

Participant Guide

Updated April 4, 2017

Internationally
Educated
Nurses
Competency
Assessment
Program
(IENCAP)

TOUCHSTONE
INSTITUTE
COMPETENCY EVALUATION EXPERTS

Introduction

The Internationally Educated Nurses Competency Assessment Program (IENCAP) is a standardized examination that tests the knowledge, skill and judgement of internationally educated nurses (IENs) seeking nursing registration in Ontario. The program was created by Touchstone Institute in collaboration with the College of Nurses of Ontario (CNO).

Registrants of the IENCAP will complete the two-part examination in one day:

- 1) MCQ examination – up to 97 questions (2.5 hours of writing time)
- 2) Objective structured clinical examination (OSCE) – 12 stations (13 minutes each)

We reserve the right to modify the configuration of OSCE tracks based on candidate numbers

The IENCAP may include clinical content from the following areas:

- Ambulatory care
- Community/public health
- Complex continuing care
- Emergency care
- Geriatrics
- Intensive/critical care
- Medical
- Mental health
- Obstetrics
- Palliative care
- Pediatric and adolescent health
- Rehabilitation
- Surgical

The blueprint for the IENCAP is based on the [National Competencies in the Context of Entry-Level Registered Nurse Practice \(2014\)](#).

We have created this participant guide to assist IENs as they prepare for assessment at our facility. While it is our hope that this guide will answer important questions about the IENCAP, registrants should seek out other study resources as they prepare for the examination.

We look forward to welcoming all referred registrants to Touchstone Institute.

Sincerely,

Touchstone Institute

info@tsin.ca

Written Component

The multiple choice question (MCQ) exam consists of **up to 97** questions based on [the National Competencies in the Context of Entry-Level Registered Nurse Practice \(2014\)](#). It assesses the following professional competencies:

Domain: Professional Responsibility and Accountability

- Demonstrates an understanding of professional conduct in accordance with the College's standards for nursing practice and ethics and that the primary duty is to the client to ensure safe, competent, ethical nursing care.

Domain: Service to the Public

- Demonstrates an understanding of the concept of public protection and the duty to provide and improve health care services in collaboration with clients and other members of the interprofessional health care team, stakeholders and policy makers.

Domain: Self-Regulation

- Demonstrates an understanding of professional self-regulation by advocating in the public interest, developing and enhancing one's own competence and ensuring safe practice.

Format

Candidates are required to choose the correct or best answer from a list of three or four responses.

Candidates will have 2.5 hours to complete the written component of the IENCAP.

Three Sample MCQ Questions

Question 1

A registered nurse is upset because of rude comments made about a client by the colleague.

What is the first action the registered nurse should take in this situation?

- A. Report the colleague's comments about the client to the unit manager.
- B. Tell the colleague to self-report the comment as professional misconduct.
- C. Discuss why this type of comment is inappropriate with the colleague.

Answer: C. (Demonstrates an attempt at collaborative problem solving strategies, including conflict resolution. Demonstrates a professional presence and models professional behaviour. Nurses are expected to work collaboratively to solve workplace conflicts.)

Question 2

A registered nurse disagrees with the social worker's discharge plan for a client.

What should the registered nurse do?

- A. Review the recommendations with the social worker providing insight into discharge plan.
- B. Partner with the social worker to integrate individual views into the discharge plan.
- C. Offer suggestions to the social worker regarding the discharge plan.
- D. Inform the social worker that the registered nurse understands the discharge plan best.

Answer: B. (Conflict among colleagues can have an indirect influence on the therapeutic nurse-client relationship. Nurses are expected to inform the health care provider of their concern. Nurses must participate and contribute to health care team development through shared problem-solving, and decision-making.)

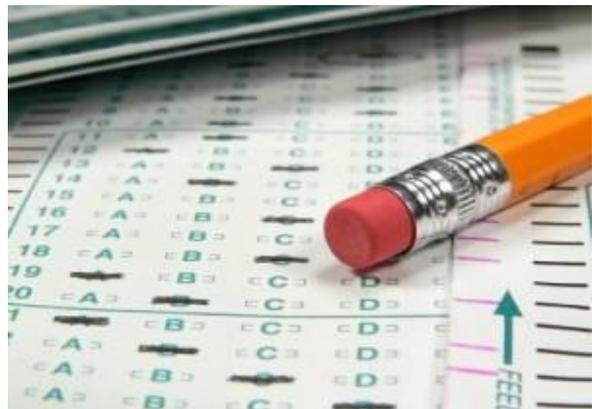
Question 3

A new nurse wants a day off from the hospital where she works but has been denied vacation by her employer.

