

IEInnovative Transition to Registered  
Nursing in Canada:  
A Unique Approach to Nursing  
Education for Internationally Educated  
Nurses





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# Government of Saskatchewan

Ministry of Advanced Education

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*saskatchewan.ca*



# Saskatchewan's Growth Plan

**Strong Economy**

**Strong Communities**

**Strong Families**



# Actions and Strategies



- Health Human Resources (HHR) Action Plan focused on four-main pillars: **recruit, train, incentivize and retain** more health care providers in the province.



- International Education Strategy: Saskatchewan is a leader in international education and global engagement.
- Saskatchewan Labour Market Strategy

# Saskatchewan's Commitment to HHR

The plan is built around a partnership between the Ministries of Health, Advanced Education, Immigration and Career Training – supported by the Saskatchewan Health Authority and post-secondary institutions.



# Saskatchewan's HHR Action Plan

## Actions

- Recruit hundreds of internationally educated healthcare workers (IEH) from overseas and in Saskatchewan/Canada.
- A streamlined and accelerated training, assessment and licensure pathway for internationally educated nurses (IENs) for overseas

## Progress

- IEN Pathway timelines from a 9-month program to 14 week program



# How do we work together?

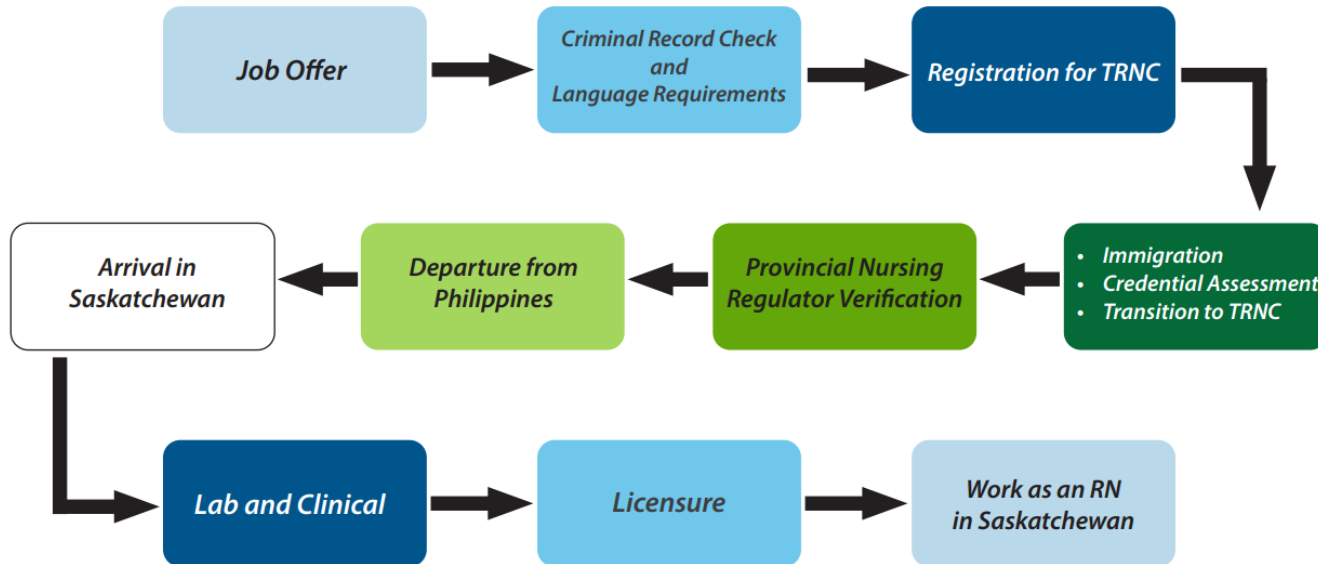
**Goal:** Saskatchewan will be the destination for internationally educated nurses to join our workforce. Focused on a collaborative yet streamlined approach to licensing, workplace integration and robust settlement supports.

## **Key partners and factors:**

- nursing regulators introducing new assessment processes and alternate language proficiency;
- educational institutions expanding delivery models of bridging programs;
- employers identifying organization needs and expansion of supports;
- multi-level government coordination on processes and efficiencies; and
- community partners to support wrap-around services.



# Transition to Nursing in Canada – 14 week program



# Ongoing and Future Opportunities

- Expansion to other countries in partnership key partners and other Government stakeholders.
- Evaluation and monitoring – continuous improvement and lessons learned.
- Further international partnerships with a focus on:
  - sustainability and reciprocity; and
  - education/knowledge exchange.





Saskatchewan  
Health Authority

# Saskatchewan Health Authority

*Healthy People, Healthy Saskatchewan*

The Saskatchewan Health Authority works in the spirit of truth and reconciliation, acknowledging Saskatchewan as the traditional territory of First Nations and Métis People.



