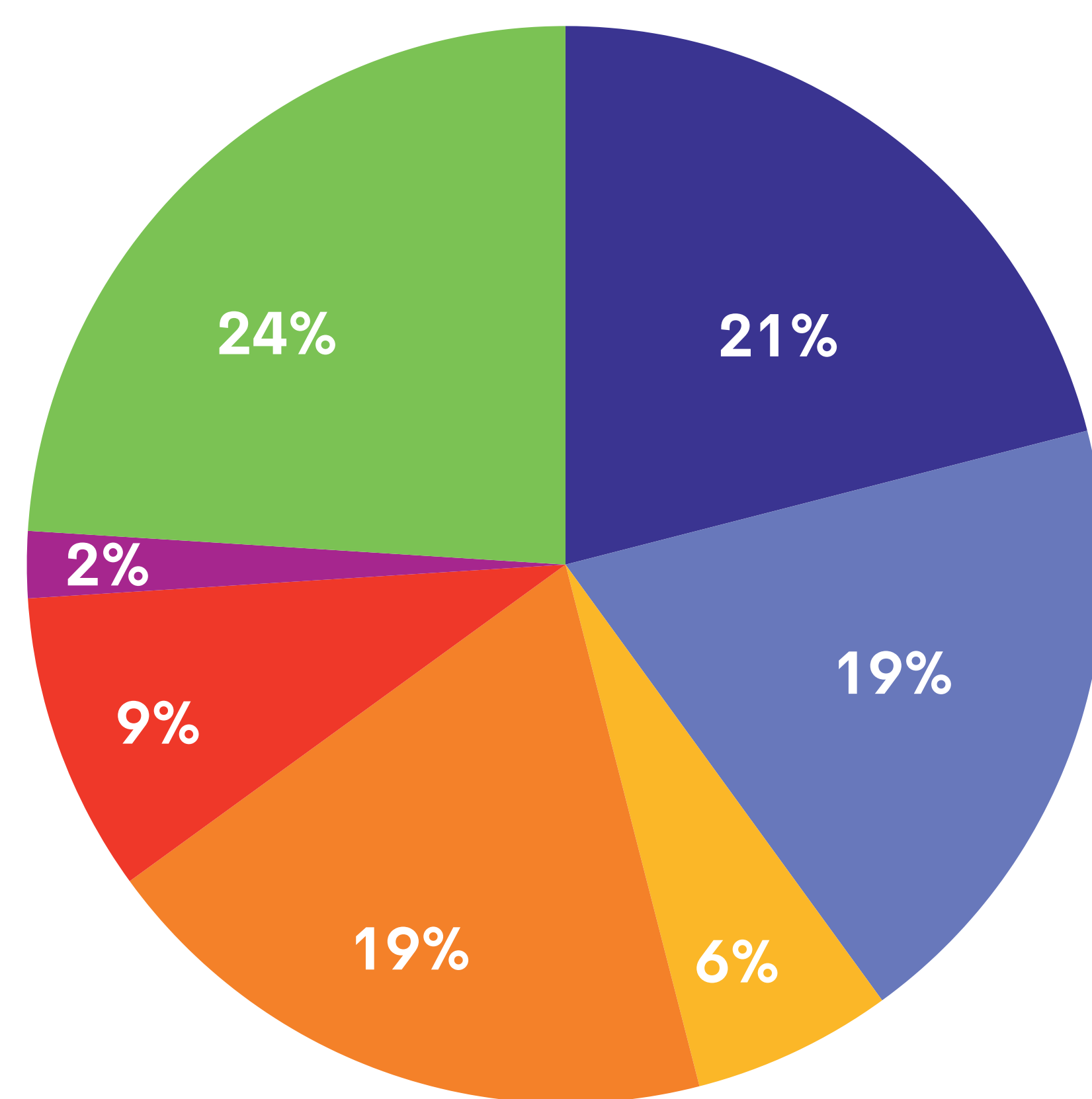
Drawing upon current evidence and leveraging over two decades of experience CARE Centre for Internationally Educated Nurses initiated the Workplace Integration Program (WIP) to identify barriers to the successful integration of IENs and to outline practical short and long-term strategies to address these challenges. The program's customized, innovative learning sessions focused on diversity, equity and inclusion thereby facilitating successful recruitment, seamless integration, and sustainable retention.

