Please visit the HHS IEN Integration Project Website:

https://www.hamiltonhealthsciences.ca/learning/internationally-educated-nurse-integration-project/

How can I support the HHS IEN Integration Project?

By Becoming Involved.

Enhance your cultural competency by attending Cultural workshops, hire IENs, become a Clinical Integrator, and support IENs with their transition into the Canadian Healthcare System.

For Information on the Project Please Contact:

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Project Objectives

1. To support the effective integration of internationally educated nurses into HHS and other healthcare organizations and develop nursing capacity.
2. To build the informal mentorship and coaching capacity of front line RNs and RPNs, Clinical Educators and Clinical Managers.
3. To connect internationally educated nurses with employers in the healthcare sector.
4. To disseminate best practices and lessons learned on hiring and integrating IENs among stakeholders in healthcare organizations by following the CCEM.

Why should you hire IENs?

There has been much success in hiring IENs, who have been part of our HHS IEN Integration Project, formerly the HHS IEN/ESL Nurse Integration Project. This ten year Project has been very successful as we have surpassed all of our numeric targets. The Community Collaboration Employment Model (CCEM) proved a successful framework for tapping into the expertise of major stakeholders to provide appropriate interventions. 890 Participants have accessed the program, and 231 major stakeholders to provide appropriate interventions. The project team developed a Community Collaboration Employment Model for bridging the gap for IENs including the following partners: Mohawk College, Bridging for International Educated Nurses (BIEN), Centre for Internationally Educated Nurses (CARE), Hamilton Centre for Civic Inclusion (HCCI) and McMaster University Nursing Health Services Research Unit (NHSRU).

Project Partners Role

EDUCATIONAL INSTITUTIONS
Mohawk College Bridging Internationally Educated Nurses (BIEN) Program
PROJECT ROLE: Evaluation of Clinical Skills

COMMUNITY ORGANIZATIONS
Centre for Internationally Educated Nurses (CARE)
PROJECT ROLE: Profession specific communications in workplace course

Hamilton Centre for Civic Inclusion (HCCI)
PROJECT ROLE: Enhance cultural competency for integration of IENs

EVALUATION
McMaster University Nursing Health Services Research Unit (NHSRU)
PROJECT ROLE: Independent evaluator

Why support the HHS IEN Integration Project?

- Our cities and patient populations are changing in diversity and our workforce must reflect this, leading to improved patient health outcomes
- Hiring them will contribute to the renewal of the workforce and bring valuable experience and innovative ideas to your unit
- Patients need nurses who know other languages and other cultures
- When we hire IENs, we help them integrate into Canadian society
- Projects like ours are creating the nursing workforce that will be needed in the future

Here is what an employer’s experience has been in hiring IENs:

"Well, for me personally, it’s been quite a positive experience. We’ve hired two IEN nurses, RNs, on our unit, about, I’m going to say, both of them have been with us a year and a half roughly. They are excellent nurses, they fit into our work environment. They’re both settled and fine. I can effectively work as a Canadian nurse. The program opened the doors for me to reach my goal"