Current Evidence on Employing IENs:

INTERVIEWS WITH HEALTH CARE LEADERS

Vacancies and Hiring Internationally Educated Nurses

### INTERNAL HIRING

Employers reported a wide range of nurse vacancies; some employers acknowledged difficulty in counting vacancies because of the large number of internal job transfers.

Employers estimated fewer than half of jobs are posted externally.

In some cases, external openings are reserved for the Nursing Graduate Guarantee (NGG) initiative.

### NO SPECIFIC HIRING STRATEGY

Some employers reported there is no recruitment strategy for IENs at the organizational level.

### CHALLENGES WITH NCO

The Nursing Career OrIENtation (NCO) is an initiative of the Ontario Ministry of Health and Long-Term Care that provides funding to employers hiring newly registered IENs. More than half of employers interviewed had heard of the NCO.

Smaller hospitals and organizations in the long-term care, community and home care sectors reported challenges in offering full-time employment to IENs.
Diversity Strategy and Cultural Competence

Employers include diversity strategies as part of their overall human resource strategy.

Examples of strategic practices include tracking diversity and employment equity targets (Aboriginal peoples, visible minorities, women and people with disabilities) and an Internationally Educated Professional (IEP) Committee focusing on cultural competence and other initiatives to attract and retain IEPs.

Partnerships

Employers collaborate with a local community college or university to recruit nurses.

Employers are working with the CARE Centre for IENs and an employer in the community care sector is developing a community care readiness assessment tool to use during the interview process.

Orientation and Mentorship

While most employers reported that they have no specific orientation for IENs, they often offer additional training based on a nurse’s specific needs.

Regardless of whether they are new graduates nurses, experienced nurses or IENs, nurses may be buddied or preceptored for a short period.

Project: Partnering with Employers: Increasing Internationally Educated Nurse (IEN) Employment in Health Care Organizations

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