

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

<b>Policy Section:</b> Administration of the Act	<b>Policy Number:</b> AA-7	<b>Approved By:</b> CEO/Registrar
<b>Policy Review Frequency:</b> Every three years	<b>Date Approved:</b> June 6, 2018	<b>Date Reviewed/Revised:</b> March 4, 2024

### 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 (CCA)

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.

To be eligible to undergo a PLA, 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 the RN membership class.

### 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 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 how the applicant's education and experience compares to a Manitoba nursing education program. If it is determined that it does compare favourably, applicants will be referred for Part II of the PLA.

Nursing Education Comparability:

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

- a. post-secondary nursing education that prepares the nurse for a generalist role in situations of health and illness, along the health continuum and includes providing care across the lifespan (to people of all ages), to all genders, and across diverse practice settings, and
- b. the theoretical instruction was accompanied by clinical practice placements which included provision of direct care in all applicable settings.

If comparability has been established, an applicant is then eligible to continue in the application process and will be referred for a CCA (Part II of the PLA). If comparability has not been established, an applicant will not be referred for a CCA and is not eligible to continue in the application process.

Applicants who have demonstrated meeting the English language proficiency requirement and who have also passed the registered nurse entry-to-practice examination within the four-year period immediately before the application date will be provided with the option to complete the full complement of courses in the Nursing Re-Entry Program at Red River College Polytechnic instead of having to undergo a CCA. Once an applicant chooses one of these options, the applicant is committed to that pathway.

### **Canadian Applicants**

An applicant who has 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. 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 the applicant's completion of the CCA, the College will review the CCA report and determine one of the following:

- a. The applicant possesses the requisite knowledge, skill and judgment in the competency areas assessed and no remedial education is required. The applicant is 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 demonstrated gaps in meeting some of the critical entry-level competencies and does not possess the requisite knowledge, skill and judgment. Successful completion of specified courses (as indicated by CCA performance) in the designated re-entry course of instruction program is required. 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.

- c. The applicant demonstrated gaps in meeting many of the critical entry-level competencies and does not possess the requisite knowledge, skill and judgment. Successful completion of the full complement of courses in the designated re-entry course of instruction is required. 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.
- d. The applicant demonstrated extensive gaps in the critical entry-level competencies, and 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. Successful completion of an approved nursing education program is required.

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

**CCA Attempts:**

- a. If an applicant does not appeal the CEO/ registrar's decision on registration eligibility, an applicant may undergo the CCA a total of two times.
- b. The applicant will be offered the opportunity to undergo a second CCA when the CEO/registrar communicates their decision on registration eligibility that was based on the first CCA.
- c. An applicant who wishes to undergo a second CCA must complete the second CCA within 6 months of the CEO/registrar's decision on registration eligibility.
- d. If the second CCA is completed, it will be the only CCA to be considered by the CEO/ registrar in their ultimate decision of registration eligibility and it is only that decision which is subject to appeal under subsection 38(1) of *The Regulated Health Professions Act*.