



Assessment Strategies
Stratégies en évaluation

CANADA'S TESTING COMPANY
LA SOCIÉTÉ SPÉCIALISTE DES EXAMENS AU CANADA

Coordinated Approaches to Foreign Credential Assessment and Recognition, beginning overseas

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Assessment Strategies Inc.

Known as Canada's Testing Company

Licensure testing
for entry into
professional practice



Pathway in Canada to become a Registered Nurse

- Age 5-13 Public School
- Age 13-18 Secondary School or High School
- Age 18-23 University
- Age 23 Entry to Professional Practice
- Age 24-64 Successful practitioner



The Reward?

- Successful career
 1. Recognition
 2. Challenges



The Reward?

- Successful career
 1. Recognition
 2. Challenges

3. \$\$\$



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- 40 years as a full-time RN x 2000 hours per year
= 80,000 hours x \$40/hour

= \$3.2 Million

Add 20 years of collecting pension x \$40,000/year

= \$0.8 Million

\$4.0 Million



Sounds easy...Show me the way!

And it is easy...

FACT:

93% of the Canadian educated nursing graduates who challenge the licensure exam will pass!



Aren't there hurdles on the way?

Isn't it hard...

FACT:

66% of the internationally educated nursing graduates who challenge the licensure exam will pass.



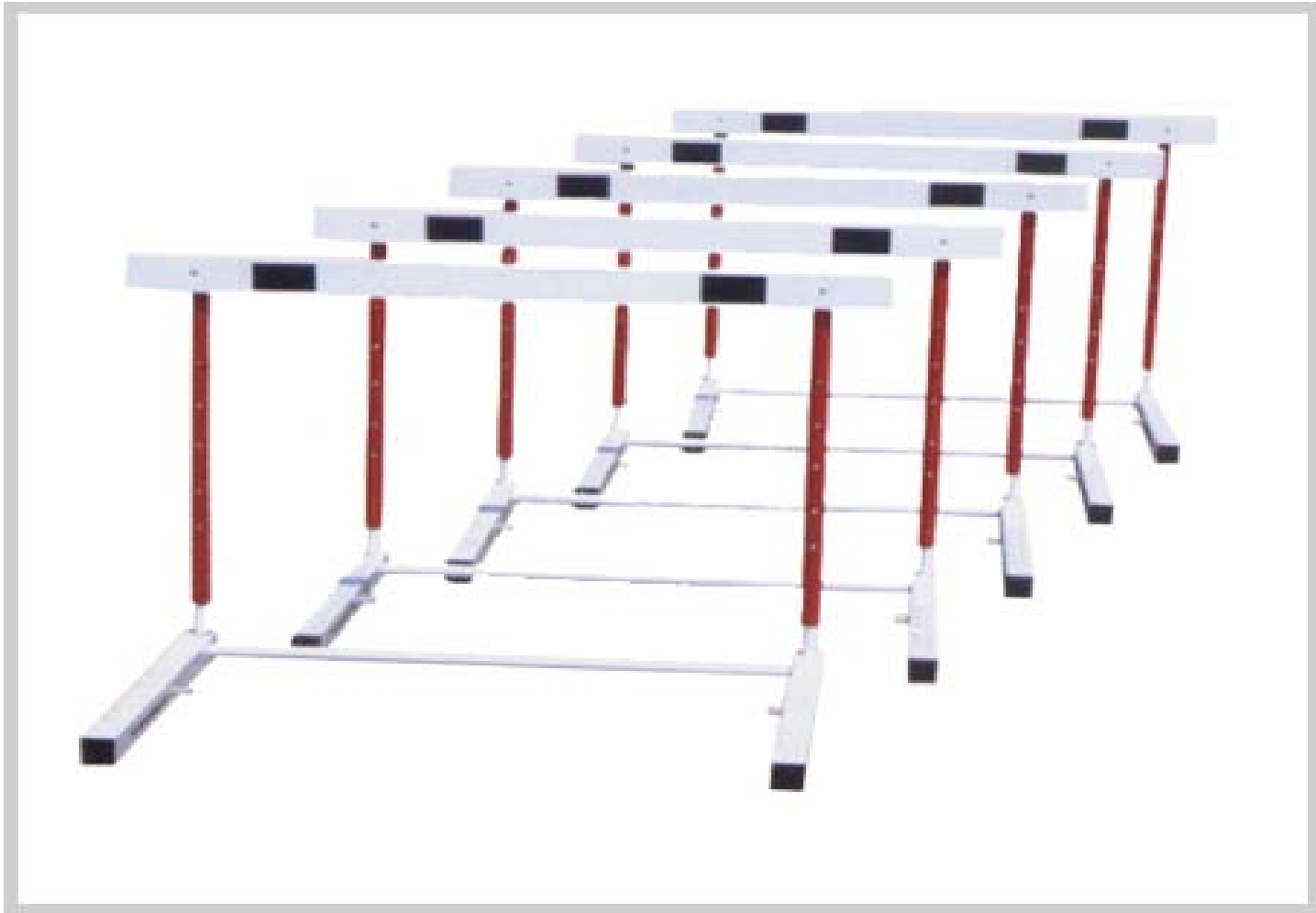
Why is this important?

FACT:

19% of Registered Nurses admitted into practice between 2000 and 2008 are internationally educated.



Listing of hurdles



Listing of hurdles

- **Exams** at the end of each year of school.
- Standardized Provincial **Exams** at varying times of Secondary School or High School.
- Entry requirements for University. – application form, SAT **Exam**, references, good grades.



More hurdles

- **Exams** at the end of each course at University
- Language proficiency in English or French
- Practicum/clinical experience
- Licensure **exam** to enter the profession
- Employment applications
- Continuing competence



There are also social hurdles

- Suitable housing
- Suitable transportation
- Suitable nutrition and health
- Suitable support networks



Two ways to get over each hurdle

- Run & jump.
- Proceed along a constructed pathway.



