



Strategies to create efficiencies when
evaluating & recognising the qualifications
of foreign educated professionals:

Discussing international
innovations and processes

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**What profession do you
regulate / license /
register?**

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Emerging Issues

- Emerging issues - global trends and movements
- Risks to making the system easier and more efficient
- Retention



Influencers

- Political
- Economic
- Social
- Technological
- Legal
- Environmental



Risk

- Restrictions to movement
- Unknown risk on public safety to making this process more efficient
- Unknown risk of intra-jurisdictional movement



The Challenge....

- Ethical recruitment
- Lengthy process
- Highly mobile workforce
- Rapidly evolving



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In one word, what is the biggest challenge that you experience around international recruitment?

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Innovations in evaluating and recognizing qualifications

Anshul Kwatra | DataFlow Group



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About the DataFlow Group

- Global pioneer and leader in Primary Source Verification (PSV) and Education Comparability provider to governments, regulators and authorities
- 16+ years of helping clients mitigate risks around registration / licensure



Selected list of clients

General
Medical
Council

UK



US



UAE



UAE



Saudi



Bahrain



UAE

General
Dental
Council

UK



New Zealand



Oman



Kuwait



Qatar



UAE



Oman



Singapore



Malaysia



Qatar



Saudi



Saudi

Michael Page
INTERNATIONAL

Saudi

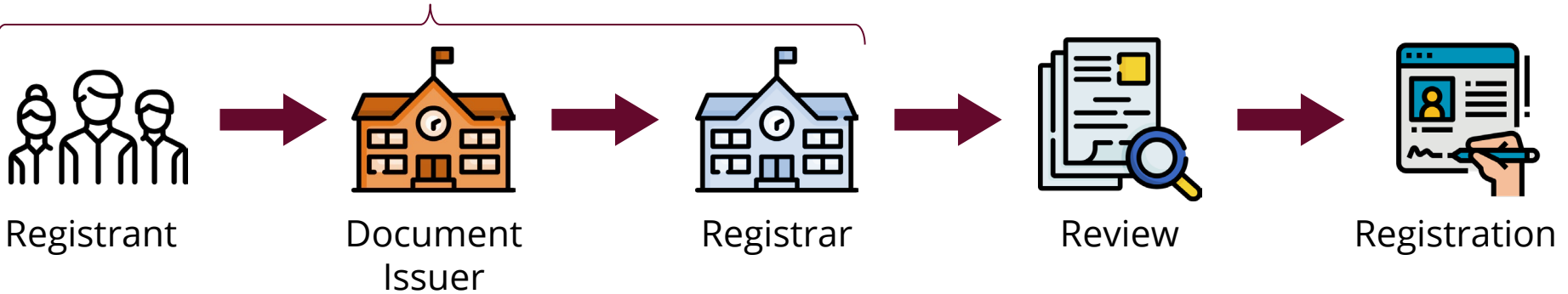


Bahrain



Registration process steps

90% of the overall time to register



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How long on an average does a doctor / nurse wait before their credentials can be evaluated?

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Challenges for regulators

- Long tedious process for the applicants to source the documents
- How do you trust the information received?
- Each institution sends information in different formats
- Different parts of the world write different languages



Sharing experience

- Forms are tedious to fill so authorities ask the individual applicant to get all documents and fill the form
- Authorities sign & stamp the documents, asking the applicants to post
- No control on the completeness of information and how it is shared
- No visibility to potential collusion between the applicant and authority



The PPT Triad in registration process

P

People

P

Process

T

Technology



Improved process

3x reduction of time



Registrant



- Institution & Course Accreditation
- Connect to Authorized Representative



Registrar



Review



Registration



Document Issuer

Benefits for all

1. Significantly reduce time
2. Reduce risks in the process
3. Standardize information
4. Deliver improved outcomes



Sharing experience

- 7%+ forgery rate at prominent regulators before adoption of DataFlow process
 - ➔ Reduced to **under 2.3%** with DataFlow
- Applicants needed upwards of 90 days for the decision
 - ➔ now **under 30 days** including document sourcing.



