



CREATING A SUPPORTIVE ONLINE LEARNING ENVIRONMENT FOR DIVERSE LEARNERS

Funding provided by



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BACKGROUND

- + Since 2013, Internationally Educated Nurses (IENs) must meet competency gaps at BScN - level to bridge to the Registered Nurse category
- + To assist IENs in successful transition to licensure and practice, 4 Ontario Universities formed a consortium to develop and deliver a competency-bridging program of study for IENs



CORE BEST PRACTICE PRINCIPLES FOR PROGRAM OF STUDY

- + Mature students learn at their own pace and schedule
- + Robust use of online tools such as Big Blue Button for learning opportunities between IENs and Course Instructors
- + English as an Additional Language (EAL) expertise to address IEN language and communication learning needs
- + Online supports: Tutors, English Language Advisors, and Competency Learning Plan Advisors to address their unique learning needs
- + IEN faculty development to deliver the curriculum targeted to a diverse student population

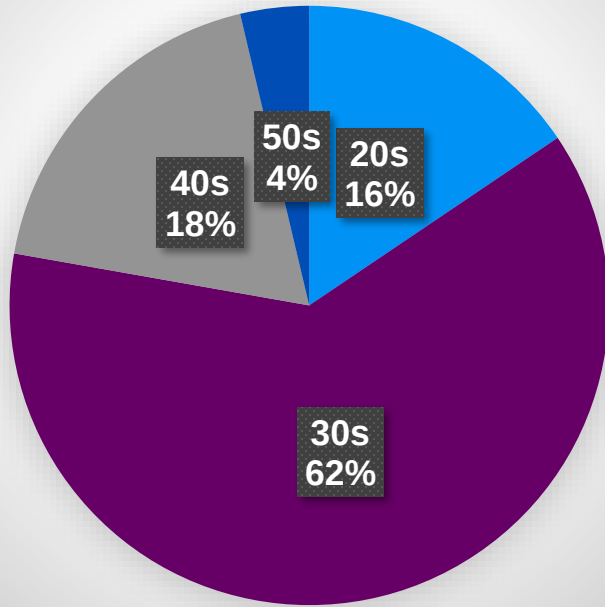
THE COMPETENCY BRIDGING PROGRAM OF STUDY

ACTIVITY
Orientation Module
HESI Exam
Academic and Professional Writing Course
English Language and Culture of Nursing in Canada Course
Ethical Practice Course
Knowledge-Based Practice: Competent Application of Knowledge Part 1 Course
Clinical Placement 1
Professional Responsibility and Accountability, and Service to the Public Course
Self-Regulation Course
Knowledge-Based Practice: Specialized Body of Knowledge Course
Knowledge-Based Practice: Competent Application of Knowledge Part 2 Course
Clinical Placement 2
NCLEX-RN Prep
Resume and Cover Letter Writing and Interviewing Skills Workshop
HESI Exam

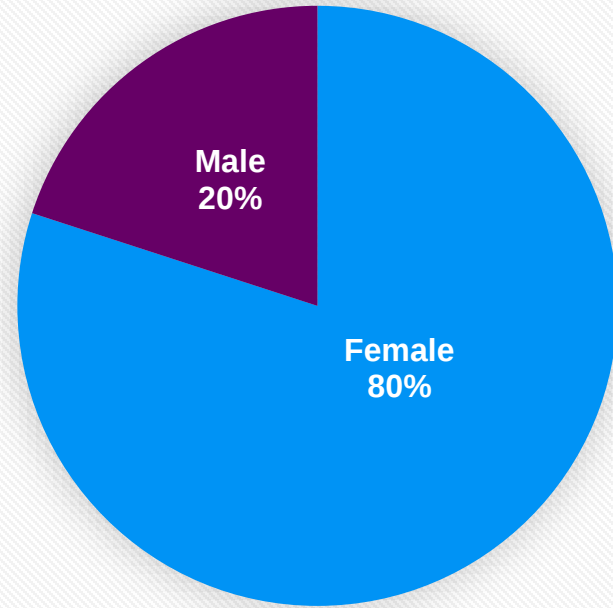
THE STUDENTS

TYPE	NUMBER
Applicants	414
Registered Students	135
Students Completing Program	75
Graduates	33

