

## Prior Learning Assessment (RN Registration)

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| <b>Policy Section:</b><br>Administration of the Act | <b>Policy Number:</b><br>AA-7         | <b>Approved By:</b><br>CEO/Registrar               |
| <b>Policy Review Frequency:</b><br>Every five years | <b>Date Approved:</b><br>June 6, 2018 | <b>Date Reviewed/Revised:</b><br>November 22, 2024 |

### Rationale:

The College uses prior learning assessments to evaluate an applicant's skills and knowledge against the [Entry-level Competencies for Registered Nurses \(RN\)s](#) in Manitoba. It is an opportunity to demonstrate and gain recognition for skills and knowledge acquired from education and/or previous work experience.

### Scope:

Prior learning assessments are applied to both internationally educated nurse applicants and Canadian applicants, as described below:

- An internationally educated nurse applicant is defined as an applicant who completed a nursing education program outside of Canada and has never been registered as an RN in Canada.
  - Internationally educated nurse applicants must complete both parts of the prior learning assessment.
- A Canadian applicant is defined as applicant who has completed a nursing education program in Canada or who has previously held registration as an RN in Canada.
  - The prior learning assessment is used to determine registration eligibility among Canadian applicants who are not able to meet the minimum practice hours requirement for RN registration. When required, Canadian applicants must only complete Part II. The requirements for Part I are deemed to have previously been met as evidenced by the applicant having already established initial registration in Canada.

All applicants, regardless of type, are evaluated against the same standard: the [Entry-level Competencies for Registered Nurses](#).

### Policy:

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

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| Part I –<br>National Nursing Assessment Service (NNAS) | A paper-based assessment of the applicant's nursing education program and any other relevant education and documented nursing experience <ul style="list-style-type: none"> <li>• Only required for internationally educated nurse applicants</li> </ul> |
| Part II –<br>Clinical Competence Assessment (CCA)      | Completion of an approved clinical competence assessment (CCA)   |

Where applicable, applicants must successfully complete both parts of the prior learning assessment to be eligible for RN registration.

Applicants need to complete their application (i.e. submit all required documents) within six months from the date they opened an application. 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.

**Part I:**

Internationally educated nurse applicants must apply to the National Nursing Assessment Service (NNAS) and complete the NNAS process before applying 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.

Nursing education is considered comparable by the College if there is evidence that:

- The post-secondary nursing education 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
- 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 will be referred for a CCA (Part II of the prior learning assessment). 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.

*Exception (Full Nurse Re-Entry Program, in lieu of CCA):*

Applicants who have met 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 have the option to complete the full complement of courses in the Nursing Re-Entry Program at Red River College Polytechnic instead of completing a CCA. Once an applicant chooses one of these options, the applicant is committed to that pathway.

**Part II:**

Part II of the prior learning assessment consists of completing a clinical competence assessment (CCA).

Following completion of the CCA, the College will review the CCA report and determine one of the following outcomes:

| Description   | Next Steps  |
|---|---|
| The applicant possesses the requisite knowledge, skill and judgment in the competency areas assessed and no remedial education is required. | <ul style="list-style-type: none"> <li>• Applicant is eligible to apply to write the entry-to-practice examination.</li> <li>• If the examination requirement has previously been met, the applicant is eligible to apply for RN registration at any time within two years from January 1 of the registration year immediately following the date of assessment.</li> </ul> |



| Description   | Next Steps  |
|---|---|
| The applicant demonstrated gaps in meeting some of the critical entry-level competencies and does not possess the requisite knowledge, skill and judgment. Remedial education is required.  | <ul style="list-style-type: none"> <li>Applicant must successfully complete some or all courses of instruction (as determined by CCA performance) in the designated program.</li> </ul> |
| 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 for remedial education and is not eligible for registration. | <ul style="list-style-type: none"> <li>Applicant must successfully complete an approved nursing education program.</li> </ul>   |

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

*Exception (Registration with Conditions):*

In exceptional circumstances, where an applicant has already met the examination requirement and has experience practicing as an RN in good standing, the College review of the CCA report may determine the following outcome:

| Description  | Next Steps  |
|--|---|
| <p>The applicant possesses the requisite knowledge, skill and judgement in the competency areas assessed, <b>but</b> has demonstrated a gap in maternal/newborn or pediatric care.</p> <p>In this unique circumstance, an applicant may be granted RN registration with conditions on their certificate of practice if the only remedial education required is <b>one</b> of the two following courses:</p> <ol style="list-style-type: none"> <li>Fundamentals of Maternal/Newborn Nursing, or</li> <li>Fundamentals of Pediatrics</li> </ol> | <ul style="list-style-type: none"> <li>To be eligible for this option, the applicant must enter into a registration undertaking with the College and agree to the following:               <ol style="list-style-type: none"> <li>The applicant must enroll in the required course at Red River College Polytechnic and provide evidence of same,</li> <li>The applicant must remain enrolled and successfully complete the applicable course within one year of being referred</li> <li>The applicant must not work in maternal/newborn practice areas or pediatrics.</li> </ol> </li> </ul> |

**CCA Attempts:**

- If a current applicant does not appeal the CEO/Registrar’s decision on registration eligibility following their first CCA attempt, an applicant may undergo the CCA a second time (the opportunity to undergo a second CCA will be offered when the CEO/Registrar communicates their decision on registration eligibility that was based on the first CCA). An applicant may only complete the CCA a total of two times.
- An applicant who completed their first CCA in the previous 10 years may submit a new application to be eligible for a second CCA.
- The second CCA must be completed within one year of the CEO/Registrar’s decision on registration eligibility, or within one year of a new CCA referral as the case may be, otherwise the application will be closed.
- 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*.