Successful Outcomes for Internationally Educated Nurses Preparing for NCLEX and Transition to Practice

Sandra Annesi DNP, RN
Kristi Burgess DNP, MSN, RN
Tony Juve PhD
Michele Steinbeck MNSc, RN, CNE
Agenda

- Define ATI Global Nursing
- International NCLEX Prep Program Outcomes
- International Transition to Practice Program Outcomes
ATI Global Nursing

- ATI Nursing Education (ATI) supports over 225,000 nursing students annually with passing the National Council Licensure Examination (NCLEX) to become a nurse.

- Internationally educated nurses (IEN) have been coming to the US for decades, but the talent pipeline has been severely impacted by work permit restrictions & low international NCLEX pass rates. The current first time pass rate (2018) for IEN’s is 44.70%.

- ATI is implementing programs to prepare internationally educated nurses to pass NCLEX and transition to hospital practice.
ATI Global Nursing by the Numbers

- 5-11% confidence boost
- 17% increase in clinical judgement
- 50 countries touched
- 1,000+ international nurses served
- 92% 60-day employment retention
- 89% international NCLEX pass rate
Purpose of the Online NCLEX Prep Program

How does this impact the internationally educated nurse (IEN)?

- Examine the impact of an educator led, online, NCLEX-RN review program on
  - NCLEX-RN pass rates
  - Clinical judgment
  - Nurse confidence levels
Method

Sample & Procedures:
Sixty-five male and female nurses from Manila (34) and Cebu (31) were enrolled in a 12-week, educator-led, online NCLEX review between April 2017–May 2018. The program included an online platform, calendar, assessments, individualized remediation, content tutorials, and educator support. Weekly reports were sent to partnering institutions to support follow-up and guidance for nurses.

Outcome Measures:
1. Subscale scores of content assessments to measure content knowledge and clinical judgment.
2. NCLEX outcomes to measure NCLEX pass rates.
3. Pre and post content confidence surveys to measure self-perceived confidence in general content areas for the US nurse.
ATI Global NCLEX Review Pass Rates

NCLEX-RN

INTERNATIONAL NUR NCLEX PASS RATE 39%

INTERNATIONAL NURSES COMPLETING ATI NCLEX REVIEW 89%

INTERNATIONAL NURSES GIVEN A ‘HIGH PROBABILITY’ OF PASSING NCLEX AFTER ATI NCLEX REVIEW 100%

*All NCLEX pass rate data based on April 2017-January 2018 test takers. National pass rates were obtained from the NCSBN website and are for first-time foreign trained nurses. NCLEX pass rates are self-reported NCLEX outcomes for nurses who completed an ATI International NCLEX. These comparisons are descriptive in nature and do not reflect a true experimental design.
NCLEX-RN Pass Rates: IENs using the ATI NCLEX-RN prep program were significantly more likely to pass the NCLEX-RN on their first attempt (89.7%) than were IENs not using the ATI NCLEX-RN prep program (38.9%), \(X^2 (1, N=5,579) = 41.80, p<.05, \text{Cramer's } V = .09\).
**Clinical Judgment**: There was a statistically significant difference between the nurses pre ($M = 58.9\%, \ SD = 8.4$) and post ($M = 75.0\%, \ SD = 6.9$) clinical judgment scores, $t(25) = 14.3, \ p < .05, \ d = 2.7$. 
Outcome Data

**Confidence Levels:** Nurse’s content confidence levels increased over the nursing preparation program for 6 of the 9 content areas. The largest increase occurred within the maternal newborn content area.
Purpose of the Online Transition to Practice Program

How does this impact the internationally educated nurse (IEN)?

- Examine the impact of a nurse educator led, online Transition to US Practice program on
  - Knowledge
  - Clinical judgment
  - Confidence levels
  - Nurse Retention at the assignment
Method

Procedures
IENs participated in an educator led, online transition to practice program. The program included an online platform, calendar with checklist for completion, assessments, individualized remediation, content tutorials, computer simulations and educator support. Weekly reports were sent to partnering institutions to support follow-up and guidance for nurses.

Sample: 268 male and female nurses from the Philippines, Nigeria, Kenya, Australia, Belize, Bermuda, Ethiopia, Hong Kong, India, Iran, Jamaica, Kuwait, QA, Singapore, South Korea, Trinidad, UK, and Uzbekistan were enrolled in a 8-week, educator-led, online Transition to Practice Program between April–June 2018.

Outcomes Measures:
1. Nurse retention of IENs at 30 and 60 days
2. Knowledge comprehension and clinical judgment assessments
3. Pre and post surveys to measure self-perceived confidence
Outcome Data

**Nurse Retention:** 83% of Nurses completed the program and received completion certificates. After employment, healthcare institutions retained 96% of nurses at 30 days and 92% of nurses at 60 days.
Outcome Data

**Knowledge comprehension:** There was a statistically significant difference between the nurses pre (M = 63.25, SD = 9.0) and post (M = 80.36, SD = 10.4) comprehensive test scores, $t(222) = -21.4$, $p < .01$, $d = 1.43$.

**Clinical Judgment:** There was a statistically significant difference between the nurses pre (M = 61.88, SD = 8.8) and post (M = 79.32, SD = 10.3) clinical judgment test scores, $t(222) = -23.7$, $p < .01$, $d = 1.58$. 
Outcome Data

Confidence Levels with Nursing Content and US Nursing Practice: Nurse confidence levels increased in all content and practice areas when comparing pre/post scores. Mental Health was the largest content area increase (14%). Confidence transitioning to the US health care system (11%) and identifying priority clinical information (10%) had the largest percent increases.
Making a positive difference Globally

- ATI educator led, online, NCLEX review programs increase NCLEX pass rates, clinical judgment, and content confidence levels for (IEN).

- Implementation of these programs can assist more internationally educated nurses with passing NCLEX alleviating nursing shortages as well as increasing nurse confidence levels.

- To date, approximately 1000 internationally educated nurses have gone through either the VATI International NCLEX review Program or the ATI Transition to Practice program.

- Both programs are delivered on the Virtual-ATI platform and facilitated by one of ATI's NCLEX Expert Nurse Educators.