Sharing experience

- DataFlow identified forgery for over 40k healthcare professionals (these would have otherwise been licensed).
- DataFlow helped save over 120mn man days for healthcare professionals waiting for their license.



Key criteria for foreign educated professionals

- Proven and equivalent education
- Proven and recognized experience
- No malpractice history or revoked licenses
- No past behaviour representing potential threat to patients or reputational damage to facility and regulator



Supporting Regulator's Application Review

Empowering Regulators with In-Depth Verifications for Informed Decision-Making



The Assessment of Clinical Skills/Competence/Performance by George E Miller M.D., Shumway, J. M., Harden, R. M., & Association for Medical Education in Europe.



How adoption of this process helps me??

Advanced verification directly from the original issuing source:

- 3x reduction in wait time
- Eliminate applicant influence
- Institution and course accreditation check
- Verification from authorized representative at issuing institution
- Optimal information integrity with audit trail





Modernizing Registration Requirements for Nursing Registration in Ontario

**Angela McNabb, RN, BScN, MN, FRE | Manager,
Registration Modernization, CNO**

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Who Is CNO?



The College of Nurses of Ontario is the governing body for Registered Nurses (RNs), Registered Practical Nurses (RPNs) and Nurse Practitioners (NPs) in Ontario, Canada.

Our purpose is to protect the public by promoting safe nursing practice.



Outcome

- Evidence informed
- Fair
- Inclusive
- Effective



Registration Requirements



Language proficiency



Police criminal
record check



Evidence of practice



Nursing education



Registration exam



Jurisprudence exam



Authorization to work



Health and conduct



Language Proficiency

New Policy in March 2022 resulted in improvements to:



Timeline



Process





Police Criminal Record Check

- Policy change implemented January 2023
- Reduces duplication of processes with Immigration Canada
- Enabling (2024) electronic submission



Supervised Practice Experience Partnership

- Partnership with the Ministry of Health and Employers
- Meets Evidence of Recent Practice requirement and Language Proficiency

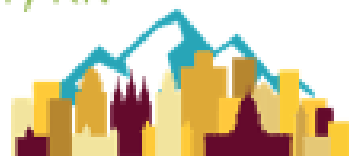


Feedback

"SPEP was a very good experience. I was able to update my knowledge on procedures and learn how to work with the latest equipment. I am also thankful for the hospital I was matched with. I don't think I could have managed to find a similar placement, if I had to do it myself."



Manpreet Kaur, RN



Temporary Class

Previous State

All General Class requirements met except Exam

Expires after **6 months** or **1 exam** fail



New State

All General Class requirements met except Exam **and Education Equivalency**

Expires after **2 years** or **2 exam** fails



Supporting Nurses and Employers

- Applicant Webinars
- Employer Webinars
- Online Learning Module
- Web-based Information and FAQs



A hand holding a glowing globe with a network overlay, symbolizing global connectivity and technology.

Evolving Regulatory Landscape

- Rapid evolution
- Innovation
- Global health human resource shortage



Past Council Decision

- Passing NCLEX-RN exam meets education gaps
- Fairness to applicants
- More than 4,750 met education through this pathway



