



## POLICY IMPLICATIONS OF ADOPTION OF NCLEX FOR ENTRY TO PRACTICE FOR CANADIAN NURSES

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A recommendation of the CAHS Optimizing Scopes of Practice report suggests that regulators work on aligning regulations to enable respective professionals to better meet population health needs. This presentation provides the first research evidence of the impact a change in Canadian nursing regulatory policy may pose in health workforce planning.

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### PURPOSE/OBJECTIVES

The objective of this study was to determine factors that influenced the decline in registered nurse pass rates occurring when Canadian nurse regulators adopted the NCLEX for licensure for entry to practice in Canada, and identify strategies that could guide policy makers, educators and other key stakeholders to improve these pass rates in future.

### FINDINGS/IMPACT/OUTCOMES

The study population for the semi-structured interviews included newly graduated nurses from schools of nursing in Canada who wrote the NCLEX exam in 2015. Interviews were conducted with 202 individual newly graduated Canadian nursing students who wrote that NCLEX in 2015, who came from nine of the ten provinces which had implemented the NCLEX. Three specific themes emerged from the content analysis of the data related to: 1) policy, 2) educational institutions and 3) students.

### CONCLUSIONS

Overall, the experiences of students described with the first year of implementation of the NCLEX in Canada were concerning and highlight the need for immediate action to address some of the key policy issues identified. While some effort is being taken to increase the number of times a student can re-write the NCLEX in Canada, the debate continues.