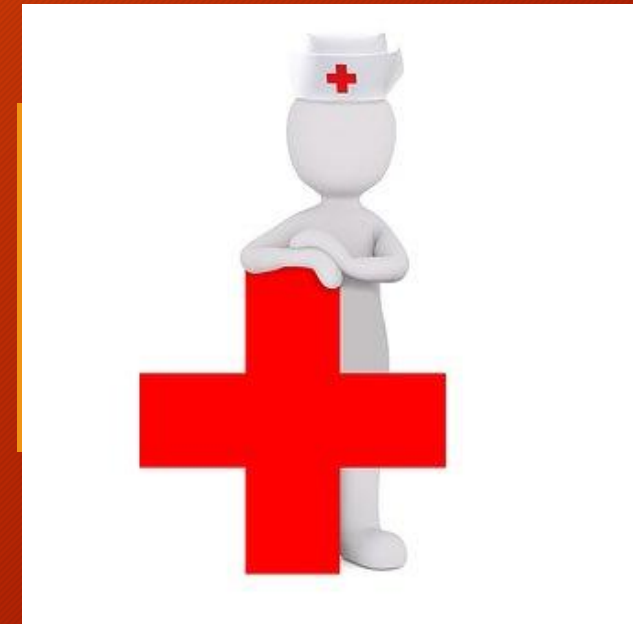


**Implementing Validation
across Jurisdictions:**

**Internationally Educated
Nurses in Canada**

Dr. Christine Wihak



Background on Canada

- Canada - Confederation of 10 provinces, 3 territories
 - Federal gov't -- power over immigration
 - Provinces/territories -- power over education, including regulated occupations



Nursing Regulation



- *Self-regulation*
 - Provincial Nursing Colleges
- *Agreement on Interprovincial Trade* -- ease of labour mobility
- *Canadian Council of Registered Nurse regulators*
 - 10 Nursing Colleges collaborate nationally
 - National exam to enter Nursing profession in any province except Quebec

PLAR (aka Validation) for IENs: pre-2014



- IENs had to apply for immigration through federal government, for RN licensure through one of provincial bodies
- Every province and territory had own process
- Great variability in ability to serve IEN applicants, to assess non-Canadian education and experience

Navigating to become a Nurse in Canada



- 2005 study of PLAR processes across the country
 - Canadian Nurses Association
 - Canada facing a nursing shortage
 - Predicted great need for IENs
- Spotlighted obstacles facing IENs
- Weak use of PLAR to assess competency
- Recommended establishment of national assessment service
 - Educational credentials, clinical competency, English/French fluency

National Nursing Assessment Service



- Incorporated 2012 as non-profit organization
- Board Members and members from provincial/territorial regulatory bodies
- Implementation project stakeholders
 - Regulators (provided funding)
 - Federal gov't (provided funding)
 - Provincial gov'ts (some provided funding)
 - Canadian Nursing Association - professional body
- Partnered with US body CGFNS International to develop process

THE VISION



- Single application web portal
- Bilingual customer care centre for IEN applicants

Consistent national approach

Document collection and management

- Common approach to initial document collection, authentication, validation and fraud screening

