There is an Evidence Note prepared by T. Noonan, Knowledge Broker, April 2012.

Andrea Baumann and her research team at the NHSRU, McMaster University site are investigating several projects focusing on the workforce integration of IENs. These projects aim to ease the entry of IENs into the health care workforce by compiling an inventory of bridging programs, creating a guide for employers and finding ways to strengthen IENs’ communication and clinical skills.

Key Messages

- Ontario is the leading employer of IENs in Canada. It is vital that these nurses are given early orientation to the Ontario health care system to enable them to enter the workforce. If nurses delay their return to practice, they may lose competence and confidence.

- Andrea Baumann and her research team at the NHSRU, McMaster University site, and the Ontario Hospital Association (OHA) developed a web-guide www.oha.com/ien and flip-book to help employers create a diverse multilingual workforce. (Funded by the Government of Ontario)

- The NHSRU and the Canadian Association of Schools of Nursing (CASN) collaborated to identify key characteristics of good bridging programs, including flexibility to serve the diverse needs of IENs and faculty who have dedicated time to provide a supportive environment.

- The Internationally Educated Nurse (IEN) and English as a Second Language (ESL) Nurse Integration project helped registered nurses and registered practical nurses educated abroad and in Canada integrate into the Hamilton Health Sciences (HHS) workforce. Participants engaged in the majority of the interventions offered and all interventions were successfully implemented. Recommendations are aimed at enhancing each intervention in the future. (Funded by the Government of Ontario)
Recommendations

- Further investment by the MCI, MOHLTC and Ministry of Training Colleges and Universities (MTCU) will ensure workforce integration for IENs.
  - IENs will gain familiarity with Canadian nursing culture and preserve their competencies if they are exposed to the health care system as early as possible.
  - While preparing for or awaiting registration, IENs should be given financial support to receive workplace orientation.
  - Examination eligible IENs should apply for a temporary licence.
  - Nurses who are not eligible to take the Canadian Registered Nurse Examination (CRNE) can enroll in bridging programs, take the Canadian Practical Nurse Registration Examination (CPNRE) to become an RPN or take a course to become a personal support worker.
- Invest in universities and colleges to develop courses and programs targeting IENs and support faculty who have the expertise and time required to educate IENs
- Provide funds for the continued implementation and evaluation of a best practice guide for employers of IENs to facilitate workforce integration.

Interesting Trends

- From 2005 to 2010, the total number of IENs increased by 7.6%.
- Based on the general five-year trend across all the nursing types, the number of IENs is increasing over time.
- The LHINs with the largest number of IENs (from largest to smallest number on average) are Toronto Central, Central, Mississauga, Halton and Central East.
  - In 2010, 71% of IENs resided in these LHINs.

Adapted from the following:


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Funded by:

Ontario receives support for some skills training programs from the Government of Canada