

CARE Centre for Internationally Educated Nurses Subject of New Conference Board of Canada Report

Measuring Returns: Valuing Investments in Internationally Educated Nurses

For immediate release (Toronto, September 17, 2015)

HIGHLIGHTS

- **Internationally educated nurses (IENs) can help fill Canada's skills and labour force gaps in the nursing field, but currently struggle to find employment.**
- **Bridge training programs provide valuable assistance transitioning IENs into employment.**
- **In the case of registered nurses, the return on investment to government is \$9 for every \$1 invested.**

CARE Centre for Internationally Educated Nurses (IENs) is pleased to be the focus of a Conference Board of Canada report ***Measuring Returns: Valuing Investments in Internationally Educated Nurses***. It follows a 2012 Conference Board of Canada profile of CARE Centre in their Organizational Excellence library as a “best practice” model. The return on investment study was partly funded by The Conference Board of Canada’s Leaders’ Roundtable on Immigration. The Roundtable engages business and government leaders in developing and implementing effective strategies for attracting, integrating and retaining immigrants in order to ensure sustainable competitiveness.

“We’re extremely proud to have collaborated with The Conference Board of Canada on this report, which clearly proves the value of bridging programs like our own,” said Acting CARE Centre Executive Director Joanne Roth. “On average, for every dollar governments invest in bridging IENs to licensure—including CARE Centre’s bridging program and associated post-secondary education—and who gain subsequent employment as registered nurses (RNs), governments recoup 9:1; for every registered practical nurse, the average return is 3:1. With the looming nursing shortages we know are coming as the baby boom generation retires, IENs can not only help fill that labour market gap, they reflect the increasingly multicultural patient population.”

"Many internationally educated nurses who immigrate to Canada struggle with issues of credential recognition and assessment of prior learning. Bridging programs are a helpful tool for these nurses to gain the required Canadian licensure for employment in this highly regulated profession," says Dr. Michael Bloom, Vice-President, Industry and Business Strategy, The Conference Board of Canada.

The Report was authored by Dr. Michelle Parkouda, Senior Research Associate, and Janneka Beeksmä, Research Associate, of The Conference Board of Canada, and Janet Kwansah, an IEN from Ghana who was involved in developing health policies at a national level and taught at university. As a newcomer, Kwansah completed the CARE Centre program, and previously worked as a CARE Centre case manager. She is just one of the success stories that reveals how investing in IENs yields significant returns for the Government of Ontario and the federal government, as well as the IENs themselves.

Kwansah is now working as a public health nurse at the Brant County Health Unit, and though she has previously worked at a senior policy level, she enjoys her job promoting health in the community. “Nurses always refer to their profession as a calling, and that’s true in any part of the world,” she says. “The IENs I have met since coming to Canada have a passion to use their skills in a country they have chosen as their new home. Helping them gain recognition for their credentials and experience, and with bridging any educational gaps, will consistently pay huge dividends to that investment.”

Measuring Returns: Valuing Investments in Internationally Educated Nurses found that investment in bridge training to help internationally educated nurses find employment in their field yields significant returns for the Government of Ontario and the federal government, and for internationally educated nurses themselves. The report’s findings contribute to and invite further research on the value of bridging programs in helping address Canada’s skills gaps and labour market challenges.

For report inquiries by media and to obtain a copy, contact The Conference Board at corpcomms@conferenceboard.ca. To book media interviews with CARE Centre member IENs or representatives, please contact:

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CARE Centre for Internationally Educated Nurses has supported over 1,700 nurses from more than 140 countries to become registered in the province since 2001. CARE Centre is a not-for-profit professional organization funded by the Ontario Government and the Government of Canada. CARE Centre provides IENs with the one-on-one case management, language and communication skills, exam preparation, professional development, mentoring and networking to be successful in the nursing profession. CARE Centre recognizes the value of nurses with diverse education and experience and is committed to advocating for their full contribution to Ontario’s health care system. CARE Centre for IENs is a registered charity (Charitable Number 84420 5948 RR0001). To learn more about CARE Centre and its work, please visit www.care4nurses.org.

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