



BC Care Aide & Community Health Worker Registry

May 28, 2024

REGISTERING INTERNATIONALLY EDUCATED HEALTH PROFESSIONALS FOR BC

# The Pathway, Partners & Future Opportunities





# Territorial acknowledgement



We acknowledge the rights and title of the First Nations on whose collective unceded territories encompass the land base colonially known as British Columbia. We give specific thanks to the hə́nqəmiṇəm speaking peoples, the x̣ẉməθḳẉəỵəm (Musqueam) and sẹḷḷẉiṭuḷh (Tsleil-Waututh) Nations and the Sḳẉx̣ẉụ́7̣mesh-ulh Sṇị́cḥim speaking Peoples, the Sḳẉx̣ẉụ́7̣mesh Ụ́x̣ẉuṃix̣w (Squamish Nation), on whose unceded territories BCCNM's office is located. We also give thanks for the medicines of these territories and recognize that laws, governance, and health systems tied to these lands and waters have existed here for over 9000 years.

We also acknowledge the unique and distinct rights, including rights to health and wellness, of First Nations, Métis, and Inuit peoples from elsewhere in Canada who now live in British Columbia. As leaders in the settler health system, we acknowledge our responsibilities to these rights under international, national, and provincial law.





**BCHealthCareers.ca**

# IEN Pathway Pilot: It takes a village

**BCCN&M**

British Columbia  
College of Nurses  
& Midwives



**BC** Care Aide &  
Community Health  
Worker Registry

## BC Care Aide & Community Health Worker Registry

- The Registry (est. 2010) is a program funded by the Ministry of Health
- Role and Mandate:
  1. To protect vulnerable patients, residents and clients
  2. To establish and improve standards of care for this group of health care providers
  3. To promote professional development for care aides and community health workers (also known as health care assistants, or HCAs)



## Fast Facts

- There are just over **52,000** registered BC HCAs with active registration status.
- **2,246** active registrants are Internationally Educated Health Care Professionals

## Registration Spotlight: Internationally Educated Applicants

- Since 2017, internationally educated applicants seeking HCA registration in BC complete the HCA Competency Assessment through [Inspire Global Assessments](#), formerly known as the Nursing Community Assessment Service (NCAS).
- The HCA Competency Assessment (and further education, where required) confirm they meet [HCA Core Competencies](#) before they are registered.

## Triple Track Competency Assessment

- In May 2022, the triple track competency assessment was launched.
- This assessment process evaluates an applicant's competency for three health care designations at one time: RN, LPN and HCA



## IEN Pilot Pathway

- Alongside the BC College of Nurses & Midwives (BCCNM), the Registry is one of the system partners that has been engaged in the IEN Pilot Pathway project, with funding provided by the Ministry of Health.
- Internationally Educated Nurses (IENs) now apply to Inspire Global Assessments **first**.
- Inspire determines whether an IEN qualifies for the Triple Track Assessment (RN/LPN/HCA) or the Single -Track HCA Assessment



## IEN Pilot Pathway

- IENs apply to the Registry **after** completing their assessment with Inspire.
- Within 15 business days of receiving an HCA Performance Report from Inspire, the Registry communicates next steps with applicants.
- Remedial education may be required to address undemonstrated competencies.
- If no remedial education is required, assessed candidates are directly registered.



## IEN Pilot Pathway Impacts

- Application numbers have **more than doubled** since the IEN Pilot Pathway went into effect on January 30, 2023.

### **From January 30, 2023 – March 31, 2024:**

- **1518** internationally educated health care professionals have applied for HCA registration.
- **737** internationally educated health care professional applications received for the same date range in the previous year.
- **106% increase**



