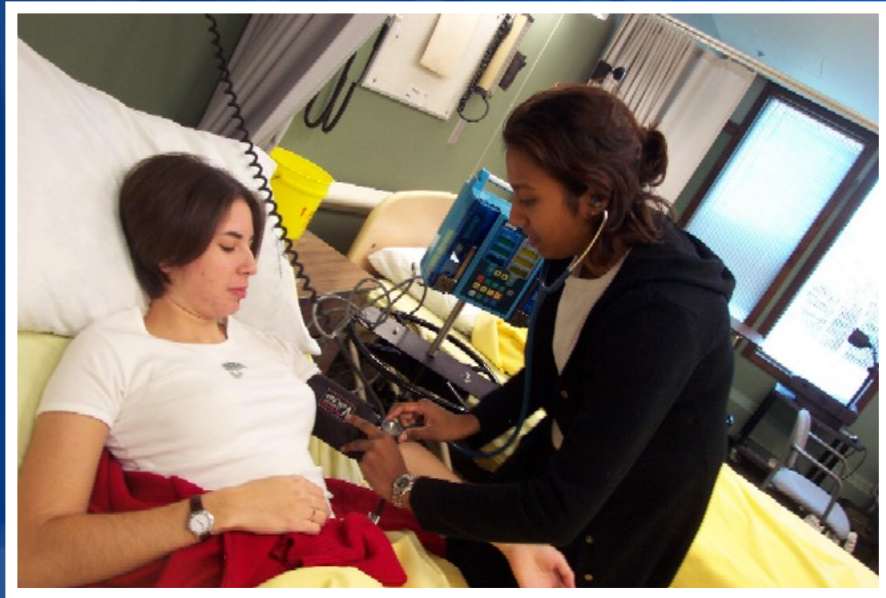


# *The PLAR Project*

## *Prior Learning Assessment and Recognition of International Educated Nurses*

### *Mount Royal College, Calgary, AB*



# *Based on Prior Learning Assessment and Recognition Research Project*

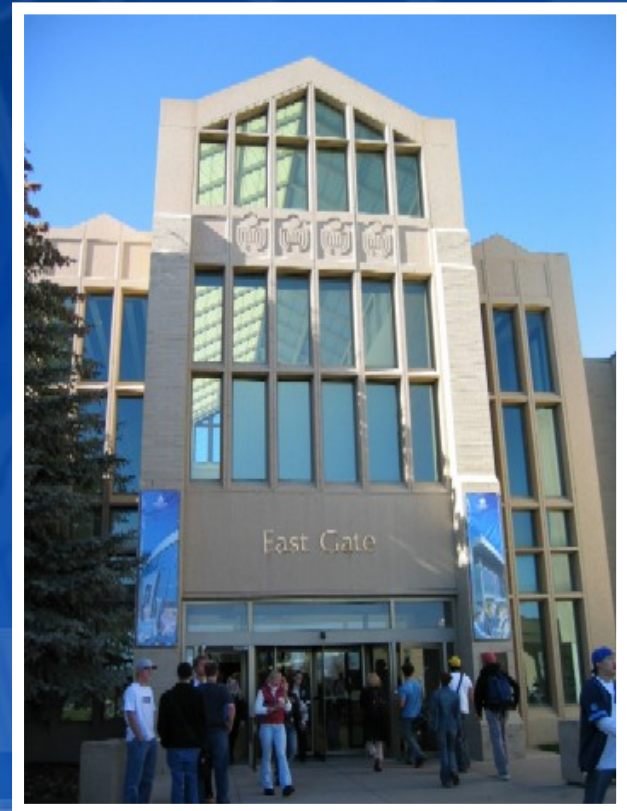
Purpose of the Research : To assess the impact of PLAR on the placement of internationally educated nurses in education and employment in nursing

