Regulatory Agency Administration

CLEAR LEARNING

Information-sharing webinar
What is CLEAR?

CLEAR promotes regulatory excellence through conferences, educational programs, webinars, seminars and symposia. The organization provides networking opportunities, publications, and research services for those involved with, or affected by, professional and occupational regulation. As a neutral forum to encourage and provide for the sharing of best practices, CLEAR serves and supports the international regulatory community and its vital contribution to public protection.
Membership

CLEAR’s membership benefits from:
- discounted conference rates at the premier regulatory conference
- free subscription to *CLEAR Exam Review*
- discounts on CLEAR publications
- access to our clearinghouse information and referral service
- eligibility to serve on CLEAR’s committees and thereby shape the regulatory agenda for coming years

Much of CLEAR’s work, from the recently published *Toolkit for Regulators* to the development of the organization’s important training programs, is funded by membership dues. You are cordially invited to consider membership and deepen your involvement with this extraordinary organization.
The Toolkit for Regulators has been designed to provide resources to CLEAR members to address the daily operational issues facing regulatory organizations. You will find sample documents from a wide range of agencies that can be replicated for use within your organization. From staffing responsibilities to licensing applications, the following resources can help improve the consistency, efficiency, and communications of any regulatory organization.

The Toolkit consists of administrative documents that have previously been developed by member organizations and individuals. The Toolkit will be useful as you or your agency explore new processes, or revise existing documents, and will enable you to see the resources other member organizations have in place. Document categories include Codes of Ethics; Complaint Information and Forms; Disaster Recovery Plans; Investigation Report Forms; License Applications and Information; Newsletters; Strategic Plans; and more.
Upcoming CLEAR Programs

- January 8-10 – Midyear Business Meetings, Charleston, South Carolina
- January 20-22 – NCIT Basic Program, Topeka, Kansas
- June 25-26 – Fourth International Congress on Professional and Occupational Regulation, Amsterdam
- September 17-19 – Annual Educational Conference, Boston
Learning From Experience

Cathy Giblin, College and Association of Registered Nurses of Alberta
Nursing Shortage
International Recruitment
LFE Project Purpose

Purpose: to improve the efficiency of the IEN application process

Objectives

• bring evidence
• be transparent
• be clear
• build capacity
LFE Project Overview

- Retrospective analysis of applicant data (2008 – 2011)
- Policy and practice review to reflect findings
- Initial implementation of new practice (August 2013)
- Evaluation of data from implementation
Applicants in Retrospective Analysis

- Internationally Educated Nurses
- Complete application between January 1, 2008 – December 31, 2011
- Assessed under Health Professions Act
- Most recent application if re-applied
- Included if lapsed after complete application
Files Included

3504

Initial RN = 517
Ineligible = 261
Lapsed = 1758
Country of Education

- Philippines: 48.9%
- India: 24.7%
- Other: 26.4%
Data Analysis

Exploratory Analysis
- Synthesis of variables
- Frequency, cross-tabulations, chi-squared tests

Confirmatory Analysis
- Univariate analysis
- Stepwise selection of variables
- Multi-level regression modelling

Timeline Analysis
- Average times
- Cumulative times
Gender

Female: 2861 (82%)
Female: 95%

Male: 643 (18%)
Male: 5%
Basic Credential Received

- Diploma: 2565 (73.2%)
- Degree: 934 (26.7%)
- Other: 5 (0.1%)
Practice Currency at Time of Application

- Yes: 2984, 85%
- No: 127, 4%
- New Grad: 393, 11%
## Pathways to CRNE and RN

<table>
<thead>
<tr>
<th>TP Eligible at:</th>
<th>CRNE</th>
<th>RN</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n (%)</td>
<td>n (%)</td>
</tr>
<tr>
<td>Initial Assessment</td>
<td>472 (63)</td>
<td>313 (61)</td>
</tr>
<tr>
<td>SEC Review</td>
<td>16 (2)</td>
<td>14 (3)</td>
</tr>
<tr>
<td>Courses Complete</td>
<td>262 (35)</td>
<td>190 (37)</td>
</tr>
</tbody>
</table>
## CRNE Results

<table>
<thead>
<tr>
<th>TP Eligible at:</th>
<th>CRNE Pass n (%)</th>
<th>CRNE Fail n (%)</th>
<th>Ineligible n (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial Assessment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(n = 472)</td>
<td>375 (79)</td>
<td>68 (14)</td>
<td>29 (6)</td>
</tr>
<tr>
<td>SEC Review</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(n = 16)</td>
<td>16 (100)</td>
<td>0 (0)</td>
<td>0 (0)</td>
</tr>
<tr>
<td>Courses Complete</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(n = 262)</td>
<td>221 (84)</td>
<td>34 (13)</td>
<td>7 (3)</td>
</tr>
</tbody>
</table>
Initial Assessment Outcome

Most likely to be TP Eligible

- Degree
- Educated with a Similar Scope of Practice
- Practice Currency
- 5+ Years of Experience
- Transition Experience

Most likely to be Referred to SEC

- Registered as an LPN in Canada*
- Employment Specialty Focus in Pediatrics (self-report)
- 1-4 Years Since Last Practiced
SEC Review (n = 858)

- TP Eligible, 2.2%
- Ineligible, 24.7%
- Referred to SEC, 2.3%
- Referred to Courses, 70.8%
SEC Review Outcome

Most likely to be Referred to Courses:
- Educated with a Similar Scope of Practice
- Registered as an LPN in Canada*

Most likely to be Ineligible:
- Male (marginally)
- 2+ years before first job (marginally)
Outcome: TP

Most likely to be TP Eligible:
- Degree
- Educated with a Similar Scope of Practice
- Employment Practice Focus in Med/Surg (self-report)
- Transition Experience