## Internationally Educated Applicant Results

**From January 30, 2023 – March 31, 2024:**

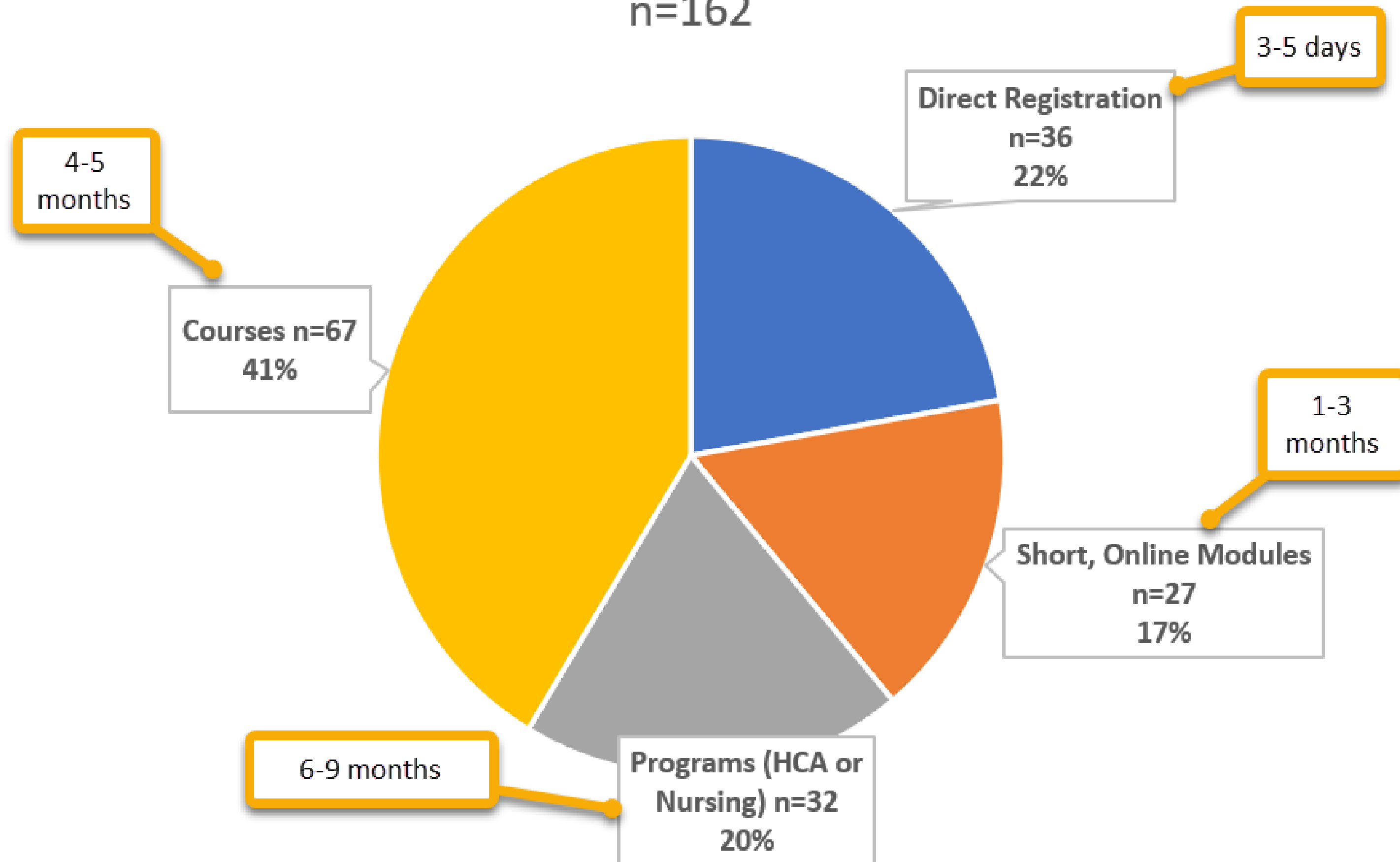
- **285** HCA performance assessment reports received from Inspire Global Assessments.
- **162** internationally educated health care professionals have been registered as HCAs.



# January 30, 2023 - March 31, 2024

## Internationally Educated Registrants

n=162



# Future Impacts

- Increased IEN applications and registration as HCAs in BC
- More IENs eligible for employment as HCAs while they continue their pathway to nursing in BC.
- Working as HCAs, IENs contribute to the health human resource sector and:
  - Gain familiarity with the Canadian health care system
  - Use their patient care skills
  - Earn a wage and receive benefits
  - Establish their professional networks.



# For more information

Visit the Registry website:

[www.cachwr.bc.ca](http://www.cachwr.bc.ca)

Contact

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BC Care Aide &  
Community Health  
Worker Registry



# Pathway to registration with BCCNM



# BC College of Nurses & Midwives

We exist to ensure unshakeable confidence in nursing and midwifery care and honour the trust that the public puts in our hands.