METHOD

- Delivered an Information Session with over 180 participants, representing more than 50 organizations.
- Connected with Ontario Health to support outreach efforts.
- Prepared a menu of topics addressing the greatest areas of interest and challenges.
- Collaborated with our partners, customizing each learning session to meet organization-specific needs.
- Developed and facilitated presentations and interactive learning sessions, covering topics and strategies to support employers in IEN recruitment, integration and retention.

TOPICS - SESSIONS

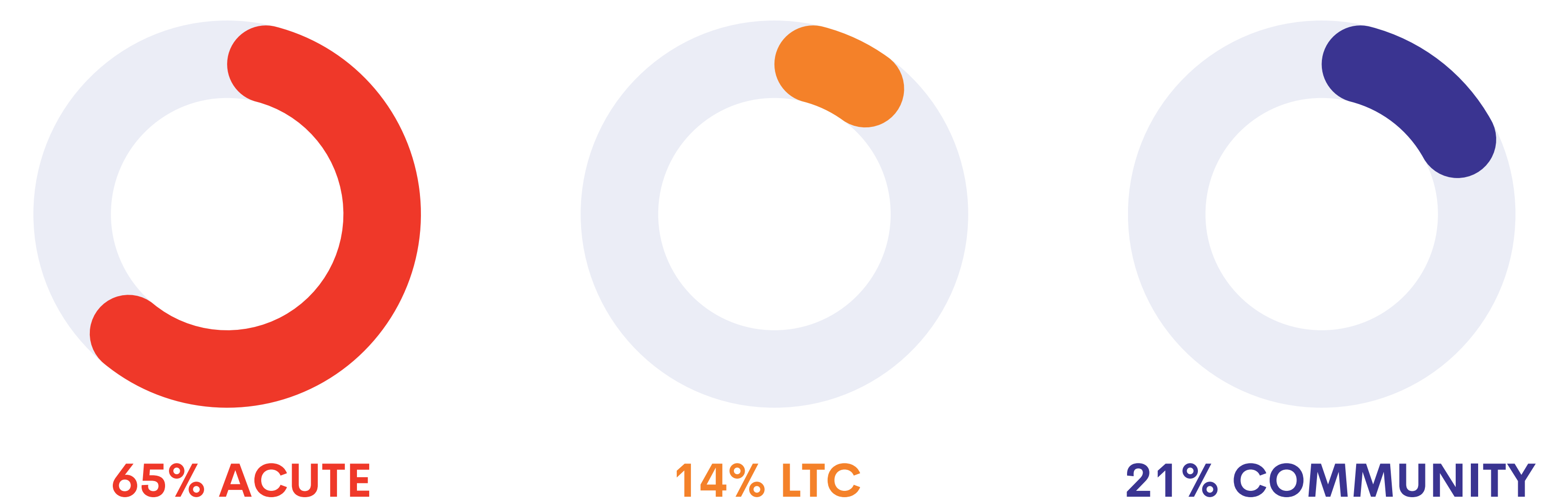
- Cross Cultural Recruitment Strategies - 10
- Language and Communication Strategies for IENs success - 9
- COMMUNITY NURSING DEI Cross-cultural Customized Recruitment Strategies/ Workplace Diversity and Cultural Competence - 3
- Diversity, Equity, Inclusion: Workplace Diversity & Cultural Competence - 11
- Diversity, Equity, Inclusion for IENs: Workplace Diversity & Cultural Competence/Early Transitional Issues - 9
- Health and Physical Assessment Review - 1
- Client Centred Care - 4



