



**Regulatory Standards Across Borders:  
a Canadian-US Case Study**

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**Today's Material**

- Key Issues
- Decision-making by the principals
- Challenges encountered
- Solutions
- Pathway to the Future
- Questions/Discussion



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**Regulatory Responsibilities**

Entry-to-practice Requirements


Language proficiency      Nursing education

Other registration requirements

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Public safety and confidence

**Registration/ licensure exam**



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### Key Issues Affecting Regulation Across Borders

- Requirements
- Equivalence of Standards
- Similarities of Practice
- Education
- Populations
- Language
- Settings



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### Potential Challenges

- New exam provider relationship
- Political Stakeholders
- Local control
- Change
- Politics



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### Choosing a Partner

- National collaboration
- Request for proposal
- Independent expert
- Selection criteria
- Communication of decision



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### CCRRN Decision-Making

**RFP Process**

- Began September 2011
- Clearly identified needs
- Comprehensive regulatory requirements
- Independent psychometric expert consultant
- Partner chosen December 2011

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### Forming a Partnership

- Governance
  - National oversight
  - Transition team
- Involvement of Canadian experts in test development and validation
- Communication mechanisms across jurisdictions

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### NCSBN Decision-Making

- Canadian RN Practice Analysis: Applicability of the 2013 NCLEX-RN Test Plan to the Canadian Testing Population (May, 2014)
- Report of Findings from the Comparison of Entry-level Registered Nurses in the U.S. and British Columbia, Canada (July, 2010)
- Report of Findings from the Comparison of Entry-level Registered Nurses in the U.S. and Ontario, Canada (July, 2010)

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### NCSBN Decision-Making (cont'd)

- The competency categories, which reflect direct client care by entry-level RNs, represented a 98.54% correlation; the largest overall percentage of direct one-to-one competency agreement between Ontario and the U.S.
- Practice analysis study results show a high degree of correspondence between the Canadian ETP competencies and the US RN entry-level nursing activity statements.



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### Challenges

- Understanding of regulatory mandate
- Privacy concerns
- Change is hard!



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### Issues Encountered

- National professional association - January 2012 declaration
- Misconceptions and inaccurate information
- Jurisdictional Communications



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### Solutions

- Communication, communication, communications!
- Workshops for regulatory staff, educators, and students
- Openness, understanding the views of all stakeholders



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### The Pathway to Collaboration

- It's all about the relationships
  - Mutual goals and visions
  - Understanding and respecting cultural differences
  - Choosing a vendor with a track record of success related to the regulatory mission
  - Communication, early and often



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### NCSBN/CCRN Collaboration

- Congruence of practice evidence
- Dedicated transition team
- Stakeholder communication/education
- Continual involvement of nursing stakeholders in development processes
- Respect national pride



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## Questions/Discussion



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