

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



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

## 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!**

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