Which organization (group, institution, association) could the nurse use for help in this matter?

- A. Registered Nurses' Association of Ontario
- B. College of Nurses of Ontario
- C. Ontario Nurses' Association

Answer: C. (ONA deals with contract and workplace issues.)



Performance Component – OSCE

The objective structured clinical examination, or OSCE, is a performance test that evaluates a candidate's clinical proficiency while participating in a series of standardized client encounters. OSCEs are a highly valid assessment tool in measuring a candidate's clinical performance ability.

Candidates complete 12 clinical encounter stations where they play the part of a registered nurse and interact with a standardized client. At the start of each station, they receive a brief written statement that introduces the presenting clinical problem and states the task the candidate needs to perform.

The OSCE stations for this examination are based on the National Competencies in the Context of Entry-Level Registered Nurse Practice (2014) and represent common workplace examples of the content areas. Candidates should manage each presenting case as they would in a real life practice setting. **There are no hidden surprises or tricks.**

Domain: Knowledge-Based Practice

This competency category has two sections: Specialized Body of Knowledge and Competent Application of Knowledge.

Specialized Body of Knowledge: Draws on diverse sources of knowledge and ways of knowing, including the integration of nursing knowledge from the sciences, humanities, research, ethics, spirituality, relational practice, critical inquiry and primary health care principles.

Competent application of knowledge: Demonstrates competency in the provision of nursing care. The competency statements in this section apply to the four areas of nursing care: Assessment, Planning, Implementation of Care and Evaluation.

RN Competency Category Sub-domains

- Comprehensive assessment
- Health care planning
- Provision of nursing care
- Evaluation of care
- Collaboration

Domain: Ethical Practice

Demonstrates competency in professional judgment and practice decisions by applying the ethical values and responsibilities in the College's standards for ethics. The registered nurse also engages in critical inquiry to inform clinical decision-making and establishes therapeutic, caring and culturally safe relationships with clients and the interprofessional health care team.



The OSCE will assess a candidate's:

- Knowledge integration
- Clinical skills
- Behaviour
- Attitude
- Values

Format

Inside the Station

Inside the assessment room you will find the following:

- BP cuff
- Hand sanitizer
- Standardized client
- Examiner
- Other station props*

*Props are related to the station scenario and are for candidate use or comment.



What you will need

- Stethoscope
- Assessment booklet (provided)
- Two pencils (provided)

Exam dress requirements

Candidates should be dressed in appropriate nursing attire. **Please note:** Candidates are not graded/scored on their attire.

Items not permitted

- Cell phone, Blackberry, iPhones, iPod, iPad or any PDA
- Pens, pencils, pen lights
- Paper, books, notebooks
- Bags, briefcases

Please note: All personal belongings will be collected at registration and stored until after the examination. Candidates are encouraged to bring as few personal belongings as possible.

Timing

Candidate instructions – 2 minutes of reading time

On the wall outside each clinical station there is a written statement (candidate instructions) that may include the following information:

- Client's name
- Client's age
- Location of where the scenario is taking place (i.e., office, clinic, emergency room)
- Task you are being asked to perform (i.e., physical examination, history taking, etc.)

Candidates will have two minutes to read the candidate instructions outside the stations. Candidates may make notes in their note booklet (provided). An announcement will indicate when candidates may

enter the station. A copy of the candidate instructions will also be available in the examination room for the candidate to reference.

Client encounter – 7 minutes of total interaction time with the standardized client

After the starting announcement, candidates will have 7 minutes to interact with the standardized client and complete the required task(s) listed on the candidate instructions.

