



WORKFORCE INTEGRATION OF INTERNATIONALLY EDUCATED NURSES (IENS): EMPLOYMENT PRACTICES

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Internationally Educated Nurses (IENs) and other Internationally Educated Health Professionals (IEHPs) are an important part of optimizing the Canadian health workforce and improving the quality of care provided to an increasingly diverse patient population.

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PURPOSE/OBJECTIVES

This session examines the integration of IENs from the perspective of employers. It considers how the role of senior leaders and managers shape this process. Discussion will focus on sharing the survey findings and whether they are analogous to what roundtable participants would expect to find.

FINDINGS/IMPACT/OUTCOMES

The research team will share the findings from the survey with employers including awareness and intent to hire IENs in the future, data on the number of IENs hired and integrated, participation in government employment incentives, and practices utilized to hire and integrate IENs. The team will also be able to determine if the perspectives of employers surveyed in hiring and integrating IENs are similar to what the roundtable participants would expect to find.

CONCLUSIONS

IENs bring important cultural knowledge and communication skills to the workforce to meet diverse patient needs. Research findings provided insight on employer perceptions and actions in employing IENs. With adequate resources and increased awareness, employers benefit from employing IENs.