## What we do

- Protect the public

## How we do it

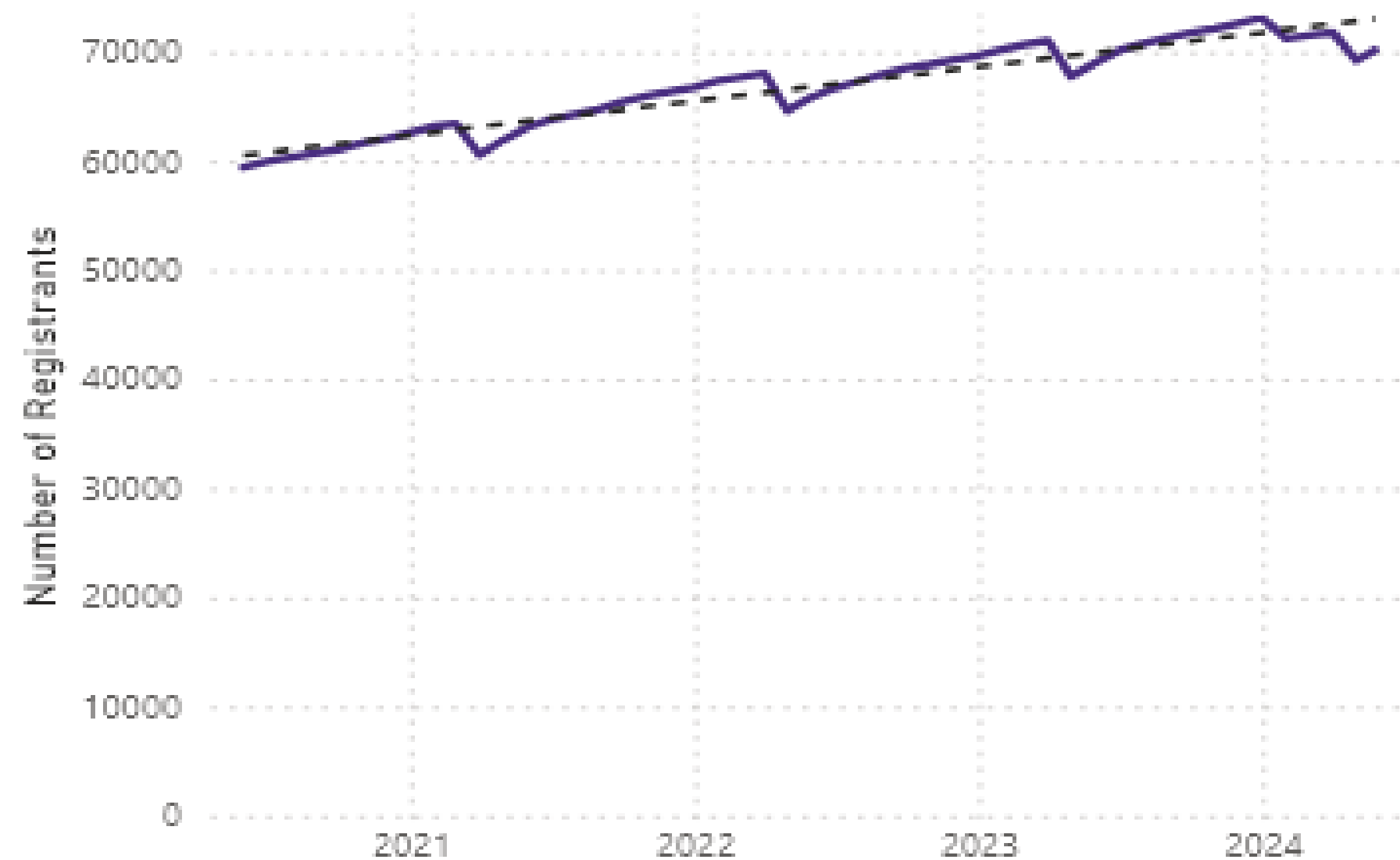
- Set standards for education recognition
- Set standards for entry to these professions
- Set standards expected once registered
- Enforce standards when public is at risk