During the client encounter, candidates will be assessed on the following:

- Health history and data collection
- Physical assessment
- Implementation of care strategies
- Responsibility and integrity
- Communication
- Collaboration with the client



A standardized client is an actor trained to replicate a client's signs and symptoms in a reliable and consistent manner. Treat them as you would a real client in a real clinical environment.

Candidates are required to explain to the station examiner exactly what they are doing during the assessment of the client. Remain focused and don't forget that the examiner will be scoring your clinical skills and process. Successful candidates will be able to demonstrate their clinical ability with the client in a natural, focused, professional manner.

Examiners may move around the room to get the best view while you demonstrate your skills. Examiners may also provide information to candidates such as blood pressure results or vital signs if they are directed to do so on their scoring sheet and only after the candidate has initiated the examination maneuver.

At the six-minute mark, candidates will hear an announcement indicating that they have one minute remaining with the standardized client. This is a good time to provide a summary of the points covered with the client.

Examiner questions – 4 minutes

The client encounter is followed by a structured oral interview during which the examiner may ask up to four questions about the presenting case. During this time, the standardized client will no longer engage with the candidate.

During the examiner oral questions, candidates will be assessed on the following:

- Analysis and interpretation of findings
- Nursing care plan development
- Prioritization
- Evaluation and monitoring of care
- Collaboration with the health care team
- Ethical safety/advocacy
- Legal obligations

Time is up – exit and proceed to next station

An announcement will be made to indicate when time is up. Candidates will be asked to leave the station immediately, move to the next station and begin reading the candidate instructions for that station. Candidates are not allowed to enter or leave a station before they are told to do so.



Sample Performance (OSCE) Scenario

CANDIDATE INSTRUCTIONS

34-year-old Fergus has just arrived at the hospital. He injured his knee while playing soccer. He is concerned about playing soccer again.

You will have 7 minutes to:

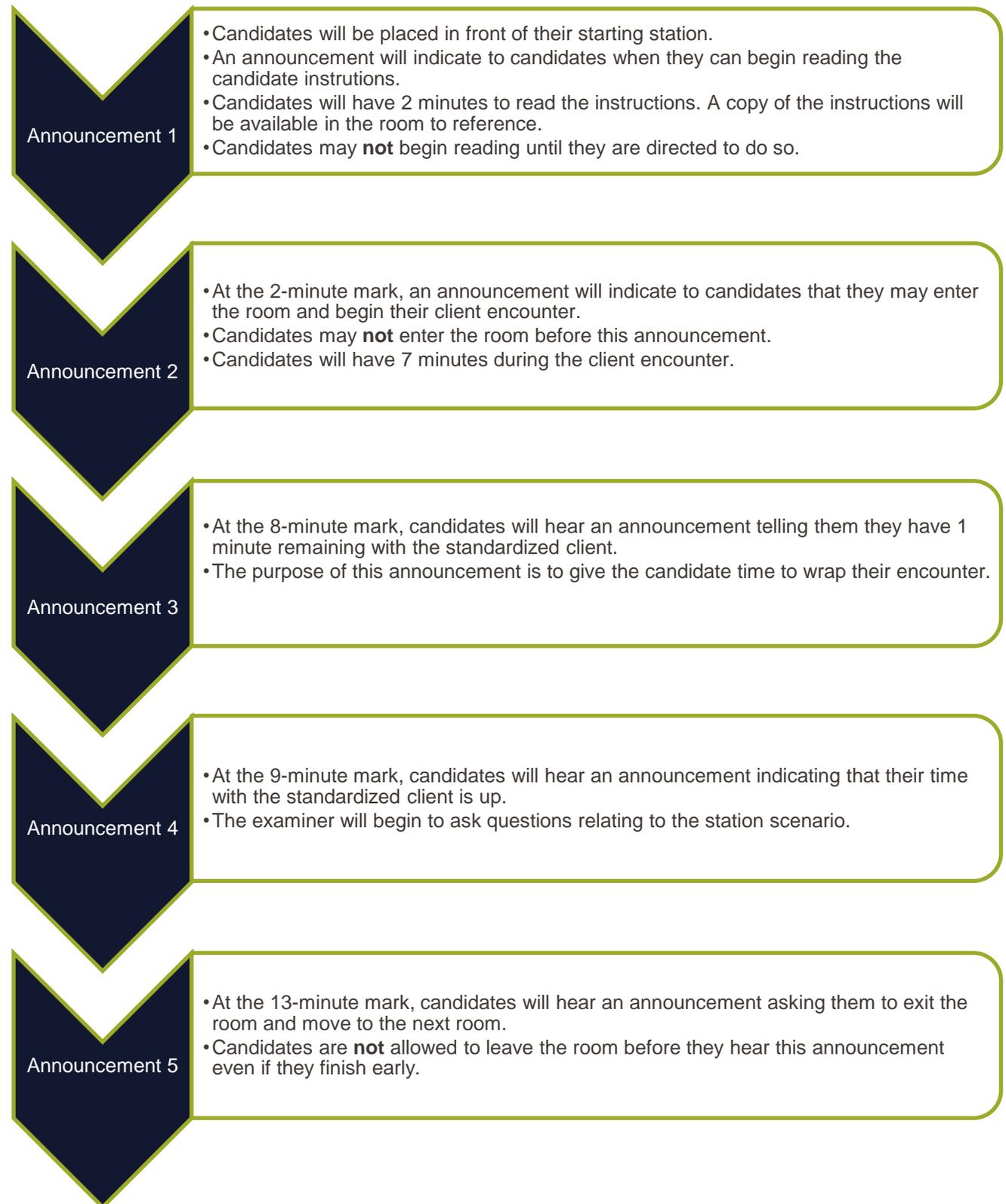
- Complete a focused knee assessment
- Address any of the client's concerns

