

Adapting of East Asian IENs into Canada's Diverse Nursing Workforce

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A Little Bit About Me:

An Internationally Educated Nurse





Objectives

- Introduction of research question, goal, and methodology of the study
- Explanation of data selection process in the systematic review
- Examination of study compatibility for synthesis and description of the data synthesis process
- Revealing three stages adaptation process of East Asian IENs in English-speaking countries.
- Discuss two key findings, limitation, and implications in adapting of East Asia IENs into Canada's diverse nursing workforce.

The Research Question

“What is the adaptation process for IENs from East Asia working in English-speaking countries?”

Research Population: why IENs from East Asia?

- ❖ East Asia such as China represent one of the top sources for new immigrants in the last decade (CIC, 2012)
- ❖ IENs from East Asia face tremendous language and cultural challenges in employment (Baumann & Blythe, 2012)
- ❖ Personal interest: as a IEN from East Asia myself

Goal of the Study

Provide insight for further self-care, support, recruitment and retention strategies for IENs from East Asia

Build a healthy and diverse nursing workforce in Canada's multicultural society

Study Methodology and Data Collections

Study Methodology

a interpretive systematic review: meta-ethnography thematic synthesis



Searching Data Bases

CINAHL

MEDLINE

Scopus

PsycInfo



Data Saturation

Repetition of the same articles appears in the search results

Sifting the Retrieved Articles: 3 Stages

1

- Reviewed by the title

2

- Reviewed by abstract

3

- Reviewed by full text

Inclusion and Exclusion Criteria

- Inclusion criteria: a) IENs from East Asia working as regulated nurses in healthcare system in English-speaking countries; (b) qualitative studies published in English.
- Exclusion criteria: (a) Study with seriously flawed methodology; (b) IENs working as nurses' aids or personal support workers or studying as nursing students.

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Adaptation and Transformation Through (Un)Learning Lived Experiences of Immigrant Chinese Nurses in US Healthcare Environment

*Yu Xu, PhD, RN, CTN, CNE; Antonio Gutierrez, BA;
Su Hyun Kim, PhD, RN*

This phenomenological study examined the lived experiences of Chinese nurses working in the US healthcare environment. In-depth interviews with 9 self-identified Chinese nurses were conducted in English and transcribed verbatim. Using Colaizzi's (In: Valle RS, King M, eds. *Existential-Phenomenological Alternatives for Psychology*. New York: Oxford University Press; 1978:48-71) 7-step procedure, the narrative data were independently analyzed by a team of researchers. Five primary themes emerged from the data: (a) communication as the most daunting challenge, especially during initial transition of their first job; (b) differ-

Journal of Advanced Nursing, 2000, **32**(3), 721–729

Experience before and throughout the nursing career

Korean nurses' adjustment to hospitals in the United States of America

Myungsun Yi DNS RN

*Assistant Professor, College of Nursing, Seoul National University,
Seoul, Korea*

and Mary Ann Jezewski PhD RN

*Associate Professor, School of Nursing, State University of New York
at Buffalo, New York, USA*

Accepted for publication 22 February 2000

YI M. & JEZEWSKI M.A. (2000) *Journal of Advanced Nursing* **32**(3), 721–729

Korean nurses' adjustment to hospitals in the United States of America

Due to shortage of nurses, more nurses from other countries are employed in

The concept of difference and the experience of China-educated nurses working in Australia: A symbolic interactionist exploration

[Yunxian Zhou](#) , [Carol Windsor](#), [Karen Theobald](#), [Fiona Cover](#)

Received: November 12, 2010; Received in revised form: May 1, 2011; Accepted: May 5, 2011; Published Online: July 13, 2011

DOI: <http://dx.doi.org/10.1016/j.ijnurstu.2011.05.003>

Abstract

[Full Text](#)

[References](#)

[Supplemental Materials](#)

Abstract

Studies Compatibility for Synthesis

- Share similar paradigm of inquiry
- Share similar data collection method
- Share similar sampling techniques