# Trending up

## Total Current Registrants (Nurses + Midwives)

70168

## Yearly Trend in Number of Registrants

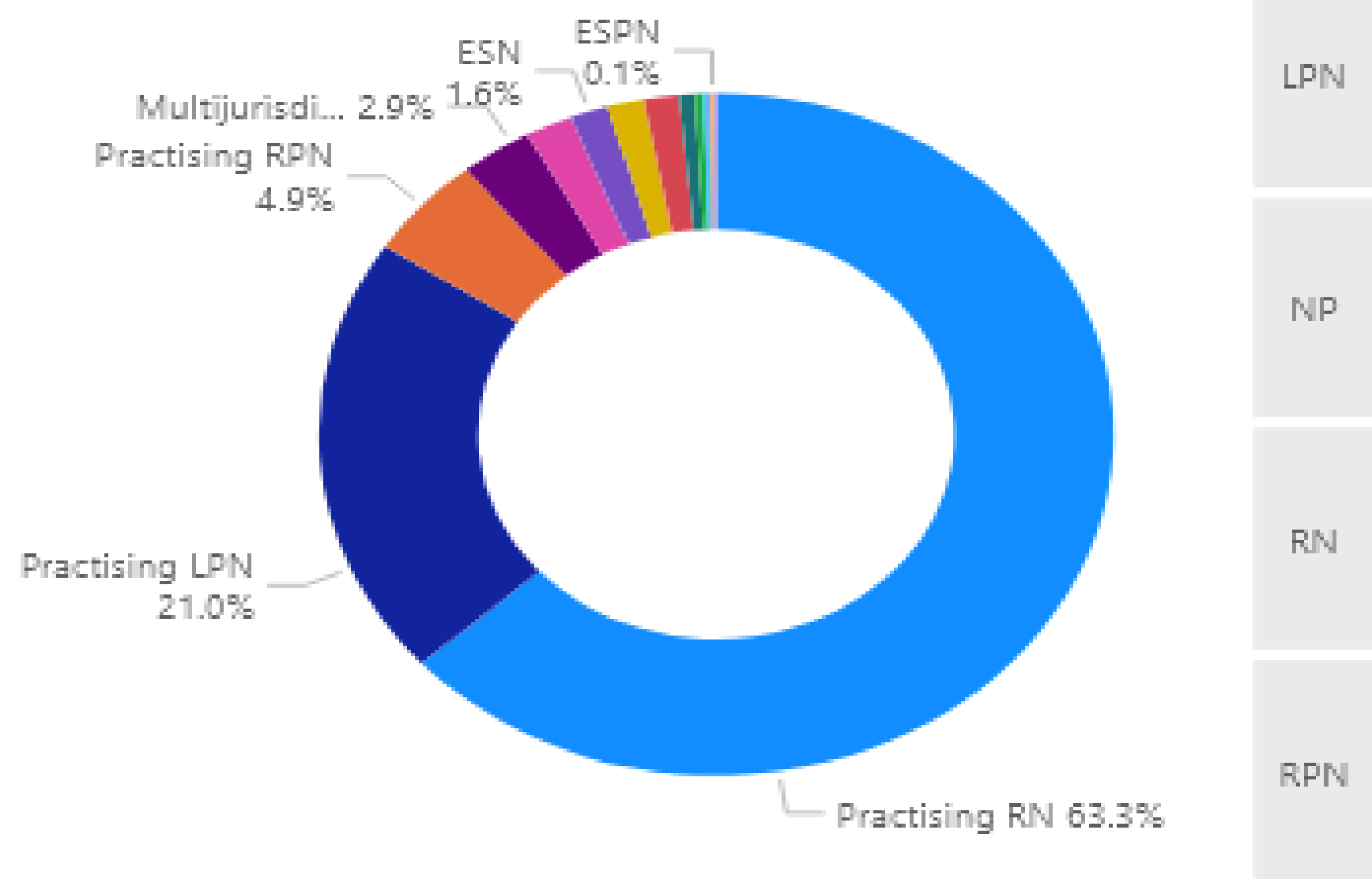




### Total Current Nurses

# 69591

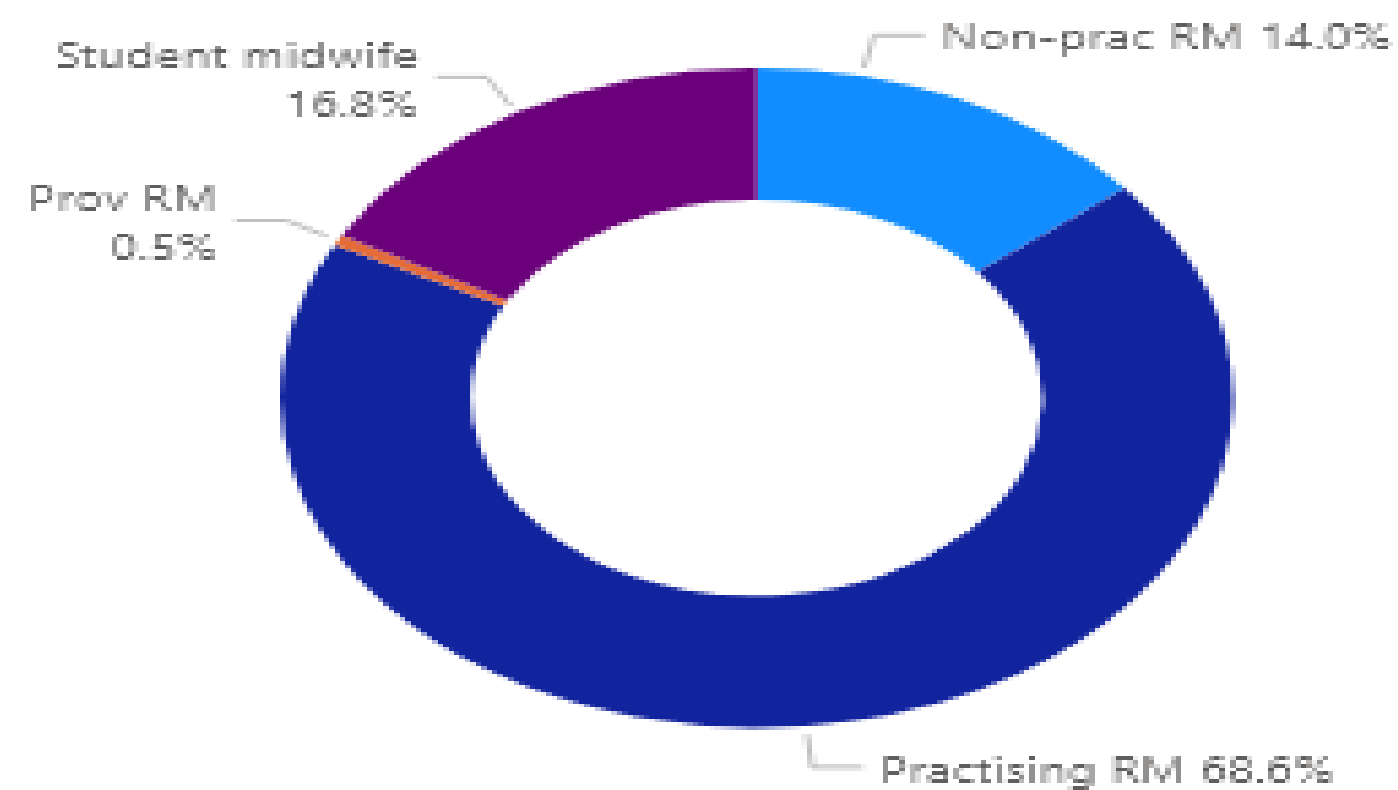
### Nursing Class Distribution



### Total Current Midwives

# 577

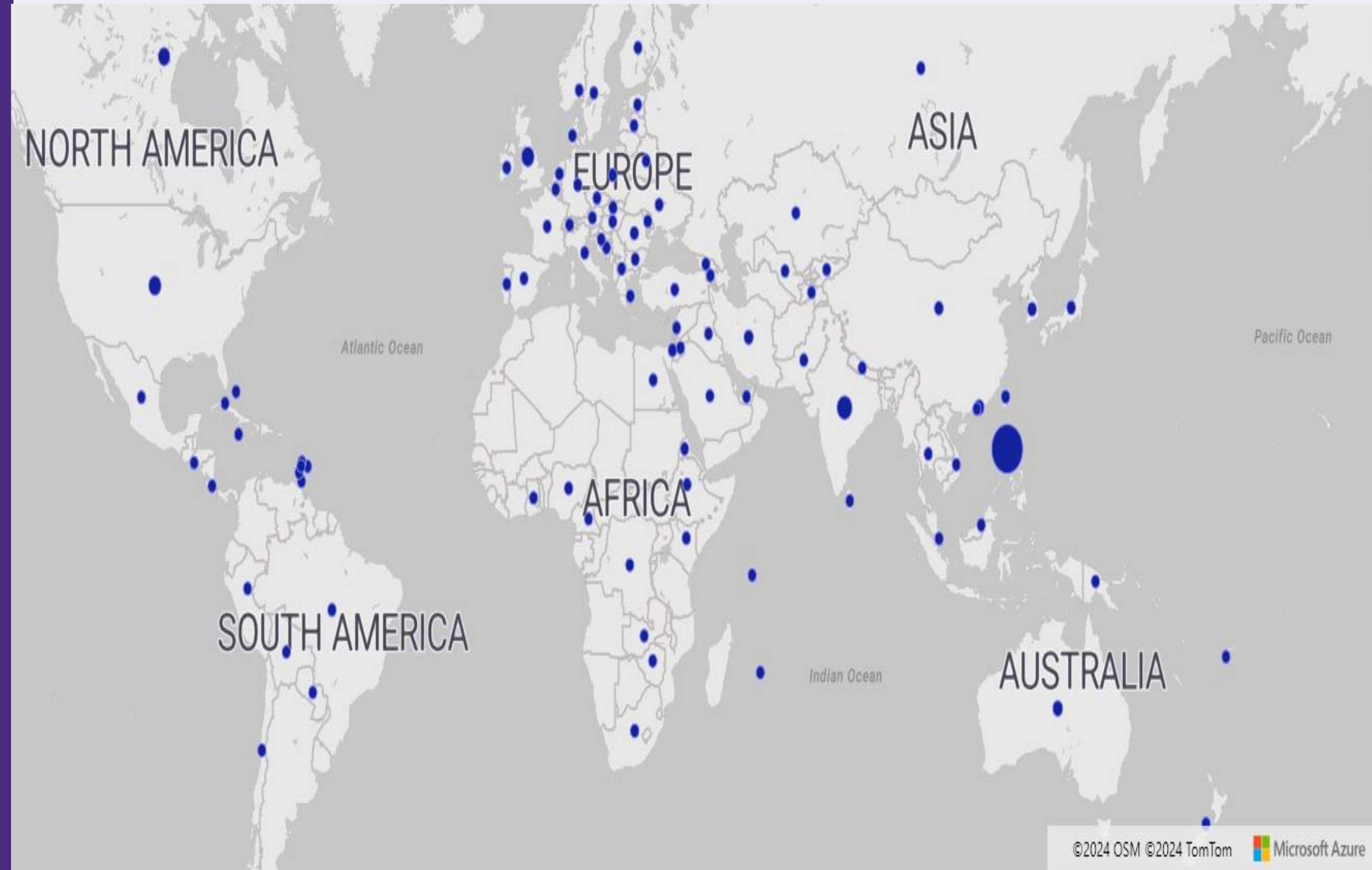
### Midwife Class Distribution



# A global view

Internationally educated nurses come to BC from all over the world.

Making up ~6% of our total registrants

