



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. 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 total of 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 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:

- Written Diagnostic Exam
- Clinical Judgment Scenarios (CJS)
- Chart review and Development of a Nursing Care Plan
- Objective Structured Clinical Examination (OSCE)
- Self-Assessment

What is involved in each of the components?

For a description of each of the components, please review the Candidate Guide at <https://umanitoba.ca/nursing/programs-of-study/clinical-competence-assessment>

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 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-aicc.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

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 of your complete application, which includes the results from the CCA. One of the following outcomes can be expected:

1. **Eligible** – you are eligible to proceed to the next step of either:
 - a. Writing the NCLEX-RN (and obtaining graduate nurse registration if you wish), or
 - b. Applying for RN registration, if you have previously passed the NCLEX-RN.
2. **Not Eligible** – you do not currently meet registration requirements and are currently not eligible for registration as you require additional education (determined by the College based on your CCA results) in order to acquire the entry-level competencies required of all registered nurses in Manitoba. This additional education may include completion of a course of instruction through the Bridging Pathway for Internationally Educated Nurses (BPIEN) Program or completion of a basic nursing education program approved by the Council of the College.

References

- Candidate Guide–Clinical Competence Assessment (University of Manitoba, College of Nursing)
- *Entry-Level Competencies for Registered Nurses*
- *Practice Direction: Practice Expectations for RNs*

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For more information please contact our registration services team at

204-774-3477

800-665-2027 (Manitoba toll-free)

Our publications are available on our website at www.crnmb.ca