



College of  
Registered Nurses  
of Manitoba

# Clinical Competence Assessment (CCA) for Internationally Educated Nurse Applicants: Frequently Asked Questions

## Registration Fact Sheet

### What is a CCA and why is it necessary?

The clinical competence assessment (CCA) assesses your nursing knowledge and practice. It is an opportunity for you to demonstrate how your knowledge and practice matches what is expected of registered nurses to deliver safe, competent care. The CCA evaluates your practice against the *Entry-Level Competencies for Registered Nurses in Manitoba*. These are the minimum level of competencies required for entry-level registered nurses to provide safe, competent, compassionate and ethical nursing care in a variety of practice settings. All registered nurses, including new graduates from a Manitoba nursing education program, must have demonstrated that they can meet the entry-level competencies.

### How do I apply for a CCA?

You must be referred by the College. Once you receive a letter of referral, you should call the telephone number provided to schedule your appointment.

### How long is the assessment?

It is completed over a three to five day period.

### Where is the assessment done?

Assessments are conducted at the Assessment Centre for Nursing at the College of Nursing at the University of Manitoba Fort Garry Campus in Winnipeg, Manitoba (Canada).

### What is the cost of the assessment?

The cost of the assessment is \$2,200.00, payable directly to the Assessment Centre.

### What areas of nursing are assessed?

You may be asked to complete assessments in any or all of the following areas:

- general nursing
- maternal newborn nursing
- child health nursing
- mental health nursing

### How are these areas assessed?

The assessment is comprised of:

- written diagnostic exam
- clinical judgment scenarios assessment
- chart review with development of nursing care plan

- Objective Structured Clinical Examination (OSCE)
- self-assessment

## What areas of skills and knowledge are assessed?

- General and/or specialty nursing knowledge
- Pharmacology and medication administration
- Pathophysiology
- Knowledge of the Canadian health-care system and current nursing practices
- Basic and advanced clinical skills as well as use of current technology in nursing practice
- Health history and health assessment knowledge and skills
- Clinical judgment and critical-thinking skills with evidence-based practice
- Therapeutic communication practices
- Cultural competencies

## What is involved in each of the components?

### Written Diagnostic Exam

The written diagnostic exam includes both multiple choice and short answer questions that test general nursing knowledge.

### Clinical Judgment Scenarios

This is an interview style assessment that evaluates your ability to make sound clinical judgments in situations that are complex and have no “simple” answers. These situations will assess your ability to think deliberately and critically through a nursing situation, apply essential and relevant knowledge, consider possibilities and options and take reasoned, reflective and insightful decisions and actions.

### Chart Review with Development of Nursing Care Plan

This assessment involves reading a client chart, developing a problem list, prioritizing the problem list and developing a plan of care for the patient.

### Objective Structured Clinical Examination (OSCE)

This assessment is conducted in a simulated clinical practice setting, where you will role-play a nurse in response to client/family health situations and demonstrate your abilities to apply knowledge by holistically caring

for this client/family. The exercise assesses nurse-client relationships, critical thinking and clinical judgment, health assessment and nursing skills, pharmacology and pathophysiology, and decision-making in rapidly changing situations.

### Self-assessment

This provides an opportunity for you to describe how you have met the professional standards during nursing practice in your country of origin.

## How do I prepare?

The CCA looks at entry-level competencies; it does not look at expert levels of nursing practice. Even if you have practised in a highly specialized area, your knowledge and practice is being compared to entry-level competencies. You will likely need to refresh your entry-level knowledge before you take the CCA.

## Helpful Resources

- Go to [www.crnmb.ca](http://www.crnmb.ca) to review the documents entitled *Entry-Level Competencies for Registered Nurses* and *Standards of Practice for Registered Nurses*
- Refer to the Canadian Nurses Association website [www.cna-aic.ca](http://www.cna-aic.ca) to review the *Code of Ethics* document
- Review nursing textbooks, published in the last five years, that cover the knowledge and procedures of medical/surgical nursing practice
- If referred for a focused or specialty assessment, review a current textbook on maternal-newborn health, child health, and/or mental health nursing

## What happens once the assessment is completed?

Approximately four weeks following the assessment we will inform you of the outcome of our review of your complete application, which includes the results from the CCA. One of the following outcomes can be expected:

1. Competencies are met. You will be granted eligibility to apply to write the NCLEX-RN, or, if you’ve already passed the NCLEX-RN, apply for RN registration.
2. Gaps in skills and knowledge are found. A course of instruction (such as a bridging education program) must be completed before you would be eligible to apply to write the exam or before you apply for RN registration, if you’ve already passed the NCLEX-RN.

3. If gaps in knowledge, skill and judgment are too significant, you would not be eligible for registration.

## References

- IEN Assessment Service of British Columbia
- College of Registered Nurses of British Columbia
- College and Association of Registered Nurses of Alberta

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For more information please contact  
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Our publications are available on our website at [www.crnmb.ca](http://www.crnmb.ca)