

Study Information

Title of Study: Advancing equitable and ethical regulatory policy: Evaluating the implementation of new licensure and integration pathways for internationally educated nurses in Canada

Funder: Canadian Institutes of Health Research

Lead Investigators:

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Dr. Ramesh Venkatesa Perumal, York University

**Invitation to
Participate:**

You are invited to participate in the above-mentioned research study conducted by Dr. Leslie, Dr. Chiu, Dr. Salami, and their colleagues (listed above) because of your experience or involvement in the licensure processes for internationally educated nurses (IENs). This project is being conducted independently of the organizations and agencies from which you may have been recruited.

Purpose of Study:

The growing nursing workforce crisis in Canada demands that we find innovative solutions to ensure high-quality healthcare services. One key pressure point requiring reform is licensure pathways to support the integration of internationally educated nurses (IENs) into Canada's health system. Historically, licensure processes for IENs have been criticized for being slow, bureaucratic, expensive, and complex. Since the pandemic, nursing regulators have introduced several innovations aimed at reducing licensure barriers and expediting the integration of IENs into the workforce. There is an urgent need to evaluate these innovations to identify which are the most effective and equitable and how to spread and scale these leading practices across the country.

Participation:

As a participant in this study, you have been asked to participate in an online virtual interview. The questions will seek your perspectives on the design, implementation, and impacts of IEN licensure policy changes introduced by nursing regulators in your province. The interview will occur at a time convenient for you and will take place over a videoconferencing platform (e.g., Zoom or Teams). Participation in the interview will be around one hour.

Inclusion Criteria for Participants

Group	Description
Group I: Regulators	Regulatory Bodies (n = 6): Ontario (CNO), British Columbia (BCCNM), Alberta (CRNA, CLPNA, and CRPNA), and Nova Scotia (NSCN)
Group II: Employers (impacted by developed and implemented IEN licensure reforms)	Health Care Institutions: (Acute and LTC homes), HR, managers, directors of care. Clinical Educators: facilitating supervision and mentoring while IEN completes licensure requirements; SPEP Program (in Ontario) & similar programs as they exist in provinces Preceptors/mentors: (supervising IENs in placement programs, e.g. SPEP). Professional Practice Department
Group III: Educators	Educational Institutions: Universities and colleges, program developers (bridging programs, transition to practice programs). IEN initiatives: NGOs that might receive funding to support IEN while meeting licensure requirements, SPEP.
Group IV: IENs	Who received their basic nursing degree in a country other than Canada, including Canadian nurses who were educated internationally. IENs who are <ul style="list-style-type: none"> - Registered at any nursing class/designation in their home country. - At any stage of their integration/transition into the Canadian nursing workforce, in any of the four selected provinces. - Speaks English. Pre-registered IENs: new applicants and those who are currently in the application process and yet to be registered. Also, IENs who elected to abandoned licensing. Post-registered IENs: Completed the process within the last four to five years.