Evidence and Rationale for Removing Canadian Equivalency



Fairness



Internal data

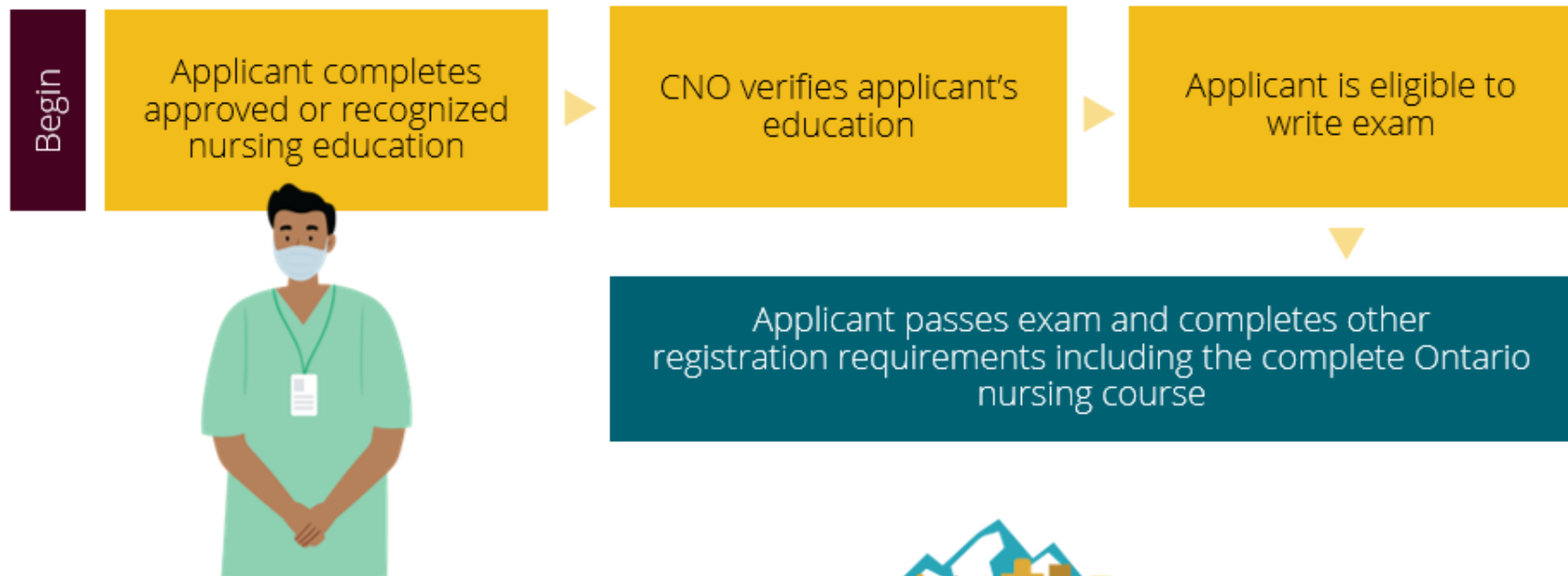


National Landscape



Proposed Journey of an RN Applicant

Educated outside Canada



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Should the jurisdiction of the incoming applicant's foundational professional education be weighted towards registration and licensing?

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Introduction of an Accelerated Qualification Assessment Pathway

Dr Ray Healy | Director of Registration, NMBI



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Who is the NMBI?

- NMBI is the regulator for the professions of nursing and midwifery in Ireland.
- We have a statutory obligation to protect the public and the integrity of the practice of the professions of nursing and midwifery.
- We perform our functions in the public interest under the Nurses Act 1985 and the Nurses and Midwives Act 2011, as amended.

We are

the regulatory body for the professions of NURSING and MIDWIFERY in Ireland.

Our Vision

is to provide leadership to registered nurses and midwives in delivering safe care through innovative and proactive professional regulation.

Our Mission

is to protect the public and the integrity of the professions of nursing and midwifery through the promotion of high standards of education, training, and professional conduct.

Our Values

define the way we operate as an organisation and shape our culture. In all that we do we endorse and strive to live the core nursing and midwifery values of compassion, care and commitment, which are at the heart of the professions, and we work to ensure they are at the heart of NMBI, for the good of registrants and our colleagues within the organisation.



Registration

NMBI Register of Nurses and Midwives

All persons in Ireland who are registered to work in Ireland as a nurse or a midwife at 31 December 2022.

85,086 persons

Everyone on the Register has had their nursing and/or midwifery qualification(s) recognised by NMBI.



