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**WEBINAR
SERIES**

A Collaborative Approach to Recruitment and Retention of Registered Nurses in Rural Manitoba, Canada: Outcomes and Policy Implications

Thursday February 28, 2019 @ 12:00pm CST

To Register click: <https://bit.ly/2DJvB4h>

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ABSTRACT

In 2015, rural Manitoba communities were experiencing a shortage of Registered Nurses. Against a backdrop of finite capacity, the Rural Internationally Educated Nurses (IENs) Registered Nurse (RN) Pilot responded by engaging key stakeholders, pooling resources, and crafting a collaborative response. The Government of Manitoba, along with two regional health authorities, the College of Registered Nurses of Manitoba, and Red River College, Winnipeg, Manitoba partnered to develop, implement and evaluate the Pilot. The Pilot's four phases began with the recruitment of interested and eligible IENs. Phase two involved the delivery of bridging education at Red River College. Phase three saw the relocation, orientation and employment of the IENs in each of the two Regional Health Authorities, and the final stage, comprised an evaluation of the Pilot across a three-year timeframe. The presentation will provide an overview of the Pilot, describe our collaborative process discuss the preliminary findings of the evaluation, and highlight policy implications for future recruitment and retention initiatives.

PANELISTS



Catherine Baxter is currently an Assistant Professor at Brandon University, Brandon, Manitoba. She completed her Bachelor of Nursing and Master of Nursing at the University of Manitoba, and her PhD at Queen Margaret University, Scotland. Catherine has worked in nursing education for over twenty years in teaching and administrative positions. She has served on a number of provincial and national committees and is currently a reviewer for the Canadian Association of Schools of Nursing Accreditation Program. Catherine's current research focus explores the integration of Internationally Educated Nurses into the nursing workforce in Rural Manitoba.



Lori Fontaine joined Manitoba Health, Seniors and Active Living (MHSAL) in 2011 as a Policy Analyst charged with implementing and overseeing a five-year 2.8 million dollar agreement under Health Canada's Internationally Educated Health Professionals (IEHP) Initiative. Projects developed and/or refined under her direction involved assessment, bridge and/or gap training, examination preparation, and navigational support for a variety of internationally educated health professionals including nurses, pharmacy graduates, medical laboratory technologists, and midwives. An evaluation framework was also designed to measure the impact of each project and the overall agreement. Prior to her arrival at MHSAL, Lori worked as a program developer and coordinator in the area of labour market supports and qualification recognition in the Immigration Division and the Office of the Manitoba Fairness Commissioner in the former department of Labour and Immigration. She continues to have responsibility for some IEHP related programming and special projects as well as other health workforce related analysis.



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