

NCAS NEWS

Volume 1 | Issue 1 | January 2015

Introducing the NCAS News

The NCAS News is a quarterly publication to share key information and project happenings with interested stakeholders of the Nursing Community Assessment Service (NCAS) for Internationally Educated Practitioners (IEPs) project.

Nursing Community Assessment Service (NCAS) Project is Officially Launched!

The British Columbia Ministry of Health (MoH) is supporting B.C. nursing regulators to launch a pilot project for the creation of a new Nursing Community Assessment Service (NCAS) for Internationally Educated Practitioners (IEPs) by March 2016.

https://www.crnbc.ca/crnbc/Announcements/2014/Documents/MOH_Improved_intl_nursing_assessments.pdf

The aim of this project is to develop a competency based assessment service, across

four nursing community stakeholders (Health Care Assistants, Licensed Practical Nurses, Registered Nurses, and Registered Psychiatric Nurses) that will provide an accelerated, streamlined approach to assist IEPs in integrating into B.C.'s health workplace. The overarching goal of this initiative is to enhance the province's capacity to build and maintain a safe, competent and adequately resourced nursing work force.

'Internationally Educated Practitioner (IEP)' is a new, more inclusive term to describe the four nursing communities involved

NCAS Project Governance

The NCAS project is an initiative led jointly by the BC Care Aide & Community Health Worker Registry (the Registry), and the three nursing regulatory colleges (CLPNBC, CRNBC, CRPNBC) as the nursing community partners. A steering committee that includes the Registry and Regulators, MOH and reps from health authorities provides governance and oversight for the project.

Collaboration for Success

In order to be successful, the NCAS project requires the active involvement and input from a large number of key stakeholders including government, relevant regulatory colleges and professional organizations, human resource (HR) representatives of health authorities, post-secondary institutions, current nursing assessment services in B.C. and out of province. NCAS also needs ongoing input from multiple stakeholders who represent a myriad of organizations with an interest in qualifying, educating, hiring or regulating members of the nursing community. To date, over 100 nursing subject matter experts have participated in the research and planning of the NCAS Assessment Service Model.

The workshops...

"felt very collaborative and it's exciting that this valuable work may be a template for the nation".

"I liked the cross community group work, gave me a much deeper understanding of each community."

~ Subject matter expert participants.

Project Timelines

The NCAS Project is being rolled out in 3 Phases (**see Diagram next page**)

- ◆ The Planning phase (Phase 1) of the project was completed at the end of November 2014, with the final approval of the NCAS Competency Assessment Model, the pilot assessment service business plan and project evaluation criteria.
- ◆ Over 100 nursing subject matter experts have participated in the research and planning of the NCAS Assessment Service Model to date.
- ◆ During the Build phase (Phase 2) of the project, competency assessment tools will be developed.
- ◆ The Run phase (Phase 3) of the NCAS Pilot will launch, test and monitor this integrated competency assessment service model by March 2016.
- ◆ The Evaluate phase (Phase 3A) of the project will analyze the outcomes and identify key changes required for transition to operations.

NCAS PROJECT to year 2016

◆ PROJECT PHASES

1 PLANNING

May - Nov 2014

Conceptual work, mapping and leveling competencies, identification of best tool to measure competencies and business plan

2 BUILDING

Dec 2014 - June 2015

Development and testing of tools, standard setting, prepare for business readiness, develop key measures and plans for running pilot

3 PILOT

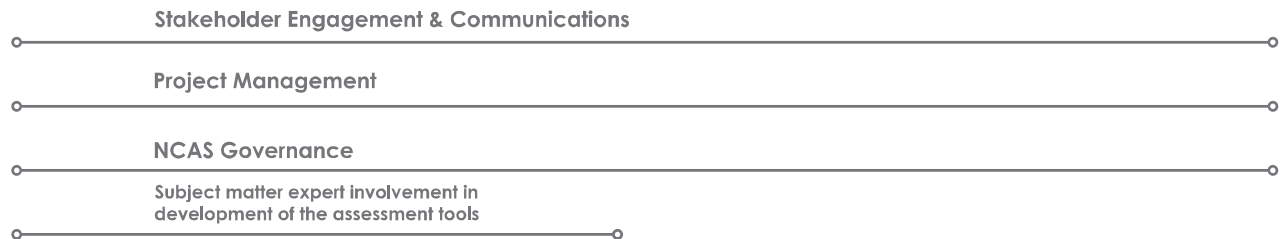
July - Dec 2015

Launch of NCAS pilot, monitor tool, business framework and Regulators and Registry for Decision Making Process