- India
- Ireland
- Philippines
- United Kingdom
- Zimbabwe
- Nigeria
- Ghana
- Spain
- Italy
- Croatia
- Romania



Breakdown by training location of first-time registered nurses and midwives



Figures as at 31 December 2022

Bord Altranais agus Cnáimhseachais na hÉireann
Nursing and Midwifery Board of Ireland



Nationality of all registrants (countries >10)



Nationality	Count
Australia	188
Belgium	12
Botswana	14
Brazil	29
Bulgaria	31
Cameron	23
Canada	70
China	51
Croatia	218
Czech Republic	25
Denmark	13
Estonia	15
Finland	34
France	59
Germany	157
Ghana	51

Nationality	Count
Pakistan	28
Philippines	5,912
Poland	676
Portugal	264
Romania	635
Russian Federation	12
Slovak Republic (Slovakia)	31
South Africa	127
Spain	336
Sweden	18
Uganda	10
Ukraine	15
United Kingdom	3,362
United States of America (USA)	367
Zambia	17
Zimbabwe	509

Nationality	Count
Greece	43
Hungary	60
India	1,957
Ireland	54,544
Italy	267
Jordan	17
Kenya	43
Latvia	43
Lithuania	142
Malaysia	16
Malta	15
Mauritius	15
Nepal	26
Netherlands	33
New Zealand	42
Nigeria	680

Bord Altranaís agus Cnáimhseachais na hÉireann
Nursing and Midwifery Board of Ireland



