Bridging Program for Internationally Educated Health Professionals (IEHP’s) to Licensed Practical Nurse (LPN)

Funded by Health Canada as part of a Federal Immigration Initiative.

2006 to 2010
Why NSCC?

Canada's Portfolio College

- 10,000+ Fulltime Students
- 25,000+ Part-time Students
- Learning Centered Organization

- 1700+ Fulltime Employees
- 5th Largest Employer in Nova Scotia
IEHP Team

Judith Limkilde - Dean of School of H&HS
Michelle Kucey - Academic Chair
Judy Morrow - PN Faculty
Karen Sigouin - PN Program Manager
Kelly McKnight - NSCC Projects Director
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Waterfront Campus
The Pathway

ADMISSION PROCESS

Practical Nursing

Recognizing Prior Learning

CLPNNS

INDIVIDUAL LEARNING PATHWAY

English Language Competency Assessment

ISIS

English Second Language

NSCC Graduate

National Exam

NSCC
The Pathway

IEHP...

• Meets Admission Criteria of Practical Nursing Program
• Applies for Advanced Standing
• Assessment and Recognition of Prior Learning (RPL)

Practical Nursing is an oversubscribed program - every seat is full at start date.

However, previous knowledge allows IEHPs to move into seats via natural attrition.
Practical Nursing Program Outcomes

All graduates of the PN Program must meet the entry level competencies set by the College of Licensed Practical Nurses of Nova Scotia (CLPNNS) to be eligible to write the Canadian Practical Nurses Registration Exam.

Successful candidates are then eligible to be registered as a Licensed Practical Nurse (LPN Act 2002).
Implementation

Sept. 2006 to March 2010 -

- 20 applications from IEHPs
- 12 admitted to PN program
- 5 graduates - successful CPRNE
- 3 expected grads 2010
- 2 expected grads 2011

Project ends March 2010 and process is sustainable for future intake of IEHPs - up to 3/yr.
IEHP Initiative = Increased Capacity

- Several faculty now have RPL certification
- Policies established re advanced standing in PN Program.
- Substantive curriculum development for IEHPs is also applicable for other PN students
- Variety of learning resources purchased
- Knowledge transfer - Bridge Model is applicable to other NSCC health programs
Sustainability/Support

Project funding ends (2010), the IEHP Bridge to LPN must be sustainable by NSCC.

Development of a variety of tools/processes will allow us to offer up to 3 seats/yr. utilizing current in-house resources.

- Policy Development
- Study Guides
- Admission Processes
- Learning Resources
- Recognizing Prior Learning
- Collaboration ISIS, CLPNNS
Lessons Learned to Date …

✓ English Competency

✓ Nursing Language

✓ Computer Fundamentals in English

✓ Orientation for PN Students and IEHPs

✓ OnLine Portfolio in advance
Other outcomes......

• IEHPS “internationalize” the learning environment
• “IEHP Champions” in other NSCC depts.
• Faculty note: improvement in language skills
  increase in self confidence
  feeling valued
  building trust with others
• Positive experience @NSCC is shared with other IEHPs
Questions?