3^A EVALUATE

Oct 2015 - Jan 2016

Analyze outcomes and evaluate tool and business framework for transitioning to operations



NCAS Competency Assessment Model

IEPs are assessed based on their ability to apply the required knowledge, skills, attitudes and values that are needed to be “ready-to-practice”, in addition to their credentials to practice. The purpose of the NCAS is to support the regulatory colleges and the Registry to make decisions about registering IEPs by:

- ◆ Determining if IEPs have competencies that are substantially equivalent to those of B.C.’s entry-level Registered Nurses, Registered Psychiatric Nurses, Licensed Practical Nurses and Health Care Assistants
- ◆ Identifying competence gaps to assist regulators to determine appropriate supplementary education
- ◆ Identifying an alternate profession/role for which the applicant has demonstrated the

Design of the NCAS Competency Assessment Tools Model

Step 1: Research

- ◆ The research process involved review of the literature of current assessment models and tools to explore their strengths and weaknesses; an environmental scan to identify potential models, tools and best practices; 76 key informant interviews with regulatory, faculty and health region representatives to explore perceptions regarding existing assessments and to get input into competency tool design; and two focus groups with a total of 20 IEPs who provided feedback.

Step 2: Research Learnings

- ◆ The strengths and limitations of the existing assessment models and business practices were assessed to determine the best fit for the NCAS community. Recommendations from the key informants were evaluated and incorporated where possible, including the need for an IEP orientation to the assessment process.

Step 3: Competency Assessment Tools

- ◆ The NCAS competency assessment model consists of three assessment tools: a computer-based simulation style assessment, an in-person simulation lab assessment (SLA) using mannequins and standardized patients and a clinical decision making oral assessment which will take place at the end of each simulation lab station.
- ◆ Orientation / preparation of IEPs will take place in three forms. 1) Online information on regulatory body and registry websites to prepare the IEP for their assessment – Includes competency statements and indicators that will be assessed, and a description of each of the testing formats to be used. 2) Online information on the NCAS website. 3) Orientation to the simulation lab assessment which will include a terminology review, review of equipment and supplies and practice opportunities.

Step 4: Competency Mapping

- ◆ The mapping process included a variety of strategies including engagement of subject matter experts, interviews, workshops, use of surveys and case scenarios.
- ◆ A final list of the entry level competencies to be assessed for each nursing role has been identified. A matrix of the competencies and indicators mapped to a common organizing framework has been developed to inform the case scenario and key measures rubric development for the assessment tools in phase 2 of the project.



Aug 28, 2014 Competency Working Group - RN, RPN, LPN and HCA Subject matter experts from faculty, health care organizations, the regulatory bodies, and the BC Care Aid and Home Support Registry celebrate at the end of 10 days of workshops where they identified the critical competencies for assessment, developed an organizing framework to map the competencies across the nursing community, mapped the competencies to this framework and then developed indicators for demonstrating these competencies in a competency assessment.



August 2014 Subject matter experts from the Registry collaborating during a competency working group session.

Where does NCAS fit into the current regulatory process?

The NCAS competency assessment takes place within the larger registration context. There are 10 required steps for RN, LPN and RPN registration in BC and the NCAS competency assessment would be part of step 5.

Where does NCAS fit into the BC Care Aide and Community Health Worker registration process?

There are 7 steps required for the HCA Registry and the NCAS competency assessment would be part of step 5. All IEPs will require a NCAS assessment before their names can be added onto the BC Care Aide and Community Health Worker Registry.

Contact: Cynthia Johansen, Registrar & CEO, CRNBC

NCAS Project Steering Committee Chair
604.736.7331 johansen@crnbc.ca