Built in the right direction and with the right height



**Built
&**

**1. with a roadmap
2. as a bridge**



Each stage on the Canadian educated pathway is carefully constructed

- Exit exams at the end of a year of studies will normally test the course content.
- Entry exams (Licensure exams) to gain entry into professional practice. They will test an exam that has been built based on a predetermined set of competencies, called the **RN National Competency Profile**.



RN National Competency Profile

How is it developed ?

- It is updated every five years using a comprehensive and defensible process
 - Practitioners
 - Regulators
 - Managers
 - Educators

from across the country are taken through a process to identify what one needs to know and how one needs to critically think so as to effectively enter the nursing profession.



RN National Competency Profile

How is it developed ?

- The document is validated through a national survey of the profession where modifications are incorporated as necessary.
- The document is approved by the provincial and territorial regulators to ensure jurisdictional compliance.
- The document goes through various other technical reviews (translation, editorial) to ensure accuracy and precision.



RN Competency Profile

How is it **used** ?

- Nursing Schools build their curriculum on it.
- ASI bases the licensure exam on it.
- Employers measure job performance on it.



It is an easy pathway to enter professional practice....



It is an easy pathway to enter professional practice....

..provided that you get on at the beginning of the pathway!



If you try to enter midway or near the end, you have some tricky climbing.



Are you skilled to climb at that spot?

This is where a prior learning assessment is used.



Prior Learning Assessment Review (PLAR)

- This measures one's breadth and depth of competencies.
- It is used to determine where you should start your climb up to the bridge.
- It is principally used to assess foreign applicants because Canadian educated applicants are already on the pre-constructed bridge.



Once someone is admitted to a profession...then what?



Portfolio development

Promoting your current competencies

- To meet the apprenticeship requirements
- To meet the clinical requirements
- To meet exam eligibility or professional licensure requirements
- To get a first job
- To get a destination position

All require proper portfolio development.



Summary of the three tools

- Roadmaps
- Bridges
- PLARs
- Portfolio Development



Strategic application of the tools

- For an international applicant
 - It takes extra time to find their way. (Roadmap)
 - It takes extra time to determine where there might be gaps in competencies. (PLAR or LeaRN Readiness Test)
 - It takes extra time to locate the appropriate bridging program to fill those gaps. (Bridging program)
 - It takes extra time to fill out the application for licensure (Portfolio development)
 - Once licensed it take extra time to land a job (Portfolio development).



Roadmaps

- Planning to work in Canada?
An essential workbook for newcomers
- The Employer's Roadmap
Hiring and Retaining Internationally Trained Workers



Assessment tool

- a mock, online, shortened licensure exam.
- the questions have appeared on previous exams.
- the exam has been built to proportionally test the same competencies as the licensure exam



Assessment tool

- overall score and sub-scores per competency category
- correct answers and rationales are given
- score that would have been sufficient to pass



Sample critical thinking question for the practical nurse mock exam

- Mr. Jacobson, 75 years old, had a right cerebrovascular accident. In what position should the practical nurse place Mr. Jacobson's chair prior to transferring him?
- 1. Parallel to and at the head of the bed on the right side
- 2. Parallel to and at the head of the bed on the left side
- 3. On the right side of the bed, facing Mr. Jacobson
- 4. On the left side of the bed, facing Mr. Jacobson



Overseas approaches to foreign credential recognition

*Prior learning assessment and recognition
(PLAR) with immigrant accounting
professionals*

Centre for Applied Settlement and
Integration Studies (CASIS)

with the

Edmonton Mennonite Centre for Newcomers (EMCN)



Accounting Profession in Canada

- Three accounting regulatory bodies in Canada
 - Certified Management Accountants (CMA)
 - Chartered Accountants (CA)
 - Certified General Accountants (CGA)
- Each provides a category of accounting services
- Some roles are unique, but there is significant overlap between the three types of accounting
- Immigrant accounting professionals may or may not fit nicely into one of these three accounting career options



PLAR Self-Assessment Scale

- 0 – Indicates you have not encountered this competency in your educational or work experience
- 1 – Indicates you are aware of this subject matter but are unable to explain or summarize it
- 2 – Indicates you can explain and summarize the subject covered in this competency
- 3 – Indicates you can do 1 and 2, above, and can identify the problem, analyze, perform the work and provide preliminary recommendations, but may not be able to complete the work without adequate support
- 4 – Indicates you can do 1, 2 and 3, above, and can clearly identify the problem, thoroughly analyze it, perform the work without direction and make useful recommendations



Sample PLAR Competency List

- Explain the components of the entity's governing body. (A4, B3, C3)
- Explain the principles of good governance and discuss the financial and non-financial data that should be reported to the board of directors. (A4, B3, C2)
- Evaluate an entity's governance structure, evaluate whether it is capable of carrying out its duties and responsibilities and identify areas needing improvement. (A4, B2, C3)
- *Evaluate whether the audit committee is fulfilling its role in the entity. (A2, B4, C3)
- Understand and explain the parts of an effective strategic plan. (A4, B3, C3)
- Formulate financial and non-financial goals/objectives with measurable targets to fulfill the entity's mission/vision. (A4, B3, C3)



PLAR as a Road Map

- Core competencies identified to qualify respondents as “real accountants”
- Minimum levels identified for each competency for each accounting body to indicate shortest route to licensure
- Identified gaps in education and/or experience addressed through action planning



Portfolio Development Program

- What is it that we do know.
- Confidence boosting.
- Skills and learning are identified and described.
- Evidence and documented proof are provided.
- Continuing CV.





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Thank You

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