



College of  
Registered Nurses  
of Manitoba

# Clinical Competence Assessment (CCA) for Canadian Applicants: Frequently Asked Questions

## Registration Fact Sheet

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

The 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.

CCAs are necessary if you:

1. have applied for registration but do not meet the minimum required practice hours;
2. have been referred by the Complaints Investigation or Inquiry Committees; or
3. received your entry-level education outside of Canada and are referred as part of the application process.

### How do I apply for a CCA?

You must be referred by the College. The contact information to schedule your appointment will be included in the letter of referral which you will receive once a referral has been made.

### How long is the assessment?

It is completed over a period of up to four days.

### Where is the assessment done?

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

### What is the cost of the assessment?

The College charges an assessment fee of \$200 plus GST in order to prepare the referral as well as receive and review the CCA results. This fee is required before the referral is made and is in addition to any fees charged to you by the Assessment Centre.

### What areas of nursing are assessed?

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

- Ambulatory care
- Community health
- Emergency care
- Geriatrics
- Medical
- Mental health
- Obstetrics
- Palliative care
- Pediatric and adolescent health
- Surgical

## How are these areas assessed?

The assessment is comprised of all or parts of the following:

- Written Diagnostic Exam
- Clinical Judgement Scenarios (CJS)
- Chart Review with Development of Nursing Care Plan
- Objective Structured Clinical Examination (OSCE)
- Self-Assessment

## What is involved in each of the components?

Depending on the reason for your referral, you may not be referred for all components of the CCA. You will be advised at the time you are referred for the assessment which parts of the CCA you will be required to complete. For a description of each of the components, please review the Candidate Guide at [www.umanitoba.ca/nursing/cca](http://www.umanitoba.ca/nursing/cca)

## 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 practiced 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 Practice Direction: Practice Expectations for RNs
- Refer to the Canadian Nurses Association website [www.cna-aiic.ca](http://www.cna-aiic.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
- Dosage calculations

Published: 11/2009

Revised: 07/2019

For more information please contact our registration services team at

**204-774-3477**

**800-665-2027 (Manitoba toll-free)**

## What happens once the assessment is completed?

Within six weeks following the assessment, we will provide you with a summary of the CCA report and inform you of the outcome of our review. One of the following outcomes can be expected:

1. **Eligible** – you are eligible to proceed in the registration process.
2. **Not Eligible** – you do not currently meet registration requirements and are currently not eligible for registration as you require additional education in order to acquire the entry-level competencies required of all registered nurses in Manitoba. The determination for additional education is made by the College based on your CCA results. This additional education may include completion of a course of instruction through the Registered Nurse Refresher program at Red River College or completion of a basic nursing education program approved by the Council of the College.

Our publications are available on our website at [www.crnmb.ca](http://www.crnmb.ca)