Knowledge management-database

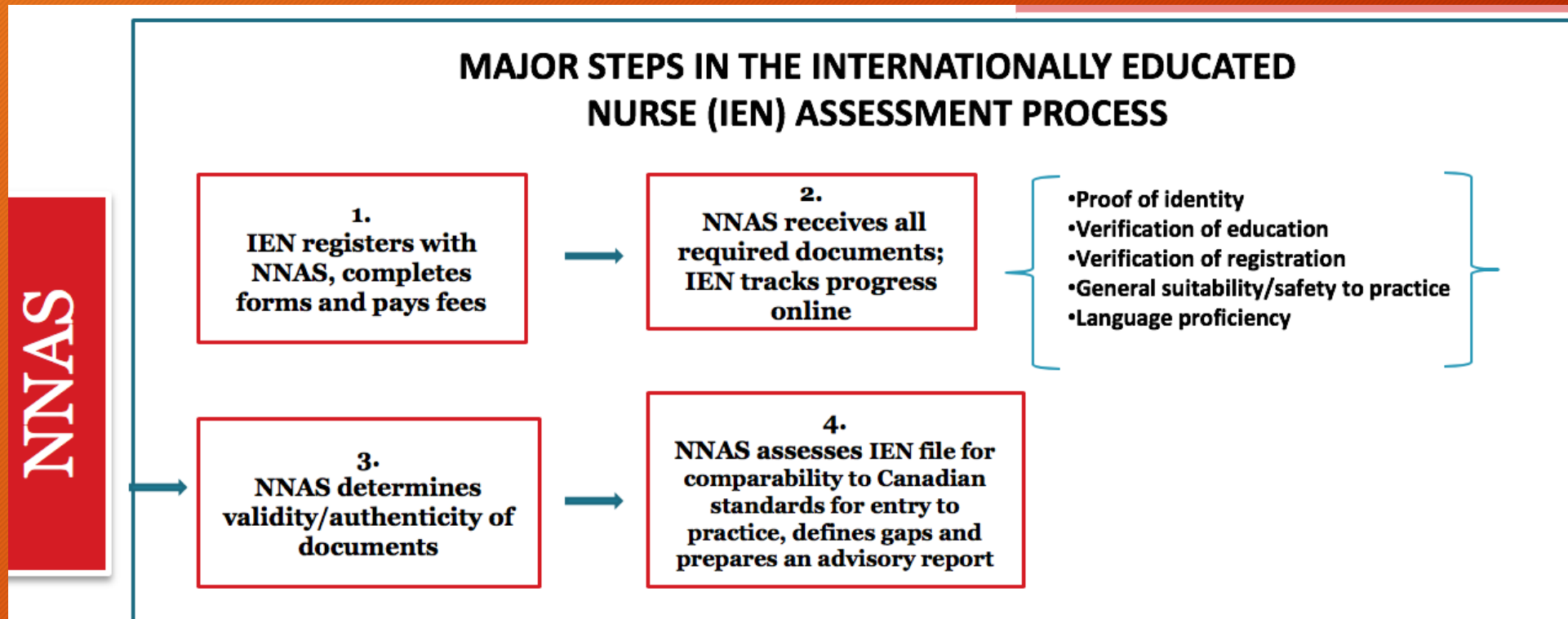
NNAS

Credential evaluation

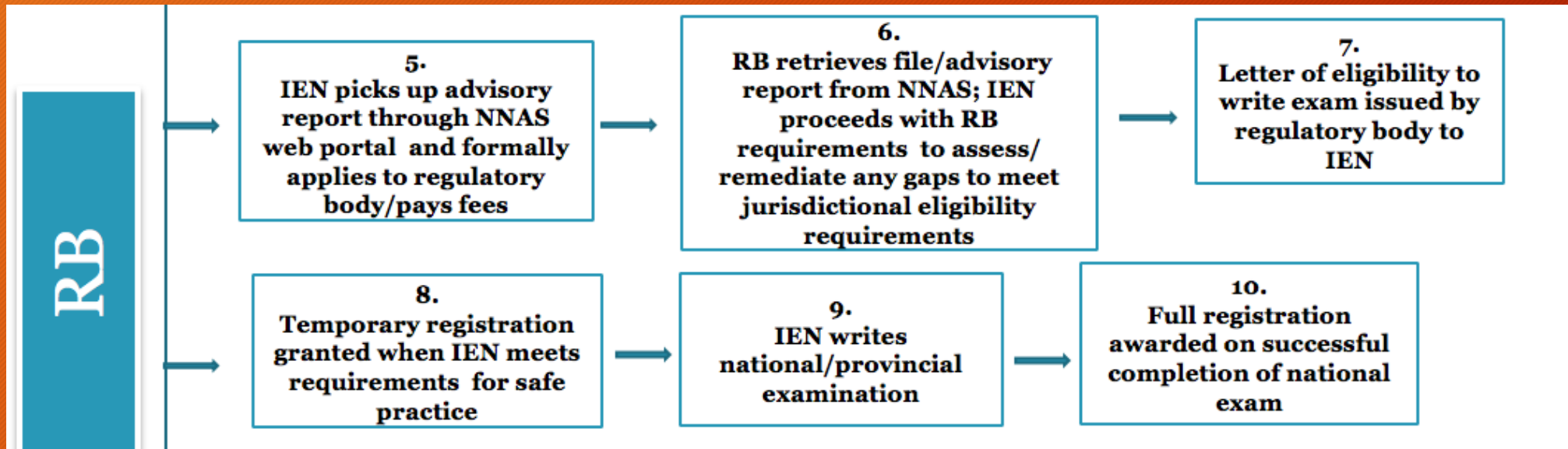
- An international education programs database
- A national IEN database

- Consistent assessment standard of the IEN application file
- Consistent format electronic advisory reports to RBs to inform IEN eligibility assessments

National IEN portal - launched 2014



Provincial regulatory body



IEN Portal

NNAS
NATIONAL NURSING ASSISTANCE SERVICE

About NNAS ▾ Get Help ▾ Apply/Login Français 🔍

Helping Internationally Educated Nurses seeking registration to practice nursing in Canada.

Discover Nursing In Canada Before You Apply The Application Process

NNAS now

- 62K+ applications
 - 22K+ e-mails
 - 33K+ phone calls
- Totally fee supported
 - IEN pays \$650 US
- Some IEN financial support
 - Provincial agencies with federal, provincial funding



NNAS Case Study - Key points

1. Initiated by Nursing profession itself
2. Voluntary collaboration of multiple stakeholders
 - Professional bodies, Regulatory bodies in ten provinces/territories, Federal government, Provincial governments
3. Improved PLAR system for IENs
4. Most advanced Canadian example of national-level cooperation for immigrant entry into regulated professions

Sources

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