- Response to the shortage of nurses
- Reduce barriers to IENs

Study Funded by Human Resources and Skills Development Canada

# *The PLAR Project at Mount Royal College*

- Intent to advance internationally educated nurses (IENs)
- Establish a prior learning assessment centre to assess professional knowledge and skills of IENs
- Establish a Bridge to Canadian Nursing Program to address needs of IENs



# *Competencies and PLAR*

## Determining a “Benchmark”

Canadian RN Entry to Practice competencies  
2005 – 2009

- Clear, specific language
- “Currency” and longevity
- Thorough development process
- Established validity
- Used with all entry level nurses

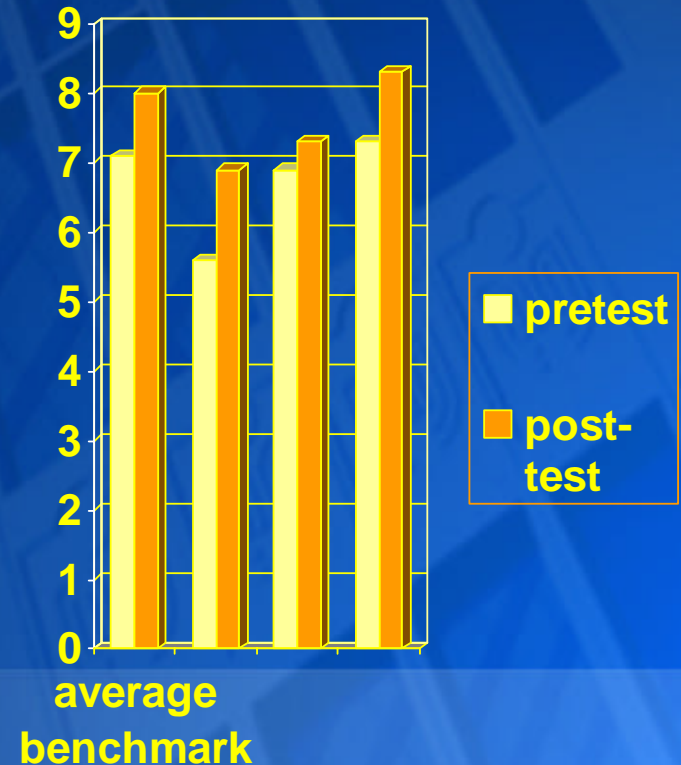


# *Development of the PLAR System*

- Assessment of language skills
- Preliminary diagnostic assessment of nursing knowledge
- Objective structured clinical exam (OSCE)
- Triple Jump - Critical thinking assessments
- Clinical judgment assessment

# *Language Assessment*

- Professional Language for Nurses: a nursing-specific approach to language learning
- Found to be more successful than traditional language training
- Research Project: Pre-post testing: showed increase of 1+ “benchmark” point over 12 weeks of study



# *Preliminary Diagnostic Exam*

## **Assessment of general nursing knowledge:**

- Pharmacology and Medication Math
- Health Assessment
- Communication and documentation
- Canadian nursing standards and scope of practice
- Ethical and legal standards
- Nursing care planning and responsibilities
- Basic and Advanced nursing knowledge and skills

# *OSCE Assessments*

## **OSCE: Objective Structured Clinical Exam**

### **Examples of Clinical Nursing Cases:**

- Nurse-client interactions
- Health assessment
- Administration of medications
- Nursing Skills
- Health teaching & health promotion
- Decision making – in rapidly changing clinical situations
- Ethical and legal situations

Marking Guides to standardize assessment





# *Triple Jump - Critical Thinking Assessments - “Case management”*



- Triple jump involves the use of a complex, integrated nursing “case management” situation developed as basis for identifying clinical assessment ability, judgments and decision making abilities

# *Clinical Judgment Assessments*

## **Case Scenarios**

- Assess accountability
- Assertiveness with co-workers
- Interactions with challenging patients
- Scope of practice
- Ability to prioritize and intervene appropriately

# *PLAR at Mount Royal College*

## *Prior Learning Assessment and Recognition Project*

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