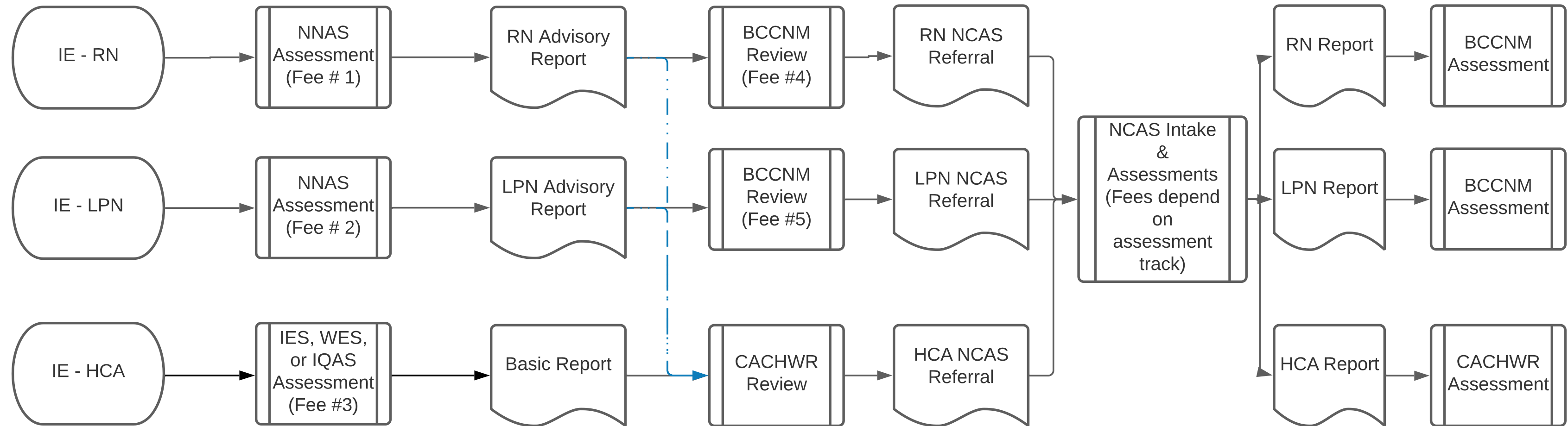




A decorative graphic on the left side of the slide, consisting of several overlapping triangles. A large orange triangle points to the right, with a smaller blue triangle overlapping its top-left corner. Another blue triangle is visible below the orange one, also pointing right. The background of the entire slide is a solid dark blue color.

**March 2020**

# Back then...1 person; 3 pathways



## Comments

- IE = Internationally Educated
- Registry will accept an NNAS advisory report

# A two-year pilot launched January 31, 2023

BCCNM and Inspire, with support from BC Gov, launched a new assessment and registration process for IENs, aiming to

- keep the safety of BC's public at the forefront,
- significantly reduce barriers to registration,
- facilitate rapid entry into the workforce by eliminating most up-front costs,
- reduce average time to initial registration decisions, and
- identify the most suitable nursing profession (RN, LPN, RPN and HCA) for IEN to begin practice safely.