- General
- Midwifery
- Children's
- Psychiatric
- Intellectual Disability

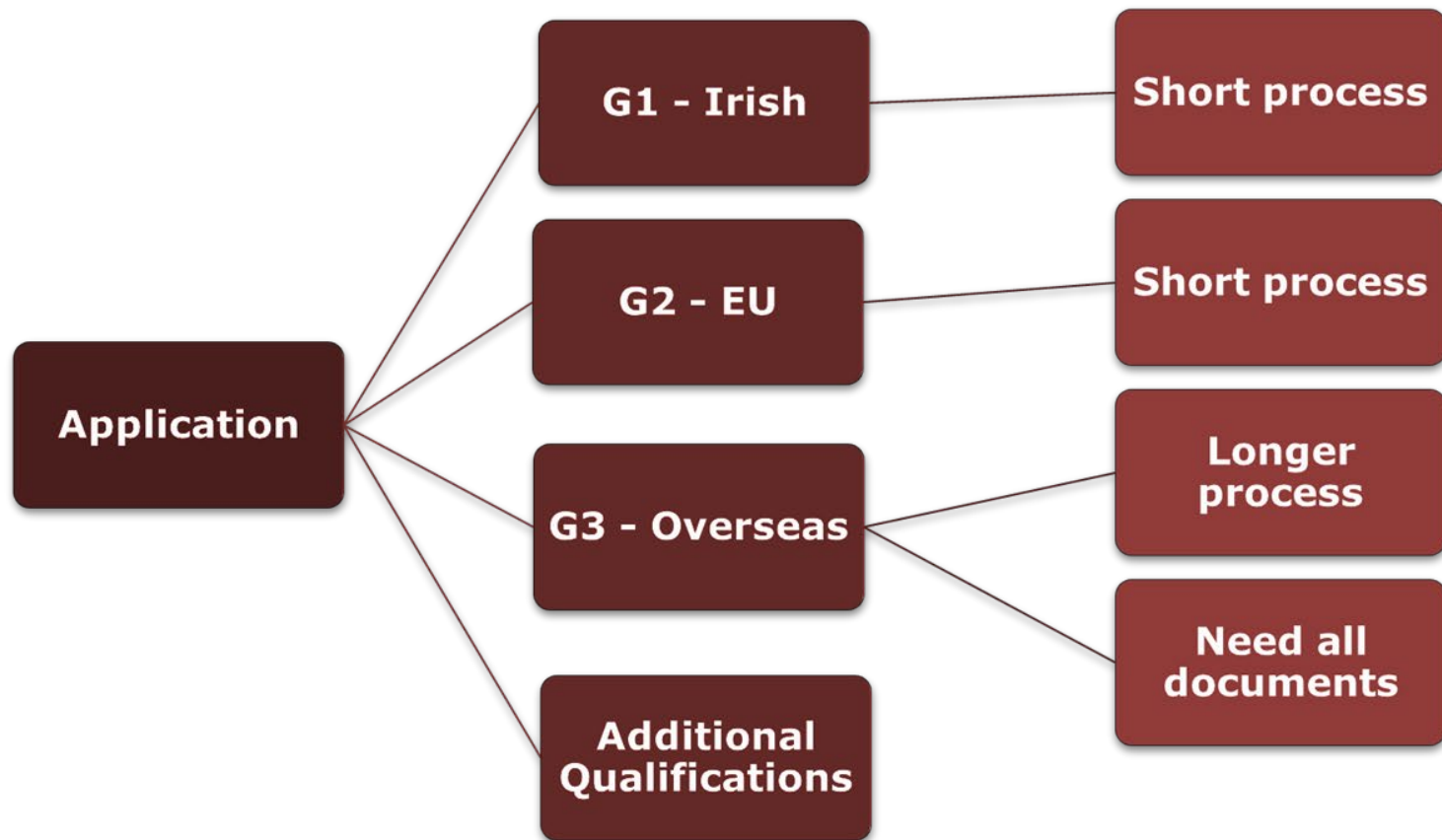
Primary divisions



- Public Health Nurse
- Nurse Tutor
- Midwife Tutor
- Nurse Prescriber
- Midwife Prescriber
- Advanced Nurse Practitioner
- Advanced Midwife Practitioner

Post-primary divisions





Recognition and Registration Process

Administrative Assessment

- Completeness and verification checks on all documents/information provided by applicant
- Backlog occurs in this part of the process due to high levels of incomplete applications

Education Assessment

- Qualification and post qualification considered

Qualification recognition recommendation

- 3 possible outcomes:
- 1.Recognise qualification
 - 2.Refuse to recognise qualification
 - 3.Compensation measure required

Qualification recognition decision

- Applicant accepts decision on MyNMBI

Registration application

- Applicant provides evidence of English language competency
- Updated CCPS for G3 applicants
- All CCPS for EU applications



