

Prior Learning Assessment Policy for Registration in the Registered Nurse Membership Class

Policy Section: Administration of the Act	Policy Number: AA-7	Approved By: CEO/Registrar
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Policy:

An assessment of prior learning is a process used to evaluate skills and knowledge (learning) acquired from formal education programs and previous experience for the purpose of recognizing competence against a given set of standards and competencies.

Applicants for the registered nurse membership class will be assessed for the Entry-level Competencies For Registered Nurses in Manitoba.

The College's prior learning assessment (PLA) is comprised of two parts:

Part I = a paper-based assessment of the applicant's nursing education program and any other relevant education and documented nursing experience

Part II = completion of an approved clinical competence assessment

The College is the sole decision-making authority when determining if the evidence of prior learning submitted to the College will be recognized for the purpose of application for registration.

In order to be eligible to undergo a Prior Learning Assessment, all required application documents must be received within six months from the date the initial application form was received. If the application is not complete within six months, the file will be closed and the applicant will need to begin the application process again.

Applicants must successfully complete both parts of the PLA in order to be eligible for registration in RN membership classes.

PLA Part I:

Internationally-Educated Nurse Applicants

An applicant who completed a nursing education program outside of Canada is classified as an internationally educated nurse (IEN) applicant.

Part I of the PLA for IENs is conducted by the National Nursing Assessment Service (NNAS). IENs are required to submit an application to the National Nursing Assessment Service (NNAS) and complete the NNAS process before submitting an application to the College.

The College will review the NNAS report and academic documents against the Standards for Nursing Education Programs to determine comparability to a Manitoba nursing education program. Once comparability has been determined, applicants will be referred for Part II of the PLA.

Nursing Education Comparability:

Nursing Education Comparability will be determined if there is evidence of:

- a. A minimum of two years of post-secondary nursing education that includes theoretical instruction along the health continuum and which includes providing care to people of all ages, genders, in a variety of settings; and
 - b. The nursing program included a minimum of 1,450 clinical practice hours (not including laboratory or clinical simulation) as per the Standards for Nursing Education Programs.
- or
- c. The nursing program included a number of clinical practice hours (not including laboratory or clinical simulation) that, when combined with the applicant's verified RN practice hours post-graduation, equal a minimum of 1,450 hours.

When comparability has been determined, an applicant is eligible to continue in the application process and will be referred for Part II of the PLA: a clinical competence assessment.

When comparability has not been determined, an applicant will not be referred for a clinical competence assessment and is not eligible to continue in the application process.

Canadian Applicants

An applicant who completed a nursing education program in Canada or who has previously held registration as a registered nurse in Canada is classified as a Canadian applicant.

The PLA is used to determine registration eligibility in Canadian applicants who are not able to meet the minimum practice hours requirement for registration in the registered nurse membership class.

Canadian applicants who require an assessment of prior learning must complete Part II of the PLA process. The requirements for Part I of the PLA are deemed to have previously been met as evidenced by the applicant having already established initial registration in Canada.

PLA Part II:

Following successful completion of the Part II of the PLA and review of the results of the clinical competence assessment, the College will determine one of the following:

- a. The applicant possesses the requisite knowledge, skill and judgement in the competency areas assessed and no remedial education is required. The applicant is then eligible to apply to write the entry-to-practice



examination in the established timeframe or, if the examination requirement has previously been met, apply for registration in the RN membership class at any time within two years from January 1 of the registration year immediately following the date of assessment.

- b. The applicant does not possess the requisite knowledge, skill and judgement in many of the competency areas assessed and must successfully complete the full complement of courses in a course of instruction (the Bridging Pathway for Internationally Educated Nurses or the RN Refresher program Canadian Applicants). Upon successful completion of this remedial education, an IEN applicant who has not met the examination requirement is eligible to apply to write the entry-to-practice examination in the established timeframe. An applicant who has previously met the examination requirement is eligible for registration at any time within four years from January 1 of the renewal year immediately following the date of program completion.
- c. The applicant does not possess the requisite knowledge, skill and judgement in some of the competency areas assessed and must successfully complete a course of instruction comprised of less than the full complement of the BPIEN or the RN Refresher Program and as determined by the College. Upon successful completion of this remedial education, an IEN applicant who has not met the examination requirement is eligible to apply to write the entry-to-practice examination in the established timeframe. An applicant who has previously met the examination requirement is eligible for registration at any time within four years from January 1 of the renewal year immediately following the date of completion of the final required course of program.
- d. The applicant demonstrates extensive gaps in knowledge or skill and adequate foundational knowledge is not present. The applicant will not be referred to a course of instruction and is not eligible for registration.

Applicants referred for any course of instruction must enroll within one year of referral and must complete the program in its entirety within two years.