Major contextual differences

- The length of stay in host country
- Religious affinity

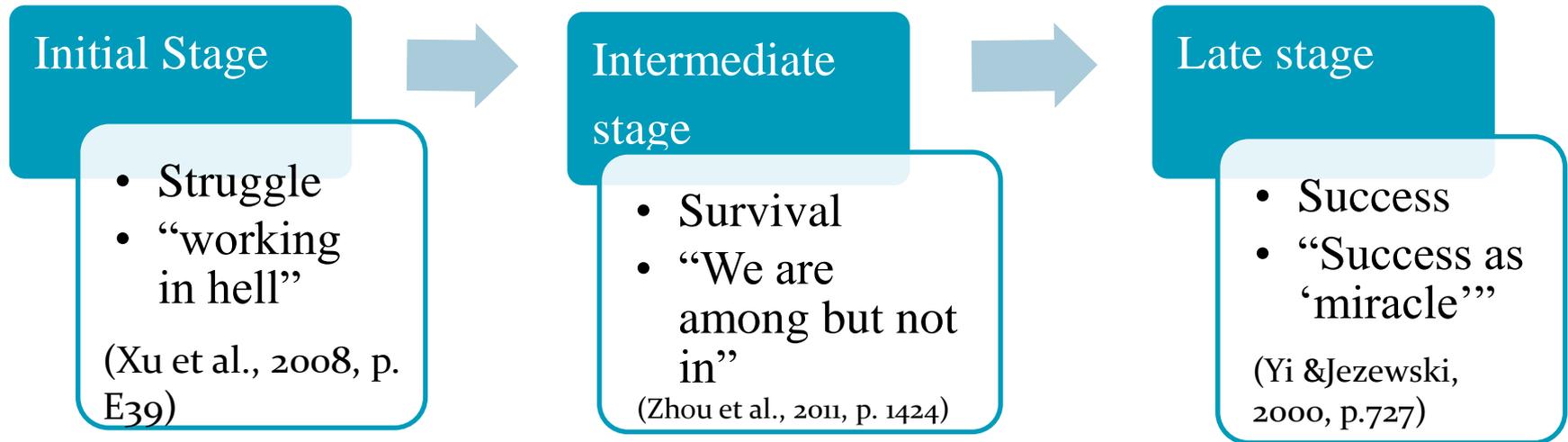
(Sandelowski et al., 2006)

Modified Meta-Enthnography

- Write a descriptive summary of the findings for each study
- Extracted metaphors and key descriptors, especially pay attention to the participants original interview descriptions cited among the three studies.
- Organized above information in relation to temporality.

(Doyle, 2003)

Results



Discussion of Key Findings

Two Key Findings

- 1) The tremendous difficulty faced by East Asian INEs in their adaptation is not only caused by language alone but also social separation.
- 2) A strong sense of professional belonging in East Asia IENs can serve as an icebreaker for social separation.

Limitations and Reflection

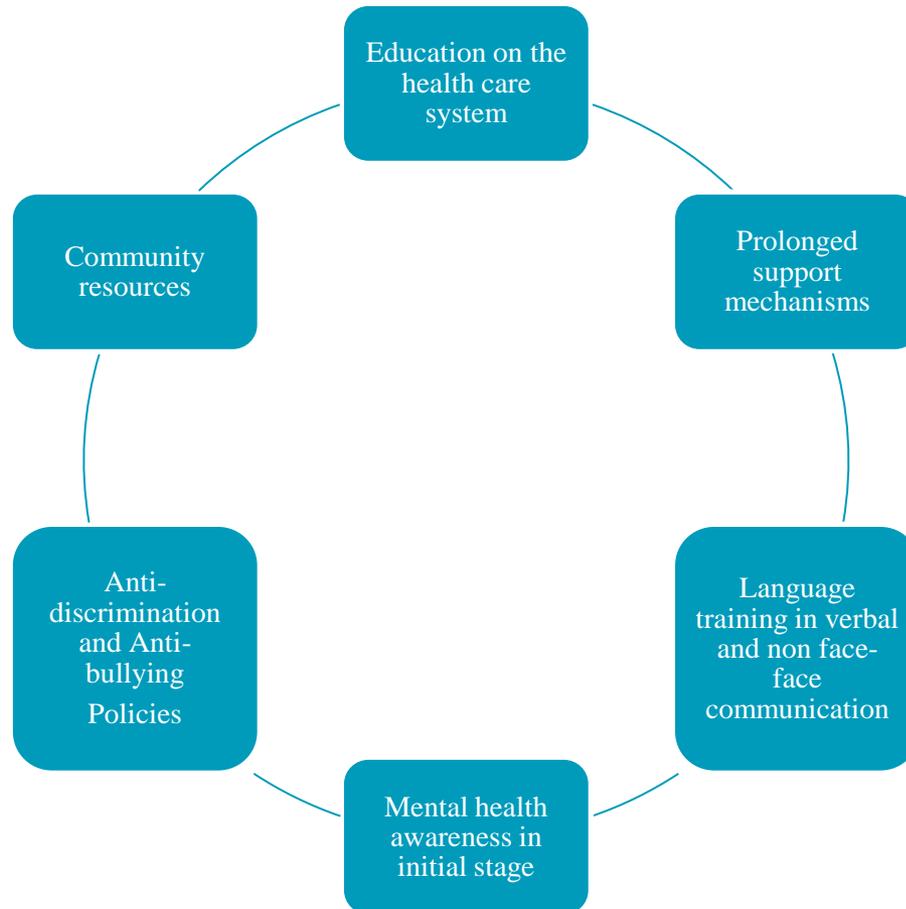
Limitations

- Small numbers of studies
- Issues of gender and race were not discussed

Reflection of My Subjectivity

- 1) Park my pre-understanding aside, let the data speak to me (Simmonds, 2013)
- 2) Subjectivity serves as a device in understanding the data (Munhall 2012)

Implications in Adapting East Asia IENs into Canada's Nursing Workforce



Questions



Thank You!

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