Accelerated Pathway for Recognition

Increased numbers of IEN applying to Ireland

20-30% increase year-on-year



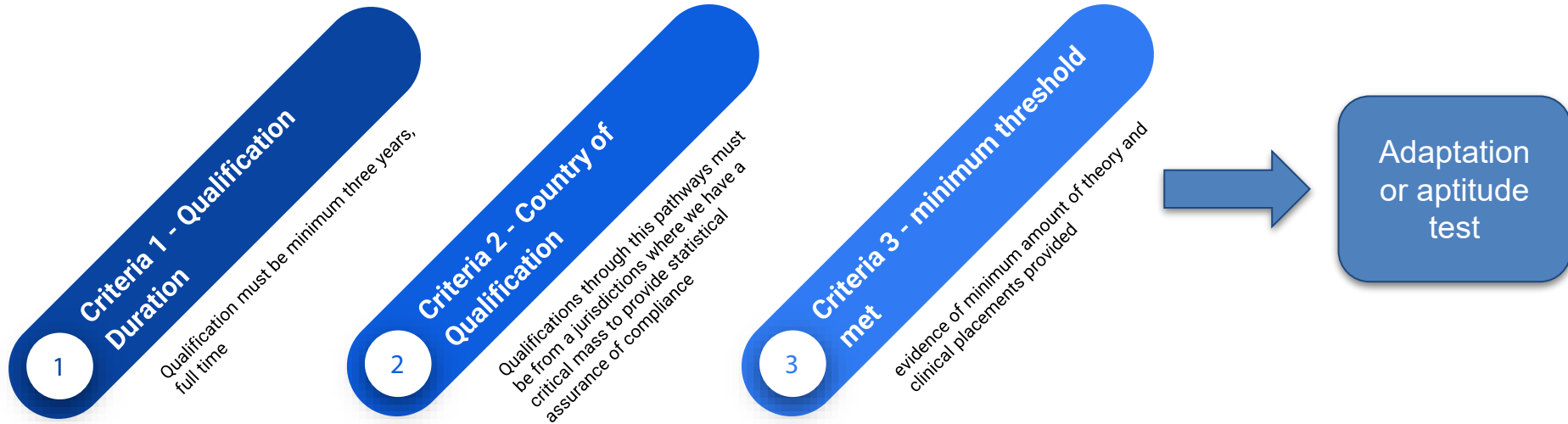
Accelerated Pathway for Recognition

95% of Applicants came had education in either India or the Philippines.

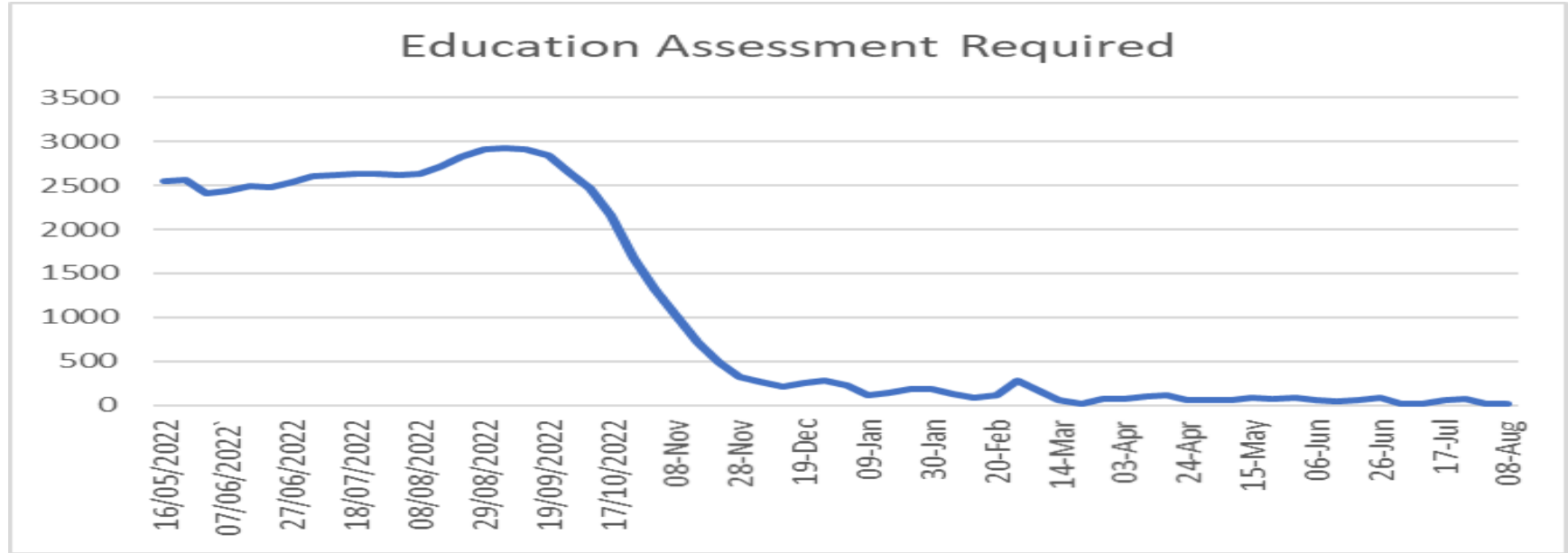
Post qualification recognition, applicants will still need to complete a period of adaptation or test of competency.



Accelerated Pathway for Recognition of qualifications



Did the introduction of the Accelerated pathway work?



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Should the jurisdiction of the incoming applicant's foundational professional education be weighted towards registration and licensing?

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Thank You

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