PLEASE NOTE:

As you proceed with the physical examination, **explain to the examiner** what you are doing and **describe any findings**.

- At the 7-minute mark, you will have 4 minutes to answer the examiner's questions related to the scenario.
- You have 11 minutes for this station.
- Please hand 1 barcode label to examiner.

Timing Announcement Chart



Important Candidate Information

Cancellation and Refund Policy

1. All cancellations made up to 30 days before your scheduled assessment date will be subject to a CAD 200 cancellation fee.
2. No refund will be issued on a cancellation that occurs less than 30 days before your scheduled assessment date.
3. Failure to appear for your scheduled assessment date is considered a cancellation and no refund will be issued.
4. We **do not** offer date changes from one assessment date to another. If you wish to change your assessment date, you must cancel and re-register for the next available date.
5. Cancellations will be managed by the candidate through the registration portal. Cancellations by phone, email or fax will not be accepted.
6. Refunds can only be charged back to the credit card used at the time of registration. Refund cheques will not be issued.
7. Requests for cancellation and full refund due to Exceptional Circumstances must be made by completing an "Exceptional Circumstance Exemption Request Form" as soon as possible prior to or after the scheduled test date.

On the exam day, before you start the exam:

- If you choose to start the examination and request to leave before completing the entire examination, a staff member will document your reason for non-completion. This information will be forwarded along to the College.

Breach of Examination Content and Process

On exam day, candidates will be required to sign a document attesting that they will **not** disseminate or reveal to others any content of the IENCAP. Breaches include comparing client responses with your colleagues, sharing exam content with future exam candidates and posting case information or exam questions online.

Any breach in confidentiality of IENCAP materials may lead to disciplinary and legal measures, including invalidating your results.

Request for Letter of Participation

Candidates may request a Letter of Participation to support visa travel requirements only after they have registered for an exam date. **Letters cannot be issued without an exam date listed on them.** Email your request for a letter to info@tsin.ca. Please include your full name and CNO number.

Additional Resources

- 1- College of Nurses of Ontario
www.cno.org
- 2- College of Nurses of Ontario – IENCAP information
<http://www.cno.org/en/become-a-nurse/registration-requirements/education/internationally-educated-nurses-competency-assessment-program/>
- 3- College of Nurses of Ontario – IENCAP frequently asked questions
<http://www.cno.org/en/become-a-nurse/registration-requirements/education/faq-iencap/>
- 4- Competencies for Entry-Level Registered Nurse Practice (PDF)
http://www.cno.org/Global/docs/reg/41037_EntryToPractic_final.pdf
- 5- HealthForceOntario
<http://www.healthforceontario.ca>