

# Prior Learning Assessment Policy for Registration in the Registered Nurse (Nurse Practitioner) Membership Class

<b>Policy Section:</b> Administration of the Act	<b>Policy Number:</b> AA-8	<b>Approved By:</b> 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 (nurse practitioner) membership class will be assessed for the Entry-level Competencies For Registered Nurse (Nurse Practitioners) in Manitoba.

The prior learning assessment is comprised of two parts:

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

Part II = a 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.

Applicants must successfully complete both parts of the prior learning assessment in order to be eligible for registration in RN(NP) membership classes.

### PLA Part I:

#### Internationally-Educated Nurse Applicants to the Extended Practice Register

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

The PLA is used to determine extended practice registration eligibility of IEN applicants who:

1. Successfully completed a nursing education program that is comparable to a Manitoba nurse practitioner education program, or

2. Have engaged in a role as a registered nurse where the applicant's nursing practice and ongoing professional development provided the applicant with the competencies to engage in the practice of registered nursing as a registered nurse (nurse practitioner).

To determine nursing education program comparability to meet #1 above, the College will review the academic documents against the Standards for Nursing Education Programs to determine comparability to a Manitoba nurse practitioner education program. Once comparability has been determined, applicants will be referred for Part II of the PLA.

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

- a. A program entry requirement of a baccalaureate degree or higher from an approved entry-level nursing education program; and
- b. the program included at minimum 300 clinical practice hours prior to the senior practicum; and
- c. The program also provided a consolidated experience at the conclusion of the program with a minimum of 400 clinical 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 be required to satisfy the requirements for #2 above, which includes providing documented evidence of having been engaged in a role as a registered nurse where the applicant's nursing practice and ongoing professional development provided the applicant with the competencies to engage in the practice of a registered nurse (nurse practitioner).

An applicant who is unable to demonstrate that they have acquired the competencies required to engage in the practice of a registered nurse (nurse practitioner) 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:

1. have engaged in a role as a registered nurse where the applicant's registered nursing practice and ongoing professional development provided the applicant with the competencies to engage in the practice of a registered nurse (nurse practitioner); or
2. are not able to meet the minimum practice hours requirement for registration in the registered nurse (nurse practitioner) membership class.

To satisfy #3 above, an applicant must provide documented evidence of having been engaged in a role as a registered nurse where the applicant's nursing practice and ongoing professional development provided the applicant with the competencies to engage in the practice of a registered nurse (nurse practitioner).

An applicant who is unable to demonstrate that they have acquired the competencies required to engage in the practice of a registered nurse (nurse practitioner) will not be referred for a clinical competence assessment and is not eligible to continue in the application process.

Canadian applicants who require an assessment of prior learning for the purpose of reinstatement to the extended practice register 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 extended practice 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 an approved NP examination in the established timeframe or is eligible for reinstatement at any time within one year from January 1 of the renewal year immediately following the date of assessment.
- b. The applicant does not possess the requisite knowledge, skill and judgement in the competency areas assessed and must successfully complete a course of instruction. Upon successful completion of this remedial education, the applicant is eligible to apply to write an approved NP examination in the established timeframe or is eligible for reinstatement at any time within two years from January 1 of the renewal year immediately following the date of completion of the final required course.
- c. 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 on the extended practice register.

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.