Workforce Integration of Internationally Educated Nurses: Creation and Evaluation of Employer Resources

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Internationally Educated Nurses: Enhancing Canadian Healthcare 2014: 2014 Conference for IENs

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Outline

- Context

- IEN Ontario Hospital Association (OHA) 2010-2013 Initiative
  - Study objective
  - Methods
  - Findings/Products
  - Evaluation
  - Take home messages

- 2014 – 2017 IEN Employment Project
  - Study Objective
  - Project Advisory Committee
  - Project Phases
    - Methods
    - Project Components
    - Evaluation
Context

- Diverse society
- Nursing shortage
- Aging workforce
- IENs living in Canada
  - Skill underutilization
  - Lower success rate finding work
Supply of Nurses

- Ontario New Graduates
- Migrant Nurses from other Canadian Provinces (new and experienced)
- Internationally Educated Nurses
The NHSRU partnered with the Ontario Hospital Association (OHA) to create **A Framework for Integrating IENs into the Health Care Workforce**.

_Funded by the Ontario Ministry of Citizenship, Immigration and International Trade_
Study Objective

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.
What is Workforce Integration?

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

What is Successful Workforce Integration?

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

Why do we need a Web Guide?

- Information on registration and hiring process hard to access - the web guide has it all in one place.
- Information is specific to IENs
- It is important for employers:
  - to understand who IENs are
  - to facilitate IEN entry and integration into the workforce
  - to support IENs as they manage the challenges they face.
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)
Employer Web Guide

“"I guess this is what we get for going to a discount web-page designer.”

http://ien.oha.com
Employer Web Guide: Characteristics

- Plain language and accessible information (online and print-based)
- 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

1. Hiring IENs
2. Recruitment
3. Orientation
4. Ongoing Support
5. Requirements for IENs
6. Case Studies
7. Resource Centre
Flipbook: An Employer’s Guide

Over 2755 Flipbooks were distributed by 2013
Regional Workshops

- **IEN Workshops**
  - Toronto, Niagara, Ottawa, Windsor
  - Webcast – Northern Ontario

- **Attended by:**
  - Educators
  - Clinical managers
  - Human resources
  - Local Health Integrated Network (LHIN) representatives
  - HFO Recruitment Retention Officers
  - Community organizations (e.g. CARE, TRIEC)
What worked and what didn’t?

With a great team behind you, you can achieve so much more....
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 questionnaire

- **Flipbook Evaluation**
  - Key informant interviews to evaluate use of Flipbook
Employer Strategies

The creation, implementation and evaluation of the best 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

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

- **Attracting, integrating and retaining IENs**
Proper integration of IENs will lead to a diverse workforce that can respond to varied patient needs.

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
Importance of Engaging Target Stakeholders

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.
Challenges/Barriers

Partners may differ in goals, requirements, constraints, priorities and methodological preferences due to:

- organizational mandates
- research vs. clinical agendas

Budget Constraints
Stakeholders who Benefited from OHA-NHSRU IEN Project

- The three year project engaged:
  - < 2500 stakeholders and
  - < 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”
Objective

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

– Target 150 cross-sectoral healthcare employers
– Help employers in Ontario hire/ integrate 200 IENs over 3 years (2014-2017)
Benefits to Participating Employers

Employers will be:

- **informed** about access to government funding initiatives to increase employment
  - i.e. NCO funding
- **linked** to a pool of work-ready IENs who have graduated from bridging/employment programs
- **aware** of successful programs for hiring IENs
- **understand** best practices for hiring and integrating IENs
# Project Advisory Committee

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<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Organization</th>
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<tbody>
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<td>Candace Chartier</td>
<td>Chief Executive Officer</td>
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Mixed Methods

Development
2014 - 2015

Implementation
2015 - 2016

Evaluation
2016-2017

Qualitative: semi structured interviews; surveys; workshop/webinars

Quantitative: job vacancy analysis, surveys (throughout process, post workshops webinars & evaluations)
Project Components

- Ontario nursing job vacancy analysis
- Orientation tools developed in collaboration with healthcare employers
- Three workshops (June 2015)
- Three webinars
- The employment manual and associated tools will be distributed to 1,200 healthcare employers in Ontario
- Employer survey to evaluate the number of IENs hired and rate of successful integration
Stay in Touch

Sign up for the NHSRU newsletter

http://nhsru.com/news-events/newsletter/
Thank You

Contact

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