

The Impact of RN Regulatory Changes on Nursing Workforce Planning/Forecasting Assumptions

Lisa Little, RN, BNSc, MHS

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Ottawa

RN Regulatory Framework

- Nursing body regulatory activities (examples)
 - nursing education standards and nursing education program approval
 - entry-to practice competencies
 - standards in ethics and practice
 - registration and licensing processes → criteria, policies and tools
 - NCLEX-RN®
 - National Nursing Assessment Service

Comparison of 2014 vs 2015 pan-Canadian RN Registration Exam Rates for CDN Educated Writers

	2014 CRNE	2015 NCLEX-RN®	Difference
First time writers	8848	9048	+200
Pass rate	89%	69.7%	-20%
Successful writers	7874	6306	-1568
Repeat writers	1539	1938	+399
Pass rate	59-70%	60-67%	+/-
Successful writers	1003	1299	+296
Total successful writers	8877	7605	-1272

NCLEX-RN 2015 Ultimate and First-attempt Pass Rates of Canadian-educated Graduates

Province or territory of education	Number of graduates who wrote NCLEX-RN in 2015	First-attempt pass rate	Ultimate 2015 pass rate
Alberta	1,637	69.1%	83.9%
British Columbia	1,305	79.8%	87.3%
Manitoba	490	74.1%	83.1%
New Brunswick	322	50.3%	71.4%
Newfoundland and Labrador	250	79.2%	92.8%
Nova Scotia	393	75.8%	89.1%
Northwest Territories and Nunavut	19	84.2%	94.7%
Ontario	4,021	67.7%	83.7%
Prince Edward Island	62	66.1%	87.1%
Saskatchewan	549	60.5%	79.4%
National	9,048	69.7%	84.1%

Source: CCRNR 2016

CDN French Writers of NCLEX-RN® 2015

	Passed	Failed	Total writers	First-attempt pass rate
First attempt	38	102	140	27.1%

	Passed	Failed	Total writers	Ultimate pass rate
Number of graduates and ultimate pass rate	71	71	142	50.0%

Source: CCRNR 2016

NCLEX-RN® Policy Changes

Policy:

- Similarities - 3 attempts to pass pan-Canadian registration exam
- Differences – how many failures before revoke temporary license
- Changes:
 - NANB
 - ARNNL
 - CNO
 - CCRNR

HHR Impact

- 1,500+ less new CDN RNs initially eligible to practice than in 2014, despite rise in # of CDN graduates
- More than 2,700 new CDN graduates are delayed in being eligible to enter the workforce as RN
- Loss of temporary licenses → permanent jobs
- 1/2 of potential French RNs entering the workforce
- Impact varies across the country
- No data on IENs writing/passing the NCLEX-RN®
- Unlimited attempts to pass = unknown timing of repeat writers

National Nursing Assessment Service

- Streamlined process for IENs to submit their documents and to assess them for Canadian nursing registration
- Vision - creating an assessment process for IENs that was open, fair and consistent, while ensuring the highest standards of care
- Membership - 21 licensed practical nurse, registered nurse and registered psychiatric nurse Regulatory Bodies in Canada, except Quebec and the territories.
- Received start-up funding from the regulatory bodies, provincial governments and the Government of Canada.

Source: NNAS 2016/19 Strategic Plan

IEN Registration Results

What We Know:

- 4,027 IEN applications were initiated from August 2014 to March 31, 2015.
- Applicants came from over 130 countries, including the Philippines, India, United States of America, Nigeria and the United Kingdom

What We Don't Know:

- % applying to which nursing group or more than 1 group
- # IENs completing application process
- # successful applicants

Source: NNAS Annual Report 2015

HHR Implications

If 2015 results continue.....

- Less RNs eligible to practice and work than expected
- Less predictability of future supply (including timing) of RNs
- Decreased availability of French health care services provided by RNs
- Unknown results of IEN assessment and RN registration exam writing
- May deter students from entering nursing
- May alter workforce skill mix decisions