

IEN MENTORSHIP PROGRAM



***SUPPORT INTERNATIONALLY
EDUCATED NURSE INTEGRATION***

Grow the Canadian nursing workforce



INTERNATIONALLY EDUCATED NURSE MENTORSHIP PROGRAM



Nursing Shortages

As a response to nursing shortages experienced by Canada's health care system, provinces forged new pathways into expedited practice for internationally educated nurses (IENs). Canada has a unique culture and health care environment that requires an integration period that is supported by trained preceptors.

Did You Know?

- There is an increasing number of IENs entering the workforce.
- The pathway to licensure is faster than ever before and varies across the country.
- IENs are experiencing racism in the workplace.

SUPPORT IENs

ENTERING THE WORKFORCE IN CANADA

CASN's IEN Mentorship Program is designed for nurses who are new to Canada and have obtained licensure in a Canadian province. The program supports their integration into the workforce.



Purpose of the Program



Reduce integration stress.



Provide support to create inclusive, diverse, and sustainable health care teams.



Increase successful IEN integration into the Canadian workforce.



Increase retention of nurses.

Overview of the Delivery of the Program

There are two components of the program:

- A. Preceptor education for experienced nurses (to be taken prior to working with an IEN).
- B. Delivery of the program to new IENs.



Program Overview



A. Preceptor education for experienced nurses (10–15 hours)

- The modules are taken before the preceptor works with an IEN.
- The employer selects the nurses who take the program.
- The nurses who take the program must enrol by the end of September 2024 for cohort 1 and the end of January 2025 for cohort 2.
- The program includes:
 - three asynchronous modules covering nine topic areas delivered virtually.
 - 1 hour facilitated discussion (two session times to choose from).
 - a two-page final assignment that demonstrates the consolidation of learning.



B. Preceptorship program for the IEN (3 months)

- The hospital assigns the IEN to a preceptor or preceptors who have successfully completed the preceptor education.
- The IEN works “shoulder to shoulder” with the preceptor(s) during the program.
- The IEN does four accessible virtual simulations provided by CASN (available in English and French).
- Three 1-day workshops will be delivered virtually by CASN.

Program Offerings

The program will be offered twice.

The first cohort will start in **September 2024**, and the second will start in **January 2025**.





Topics of the **Asynchronous Modules** for the Preceptor

Session 1	<ul style="list-style-type: none"> Understanding the preceptor’s role and responsibilities.
Session 2	<ul style="list-style-type: none"> Setting goals and expectations. The preceptor/IEN relationship.
Session 3	<ul style="list-style-type: none"> Communication. Role modeling.
Session 4	<ul style="list-style-type: none"> Teaching/learning theories and strategies. Building confidence and skill development.
Session 5	<ul style="list-style-type: none"> Fostering clinical reasoning.
Session 6	<ul style="list-style-type: none"> Observation and constructive feedback. Assessment and evaluation.
Session 7	<ul style="list-style-type: none"> The IEN experience.
Session 8	<ul style="list-style-type: none"> Managing conflict in the workplace.
Session 9	<ul style="list-style-type: none"> Equity, diversity, inclusion, Indigenization, decolonization, and reconciliation.



Topics of the **Four Virtual Simulations**

Geriatric Fluid Volume Deficiency

Respiratory Deterioration

Multiple Organ Dysfunction

Running a Code



Topics of the Three Online Workshops

There is a need for didactic learning during the transition period. The employer will release the IEN from patient assignments to participate in three online workshops provided by CASN.



Workshop 1	<ul style="list-style-type: none"> • Transitioning to Care Delivery in Canada • Developing Resilience: Handling Stress and Trauma
Workshop 2	<ul style="list-style-type: none"> • Applying Best Practices: Research, Guidelines, and Technologies • Working in the Clinical Setting: Reasoning, Judgement, and Response
Workshop 3	<ul style="list-style-type: none"> • Striving for Excellence: Planning and Improving • Collaborating With Health Care Professionals: Cooperation and Conflict

Program Costs

There is **no fee** to enrol in the program. The only cost associated is the time release of preceptors and IENs to complete the program.



Limited-Time Offer

The program will be offered twice, in **September 2024** and again in **January 2025**.



Next Steps

1. Review this document with your team.

Talk to your team to see if the program is the right fit for your organization.

2. Ready to take the next step? **Contact us!**

For English inquires contact:

Leah Watts lwatts@casn.ca

For French inquires contact:

Layal Bou Abdo lbou-abdo@casn.ca



Canadian Association of Schools of Nursing
Association canadienne des écoles de sciences infirmières
200-1 Antares Drive
Ottawa, Ontario K2E 8C4
www.casn.ca

© Canadian Association of Schools of Nursing, 2024