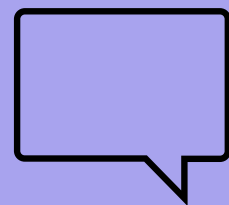


# Streamlining Rooted in Significant Policy Changes



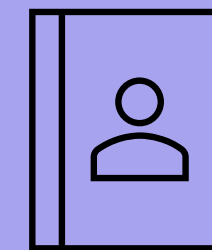
## Credential Review

- Enabling choice in selecting a credentialing agency
- Authentication rather than course-by-course comparison



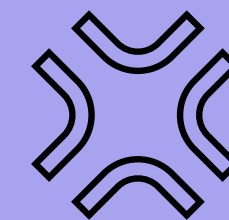
## Language Proficiency

- New national benchmarks
- Alternative means to demonstrate



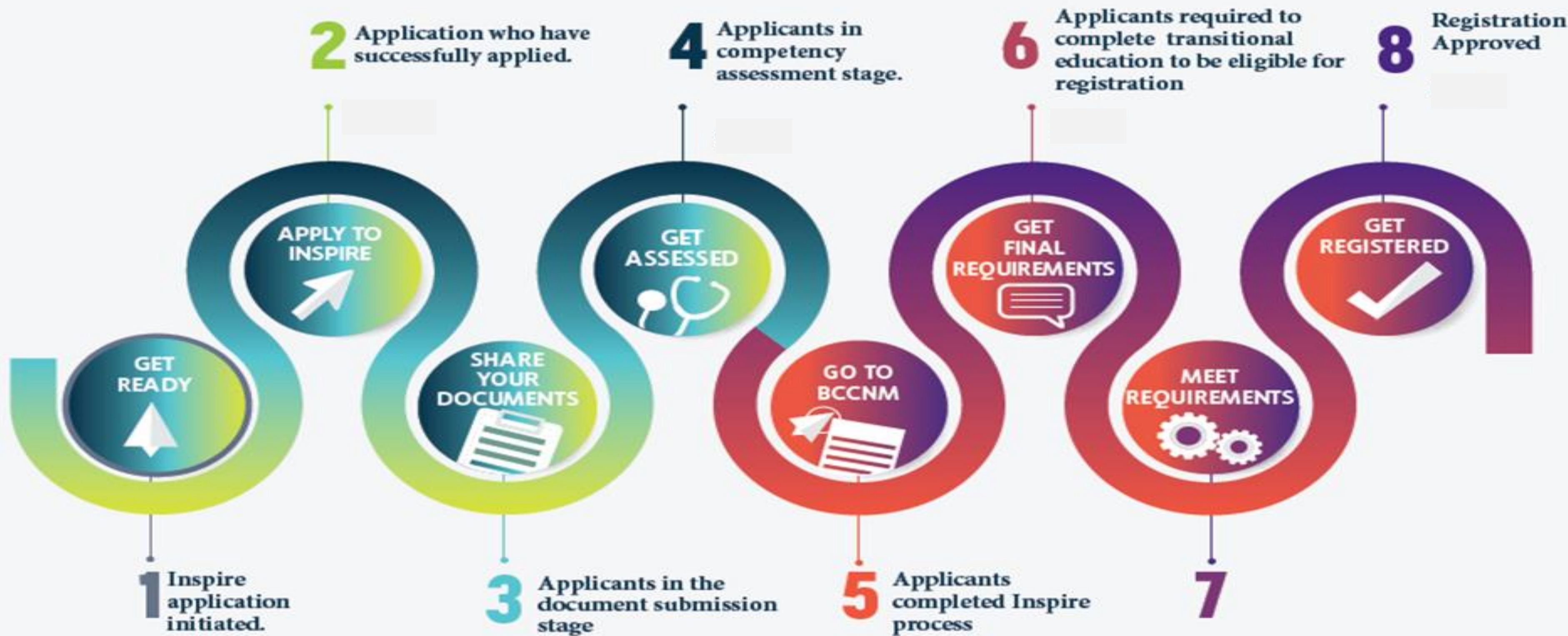
## Competency assessment:

- All levels of nursing education accepted
- Triple Track or Dual



## Substantial Equivalence/Decision Precedent:

- Bypass competence assessment
- Set pathways and decision delegation



Applicants who have applied to BCCNM

# Inspire Global Assessments (formerly NCAS)

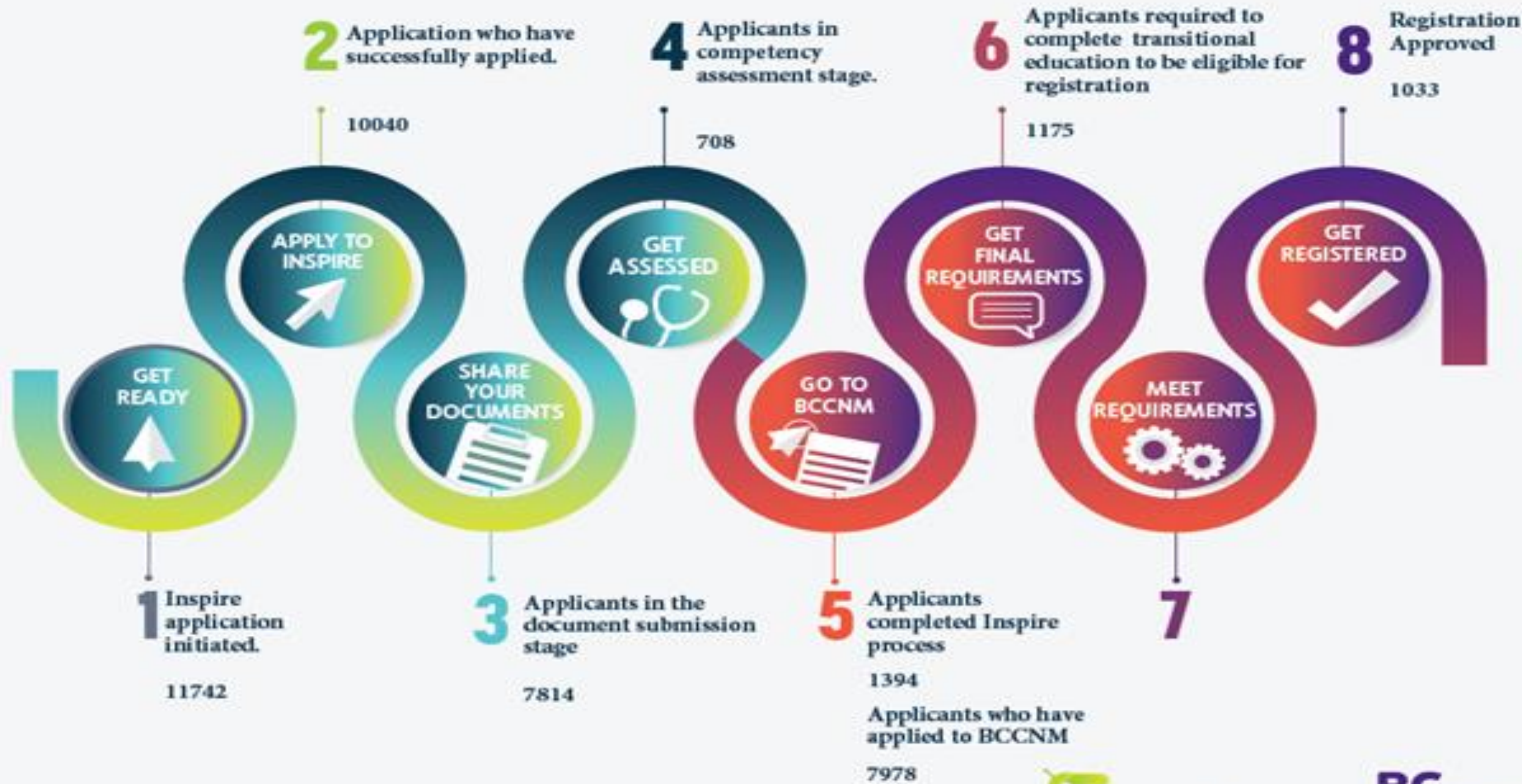
1154 Single, dual  
and triple track  
assessments  
conducted.

Nursing Designation	IEN Applicants (N)
RN-LPN-HCA (Triple Track) *	346
RN-LPN (Dual Track)	439
LPN-HCA (Dual Track)	2
RN	184
LPN	11
HCA*	118
RPN	54
<b>Total</b>	<b>1154</b>





# Pathway Outcomes



**1** Inspire application initiated.

11742

**3** Applicants in the document submission stage

7814

**5** Applicants completed Inspire process

1394

Applicants who have applied to BCCNM

7978



# Making an Impact

	2024	2023	2022
Applicants	741	7237	575
Decisions Rendered	434	715	188
Approved for Registration	313	720	288



# Is it any faster?

Assessment Phase	Before	After
Credential Evaluation	12-36+ months	7-14 days
Initial Regulatory Assessment	3 months	Within 2 weeks
Competence Assessment	Within 8 months	Within 4 months
Registration Decision	Up to 6 months	Between 1 and 18 days
<b>Total Time to Registration Decision</b>	<b>2-5 years</b>	<b>2-10 months</b>

# The Future

Opportunities for continued improvement, innovation and learning

- Pilot Evaluation
- From NCAS to Inspire Global Assessments
- \$10 Million investment from Government of Canada
- In-person Assessment to Virtual Assessments

# Discussion/Questions

