

Structured Support: A Transition Program for Internationally Educated Nurses



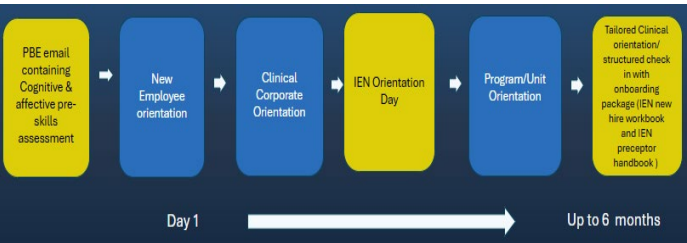
Irene Cecilia Azurin MN,RN, CMSN(C), Jennifer Reguindin MScN, RN, GNC(C), CCNE Karelin Martina MN, RN,PMP

University Health Network/ Practice-Based Education

May 12- 18, 2025

ABSTRACT

An IEN Pathway Program was created to provide structured support, assessments, and resources for the IENs to safely transition into independent practice.



METHODS

- ❑ Program went through a series of 3 PDSA cycle to test and enhance the tools and resources.
- ❑ After each cycle, IENs who have been chosen to be in the program were interviewed to understand it's impact to the IENs' confidence to practice

PDSA Cycle Month	Number of IENs
June	5
August	5
October	2

FINDINGS

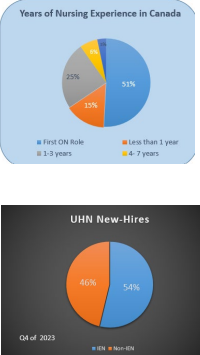
- ❑ Practice
 - Improved confidence by 32%
 - Help bridge progress with preceptors
 - Helped to focus learning
 - Support reflective practice
- ❑ Time to learn CNO expectations
 - The structured check-ins provided and supportive discussion
- ❑ Holistic
 - Supported clinical and mental well being

"The workbook is very helpful. As an IEN, I have experience back home but no Canadian experience. The workbook helped me focus on what skills to work on."

"The structured check-ins not only helped me with skills but also my mental health."

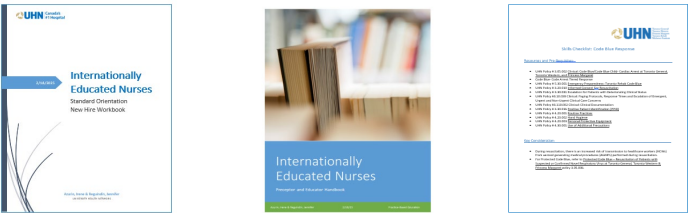
BACKGROUND

The number of IENs registered in Ontario reached 5,491 in 2023, a 3.5-fold increase over four years (College of Nurses of Ontario, 2024). In 2024, 25-50% of new hires at UHN are Internationally Educated Nurses (IENs), with 71% having less than one year of experience in Ontario. An environmental scan identified gaps in courses and clinical preparation for IENs.



MATERIALS

Engaging with stakeholders across the organization allowed the creation of resources included in the pathway.



References

College of Nurses of Ontario Nursing Statistics Report 2024 (2024).
Kirkpatrick, J. D., & Kirkpatrick, W. K. (2016). Kirkpatrick's four levels of training evaluation. Association for Talent Development

CONCLUSIONS & RECOMMENDATION

- ❑ The pathway program enhanced IENs' knowledge, skills, and behavior, increasing their confidence in independent practice and overall well-being.
- ❑ Starting January 2025, the IEN Pathway is now available across various programs at UHN hospital sites. Educators will receive support and coaching to ensure the successful transition of IENs into practice.
- ❑ Future work includes creation of IEN Orientation day to support clinical judgment and clinical reasoning through cognitive, affective, and psychomotor learning.