DIVERSITY IN HEALTH
HUMAN RESOURCES/
WORKING WITH EMPLOYERS
TOWARDS INTEGRATION OF
INTERNATIONALLY EDUCATED NURSES INTO THE WORKFORCE

Andrea Baumann
Dina Idriss-Wheeler
Dana Ross
Mary Crea-Arsenio

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OUTLINE/

• Context
• Objectives
• Methods
• Outcomes
• Evaluation
• Key messages
• Next steps
PROJECT CONTEXT

Canada
- Diverse society
- Aging population
- Aging nursing workforce

Internationally Educated Nurses (IENs) living in Canada
- Skills underutilization
  - Encourage migration of highly educated applicants
  - Does not translate into labour market integration
- Lower success finding work
OHA-NHSRU/ PARTNERSHIP

Nursing Health Services Research Unit (NHSRU) and Ontario Hospital Association (OHA): Partnered to create *A Framework for Integrating IENs into the Health Care Workforce (2010-2013)*.

Funded: Ontario Ministry of Citizenship, Immigration and International Trade (MCIIT).
PROJECT/ OBJECTIVES

To create research based resources to assist both employers and internationally educated nurses (IENs) to navigate the regulatory system, locate assessment and bridging programs, and enhance retention.

Definition of IENs

- A nurse whose basic nursing education was completed outside Canada.
- Enter Canada as permanent resident before applying for employment as professional nurse
- Usually a secondary migrant who has immigrated with spouse for his/her employment
SUPPLY/

NURSES IN ONTARIO

- Ontario New Graduates
- Migrant Nurses from other Canadian Provinces (new and experienced)
- Internationally Educated Nurses
DEFINITION/
WORKFORCE INTEGRATION

“…the process by which nurses enter the workforce efficiently, effectively and with productive employment.”

DEFINITION/SUCCESSFUL WORKFORCE INTEGRATION

Nurses should be able to:
• Adapt to the Canadian Healthcare system and the Canadian workplace culture
• Integrate into the organizational system
• Practice independently (skills and knowledge)

WEB GUIDE

WHY DO WE NEED ONE

Important for employers to:

• Understand who IENs are
• Facilitate IEN entry and integration into the workforce
• Support IENs as they manage the challenges they face

Information on registration and hiring process hard to access

• The web guide has it all in one place

Information is specific to IENs
RESEARCH/
MIXED METHODS

Development
2010 - 2011

Dissemination
2011 - 2012

Evaluation
2012-2013

Qualitative: semi structured interviews; surveys; workshop/think tanks

Quantitative: surveys (throughout process, post workshop & evaluations)
OUTCOME/EMPLOYER WEB GUIDE

http://ien.oha.com

“I guess this is what we get for going to a discount web-page designer.”
The characteristics of the employer web guide:

- Plain language and accessible information
- Practical advice and quick links to useful resources
- Examples of successfully implemented strategies
- Videos of interviews with employers and IENs
- Focus on Ontario, but relevant to Canada
WEBSITE SECTIONS/
WHAT WORKED

1. Workforce Diversity
2. Regulatory Environment
3. Bridging to Employment
4. Recruitment
5. Entry and Orientation
6. Retention
7. Case studies
8. Useful Resources

1. Hiring IENs
2. Recruitment
3. Orientation
4. Ongoing Support
5. Requirements for IENs
6. Case Studies
7. Resource Centre
OUTCOME/FLIPBOOK: AN EMPLOYER GUIDE

Over 2755 Flipbooks were distributed by 2013
OUTCOME/
REGIONAL WORKSHOPS

IEN Workshops

• Toronto, Niagara, Ottawa, Windsor
• Webcast – Northern Ontario

Attended by

• Educators
• Clinical managers
• Human resources
• Local Health Integrated Network (LHIN) representatives
• HealthForceOntario Recruitment Retention Officers
• Community Organizations (e.g. CARE, TRIEC)
EVALUATION/FRAMEWORK

Website Evaluation
- Valid/reliable survey
- Google analytics
- Key informant interviews to evaluate use, content, experience with website

Regional workshops
- End of workshop evaluation questions
- Key informant interviews

Flipbook Evaluation
- Key informant interviews to evaluate use of flipbook
**KEY MESSAGE/**

**EMPLOYER STRATEGIES**

Creation, implementation and evaluation of the leading practice guide provides strategies for employers to recognize the value of IENs and understand the challenges & barriers they face

### Partnerships Established
- e.g. relevant stakeholders
  - (gov’t, academia, settlement/comm agencies; IEN; regulatory bodies)

### Acquiring Funding Resources
- e.g. using MOH Initiatives
  - as basis for funding planned initiative
  - e.g. Communication programs; settlement resources; mentorship & preceptorship programs

### Interventions planned through stakeholder consultations
- e.g. Communication programs; settlement resources; mentorship & preceptorship programs

### Attracting, integrating and retaining IENs
KEY MESSAGE/ DIVERSE WORKFORCE

Proper integration of IENs will lead to a diverse workforce that can respond to varied patient need in our multicultural society

Received their basic nursing education in a country other than Canada

Licensed/registered to work in Canada

Received orientation to Canadian society, culture and nursing practice to provide quality patient care

Diverse workforce responding to varied patient needs
Engaging the target stakeholders throughout the project is essential; employers were involved throughout the development and evaluation of the resources designed for their use.

...to facilitate recruitment, integration and retention of IENs.
STAKEHOLDERS/ WHO BENEFITED

Three year project engaged:

• < 2500 stakeholders
• < 1400 organizations
• ~ 2400 internationally trained individuals
The NHSRU has been funded by the Ontario Ministry of Citizenship, Immigration and International Trade for a new project:

“Partnering with Employers: Increasing IEN Employment in Healthcare Organizations”
Building on the 2010-2013 NHSRU-OHA work, the new initiative will assist Ontario healthcare employers and IEN new hires to achieve successful workforce integration.

Funded by the Ontario Ministry of Citizenship, Immigration and International Trade
OBJECTIVES/
NEXT STEPS

Increase employment of IENs in Ontario by raising awareness of the qualified IEN pool of nurses currently prepared and available for hire in Ontario.

Employers will be:

- **Informed** about access to government funding initiatives to increase employment (i.e. Nursing Career OrIENtation (NCO funding))
- **Linked** to a pool of work-ready IENs
- **Provided** with leading practices for hiring and successfully integrating and onboarding IENs
THANK YOU/
QUESTIONS?
CONTACT/

Andrea Baumann, PhD
Scientific Director
Nursing Health Services Research Unit
McMaster University
Michael DeGroote Centre for Learning
MDCL 3500
(905) 525 9140 ext. 22581
baumanna@mcmaster.ca

Dina Idriss-Wheeler, MSc., MHA
Research Coordinator
Nursing Health Services Research Unit
McMaster University
Michael DeGroote Centre for Learning
MDCL 3500
(905) 525 9140 ext. 22581
idriisw@mcmaster.ca