Most likely to be Ineligible:
- 1-2 years before first job
- 1-4 and 4+ Years Since Last Practiced
- Male
Outcome: CRNE

Most likely to Pass

- Educated with a Similar Scope of Practice
- 2+ years before first job

Most likely to Fail

- Age 45+
- Third CRNE Writing
- Above Average (428 days) Time to Complete Courses
Outcome: RN

Most likely to obtain an Initial RN
- Degree
- Educated with a Similar Scope of Practice
- Employment Practice Focus in Med/Surg (self-report)
- Transition Experience

Most likely to be Ineligible
- Age 45+
- Male
- 1-2 and 2+ years before first job
- 4+ Years Since Last Practiced
New Pathway

1. Complete Application
   - Assessment
     - Substantially Equivalent
       - TP/Exam Eligible
         - TP(s) & CRNE(s)
           - Initial RN
             - Ineligible
           - Satisfactory Reference & CRNE
             - Fail CRNE + 3
               - Ineligible
         - RTP
           - Substantially Equivalent
             - SEC Assessment
               - SEC Review
                 - Not Substantially Equivalent
                   - SEC Assessment Required
                     - Application Review
                       - Substantially Equivalent
                         - Not Eligible for Registration
                       - Not Substantially Equivalent
                         - Bridging Program (Self-Managed)
                           - Not Eligible for Registration
                         - Bridging Chosen
                           - Not Eligible for Registration
                       - Individual Courses (Self-Managed)
                         - Not Eligible for Registration
                       - Bridging Program (Self-Managed)
                         - Substantially Equivalent
                           - Application Review
                             - Not Eligible for Registration
                       - SEC Chosen
                         - Not Eligible for Registration
                       - SEC Assessment or Bridging Program
                         - Not Eligible for Registration
     - Additional Information Required
       - SEC Assessment Required
         - Application Review
           - Substantially Equivalent
             - Not Eligible for Registration
           - Not Substantially Equivalent
             - SEC Assessment or Bridging Program
               - Not Eligible for Registration
         - SEC Chosen
           - Not Eligible for Registration
       - Not Substantially Equivalent
         - SEC Assessment or Bridging Program
           - Not Eligible for Registration
INITIAL ASSESSMENT CRITERIA CHECKLIST

STEP 1 – Ineligible Criteria

Does the applicant meet any one of these criteria?

- □ Not educated as an RN
- □ Not educated at a post-secondary equivalent level
- □ No RN licensure in the jurisdiction of education because did not apply for licensure or did not pass required exams
- □ Wrote the June 2006 Philippines nursing exam and did not re-write and pass the exam or Parts III and V of the exam
- □ Has not practiced as an RN in ten or more years
- □ Does not meet the good character and reputation requirement for registration
- □ Attempted a Canadian RN registration examination 3 times and did not pass and has not passed on a re-write allowed by another Canadian jurisdiction
- □ Has completed a competency assessment for another Canadian jurisdiction and CARNA has determined that identified competency gaps are too extensive to be addressed through bridging education available to CARNA applicants

If ANY of the above are checked: □ Ineligible Letter

STEP 2 – SEC Assessment Required

Does the applicant meet any one of these criteria?

- □ Has not practiced since graduating from an RN program between 4 and 9 years ago
- □ Last practiced as an RN between 4 and 9 years ago
- □ Failed a nursing registration exam
- □ Transcripts or verification of registration not available from source due to extraordinary circumstances
- □ Discrepancies or gaps are found between identity documents and other required documents

If ANY of the above are checked: □ SEC Required Email
## Application Time Limits

<table>
<thead>
<tr>
<th>PHASE</th>
<th>OLD TIME LIMIT</th>
<th>NEW TIME LIMIT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Submission</td>
<td>2 years</td>
<td>1 year from Intent to Apply (Intent to Apply: 1 month, Further Assessment: 11 months)</td>
</tr>
<tr>
<td>SEC Assessment/Review</td>
<td>2 years</td>
<td>2 years from date of CARN referral (no change)</td>
</tr>
<tr>
<td>Bridging Education</td>
<td>3 years</td>
<td>Full Program: 4 years* Individual Courses: 2 years* *within 1 year after completion</td>
</tr>
<tr>
<td>TP Eligible Time</td>
<td>2 years</td>
<td>1 year to take out first TP or write the CRNE, additional 1 year after CRNE if written before taking a TP No more than 2 years between exam attempts or TPs</td>
</tr>
<tr>
<td>TP Time</td>
<td>3 TPs x 6 months maximum</td>
<td>3 TPs x 6 months maximum (no change)</td>
</tr>
<tr>
<td>RN Application Time</td>
<td>2 years</td>
<td>1 year to apply after eligible for initial RN</td>
</tr>
</tbody>
</table>
Communications

- Website
- Self-Assessment Tool
- Emails
- Letters
- Video Development
REGISTRATION REQUIREMENTS

Practice requirements help maintain public safety

Thank you for your interest in nursing in Alberta.

We ensure that all registered nurses and nurse practitioners practising in this province meet qualifications and standards before allowing them to practice. Ways to meet requirements to practice may be different depending on whether you got your nursing education in Alberta, elsewhere in Canada or outside of Canada.

Internationally Educated Applicants

Alberta welcomes nurses from other parts of Canada and the world. If you completed your nursing education outside of Canada, here's what you need to know to apply to practice in Alberta.

Eligibility Assessment Process

New Graduates within Canada

Are you a recent graduate from an approved nursing program in Alberta or elsewhere in Canada? Here’s what you need to know to register with CARNA.
Next Steps

• Evaluation of data from implementation
• Review of Ineligible Applicants
• Understanding the SEC/BCN Choice
• Data Guide Book
• Publications and Presentations
Contact Information

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