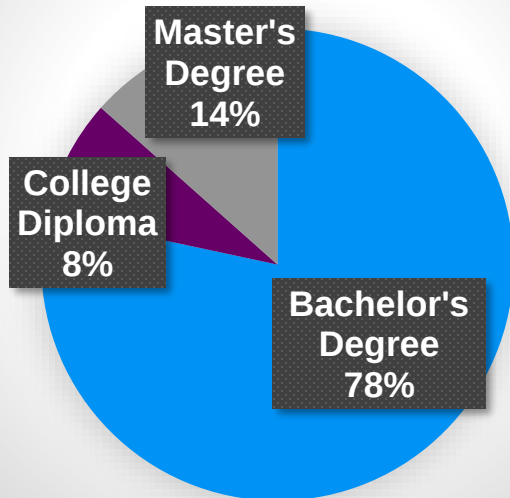
Age



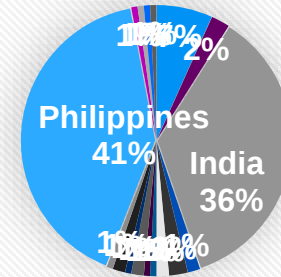
Gender



Highest Level of Education

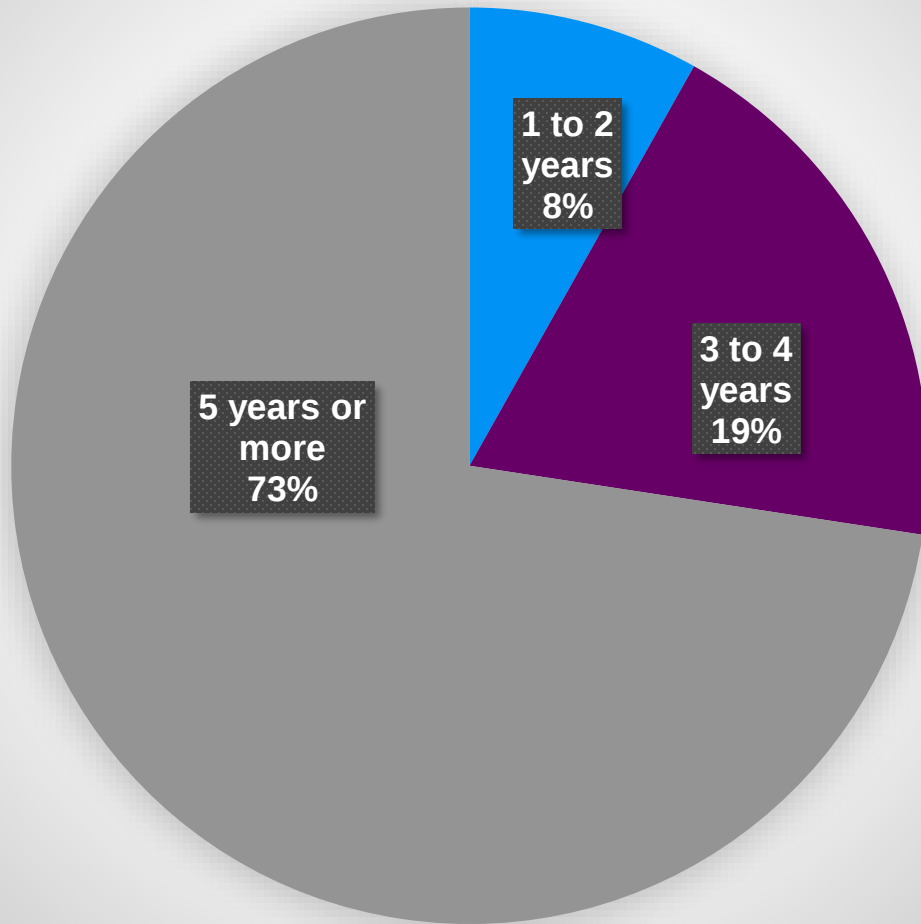


Country of Origin

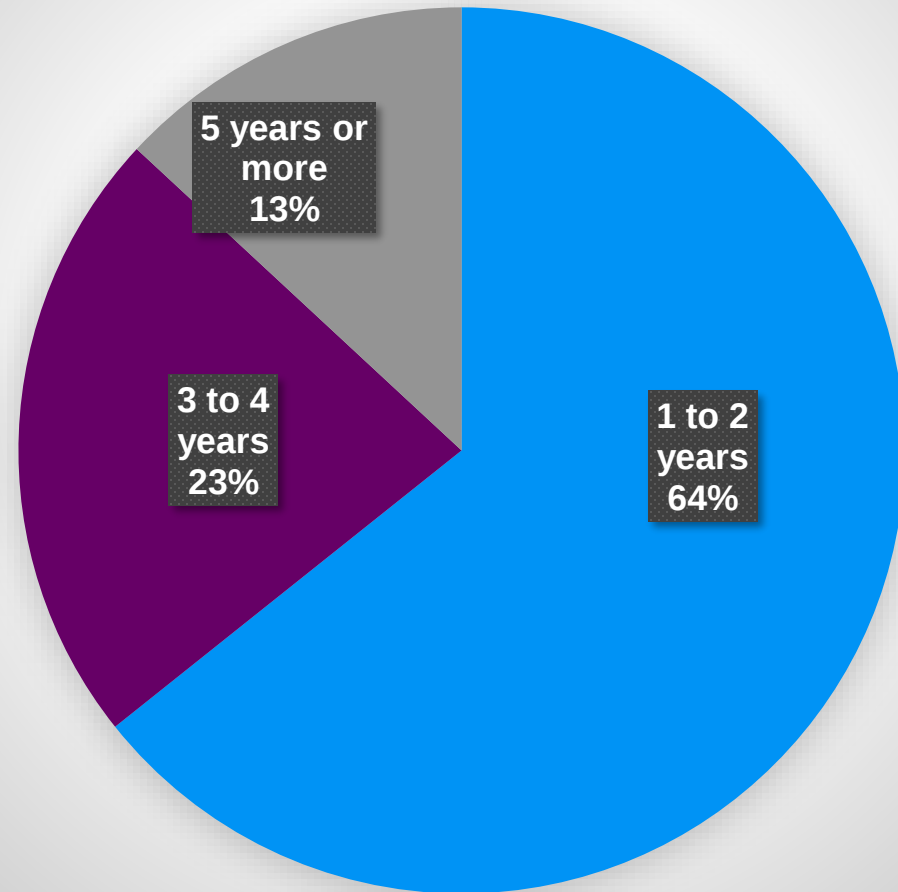


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|-------------|---------|-------------|-------------|
| Canada | China | India | Iran |
| Jamica | Japan | Macedonia | Mauritis |
| Nepal | Nigeria | Pakistan | Palestine |
| Philippines | Romania | Saint Lucia | South Korea |
| Sri Lanka | | | |

Length of Time in Canada



Years in Canada not Practicing



OUTCOMES FROM REPORTS

- + Students accessed ELA for support in academic writing, verbal skills, and emails
- + A 'priority list' based on English language levels, abilities assessed from rubrics, assignments, and test results

(30-40% high priority)

- + Facilitated proactive approach to reach out to the students that needed the most language support. e.g. mini grammar lessons to target specific grammar challenges



MOST COMMON LANGUAGE CHALLENGES

- + Online tools to help self-edit / Grammarly
- + Article use, single countable nouns, avoiding first person and second person use in academic writing
- + Transitions and linking word use
- + Sentence fluency: coherence and cohesiveness
- + Pronunciation for oral presentations and assignments; main focus should be speaking slowly and clearly
- + Academic word choice, APA in-text citations, review paraphrasing properly
- + Verb tense usage/consistency (complete)
- + Critical reading strategies (complete)
- + Contractions
- + Collocations/prepositional phrases

STUDENT SURVEY RESULTS

Most students **strongly agreed** that

1. ELA's guidance and assistance helped them learn from their errors and improve assignments before submitting
2. ELA's comments and overall recommendations were clear and easy to understand
3. ELA's communication was prompt and the responses were sent in a timely manner
4. Students felt that their English language skills and grammar were **much better or better**
5. ELA support was helpful

FUTURE DIRECTIONS

- + Ministry of Labour, Training and Skills Development put out a call for proposals
- + Grant duration 3 years
- + For one cohort
- + Boutique style courses
- + Announcement October 2021

CONCLUSION

Highly diverse IEN students require :

- + Self-paced learning
- + Easily accessible and flexible online supports
- + Faculty whose teaching expertise is the international student
- + Individual ELA supports for successful transition

THANK YOU

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