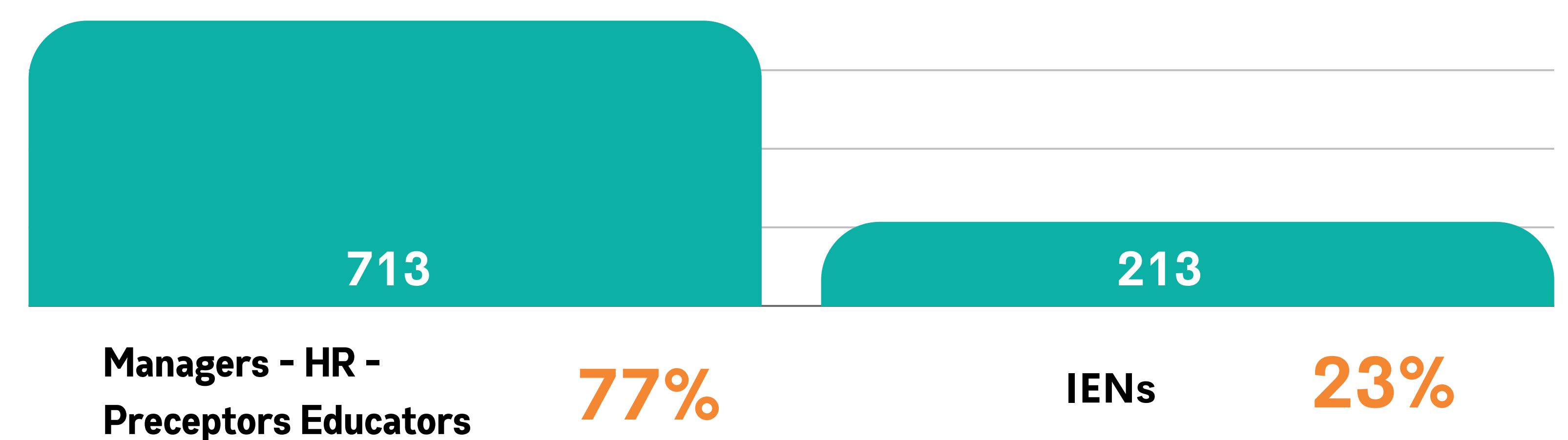
PURPOSE

CARE Centre's WIP was developed in direct response to data from Statistics Canada indicating that over 32,000 nursing vacancies existed and the recommendation of the Canadian Nurses Association that the integration of nurses with international education and experience could not only increase the workforce in a timely manner but also add rich cultural representation to organizations serving an increasingly diverse public. CARE Centre offered an array of topics to health care organizations equipping employers with the skills and knowledge needed to facilitate the smooth transition and integration of IENs while empowering IENs to succeed in practice.

ORGANIZATIONS



PARTICIPANTS



SURVEY RESULTS



Strongly agreed or agreed that the workshop topics and content were relevant to their professional needs and interests.



Strongly agreed or agreed that the information, resources and ideas in the workshop helped them develop their knowledge and/or skills on the topic.

RESULTS

- 187 Healthcare Professionals attended the WIP information session from 54 different organizations.
- 22 organizations participated in the Workplace Integration Program to date.
- 926 Healthcare professionals out of 1255 registered, attended the various 47 WIP sessions during February and March 2024

CONCLUSION

The Workplace Integration Program has received an excellent response and demand through its initial launch. Supporting recruitment, integration and retention of IENs through a two-way process, CARE Centre is committed to continually adapting and customizing the program's offerings to meet organizations' needs and requests. Evaluation surveys from both IENs and Management/ HR / Leadership teams provided excellent feedback, revealing that participants found the sessions informative, interactive and engaging and are looking forward to additional WIP learning sessions to support their professional practice.

ACKNOWLEDGMENTS

- Ministry of Labour, Immigration, Training and Skills Development
- Ontario Health



REFERENCES

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2. Lee R, Wojtiuk R. Commentary: Transition of Internationally Educated Nurses into Practice: What We Need to Do to Evolve as an Inclusive Profession over the Next Decade. Nurs Leadersh (Tor Ont). 2021 Dec;34(4):57-64. doi: 10.12927/cjnl.2021.26689. PMID: 35039119.