***saskhealthauthority.ca***

# Saskatchewan Health Authority

1,194,803

POPULATION OF SASKATCHEWAN



## SASKATCHEWAN

LARGEST EMPLOYER  
IN SASKATCHEWAN'S  
HISTORY

## CANADA

ONE OF THE LARGEST  
HEALTH SYSTEMS  
IN CANADA



Saskatchewan  
Health Authority

# Saskatchewan Health Authority



45,000+  
EMPLOYEES



2,700+  
PHYSICIANS



25,000  
Volunteers



560+  
Patient Family  
Partners



3.8 MILLION (21/22)  
GENERAL PRACTITIONER VISITS



1.8  
MILLION  
VIRTUAL CLINIC  
VISITS



537,000+  
EMERGENCY  
ROOM VISITS



# Saskatchewan Health Authority

## *Health Human Resources (HHR) Planning:*

Over 10,000 Registered Nurses (RNs) and Registered Practical Nurses (RPNs) working across the SHA

### ***Demand***

- Retirements
- Internal movement
- Capital expansions
- Rural and remote new positions
- Surgical, ICU and other expansions

### ***Supply***

- International recruitment – priority to fill chronic vacancies
- Domestic recruitment
- Increased Saskatchewan training seats
- Retention initiatives
- Competitive salary and total compensation



# Positive Impacts Across Our Health-Care System

## *Internationally Educated Nurses (IENs)*

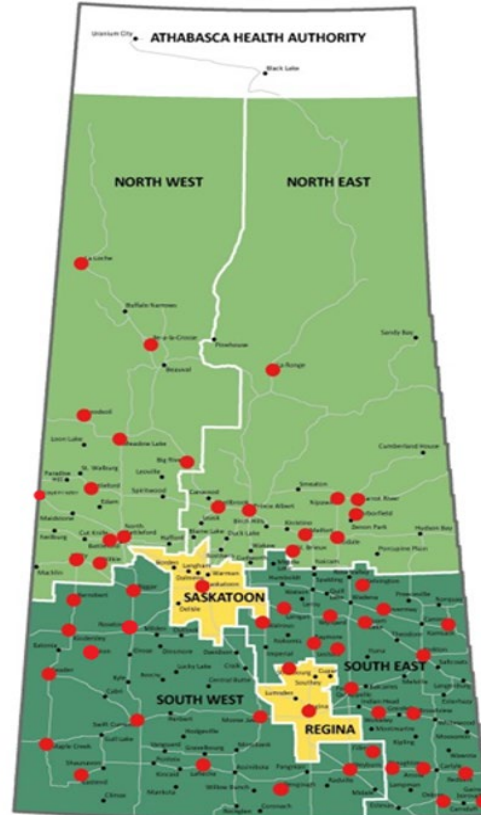
- 400 conditional letter of offers
- Over 150 IENs working in communities across Saskatchewan

## *Active work underway:*

- Organizational support and community engagements for IEN integration
- Settlement supports
- Orientation
- Licensure
- Mentorship
- Celebrating Milestones



# Saskatchewan Health Authority – Communities at a Glance





# Sharing Experiences

“In less than two weeks, my goal of moving to Canada is not a dream anymore but will be a reality...

I am sharing my story to let everyone know how grateful I am and how this initiative impacted my own life and my family's lives. Thank you very much for accepting me and I promise that I will exceed all your expectations.”

~IEN

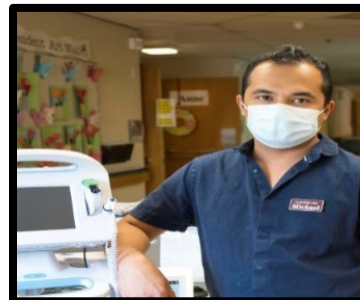


“Moving to a foreign country by myself and stepping out of my comfort zone has its difficulties and challenges but I think to myself that it’s all part of the process and for a bigger picture. I dreamt of a brighter and better future for me and my family...

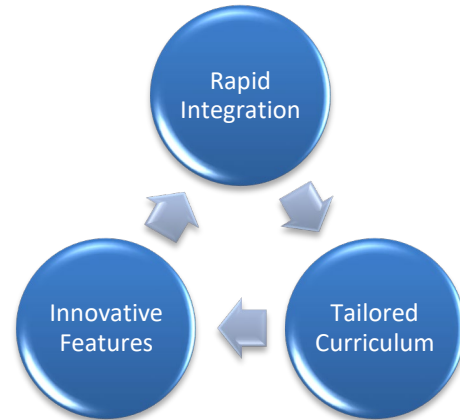
I’m glad to have found a new family here who helps me with all the transitions. I’m still learning and adjusting with both my work and life but it’s made easier with all the assistance and guidance I am receiving. I will be forever appreciative and grateful of that”

~IEN

## Sask Polytech's Response to the HHR Plan for IENs: *Transition to Registered Nursing in Canada (TRNC)*



# Transformative Education Program



# Core Requirements for Integration & Education



# TRNC Online Components



## Online Orientation

Student Services  
Brightspace Navigation  
Expectations



## Online Theory

4 courses in 8 weeks

- Fundamentals in Canadian Nursing
- Pharmacology
- Health Assessment
- Special Populations

# In-Person Components



**Settlement Period**



**Registered Nurse Skills  
Lab**



**Clinical Practice  
Experience**

Group Clinical  
Preceptorship

# Lessons Learned

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- Communication
- Flexibility & Adaptability
- You need Courage!



# Our Achievements to Date

- 228 IENs in the province
- 169 IENs have successfully completed either the 9-month program or TRNC and are actively practicing
- 95 IENs have passed the NCLEX
- 74 IENs have their grad license



# Chuck Sagmit's Story



[fppt.com](http://fppt.com)