Adapting of East Asian IENs into Canada’s Diverse Nursing Workforce

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A Little Bit About Me:
An Internationally Educated Nurse
Objectives

- Introduction of research question, goal, and methodology of the study
- Explanation of data selection process in the systematic review
- Examination of study compatibility for synthesis and description of the data synthesis process
- Revealing three stages adaptation process of East Asian IENs in English-speaking countries.
- Discuss two key findings, limitation, and implications in adapting of East Asia IENs into Canada’s diverse nursing workforce.
The Research Question

“What is the adaptation process for IENs from East Asia working in English-speaking countries?”

Research Population: why IENs from East Asia?

- East Asia such as China represent one of the top sources for new immigrants in the last decade (CIC, 2012)
- IENs from East Asia face tremendous language and cultural challenges in employment (Baumann & Blythe, 2012)
- Personal interest: as a IEN from East Asia myself
Goal of the Study

Provide insight for further self-care, support, recruitment and retention strategies for IENs from East Asia

Build a healthy and diverse nursing workforce in Canada’s multicultural society
Study Methodology and Data Collections

Study Methodology

*a interpretive systematic review: meta-ethnograaphy thematic synthesis*

Searching Data Bases

CINAHL | MEDLINE | Scopus | PsycInfo

Data Saturation

Repetition of the same articles appears in the search results
Sifting the Retrieved Articles: 3 Stages

1. Reviewed by the title
2. Reviewed by abstract
3. Reviewed by full text

(Mease & Richardson as cited in Lloyed Jones, 2004, p. 274)
Inclusion and Exclusion Criteria

• Inclusion criteria: a) IENs from East Asia working as regulated nurses in healthcare system in English-speaking countries; (b) qualitative studies published in English.

• Exclusion criteria: (a) Study with seriously flawed methodology; (b) IENs working as nurses’ aids or personal support workers or studying as nursing students.
Adaptation and Transformation Through (Un)Learning
Lived Experiences of Immigrant Chinese Nurses in US Healthcare Environment

Yu Xu, PhD, RN, CTN, CNE; Antonio Gutierrez, BA;
Su Hyun Kim, PhD, RN

This phenomenological study examined the lived experiences of Chinese nurses working in the US healthcare environment. In-depth interviews with 9 self-identified Chinese nurses were conducted in English and transcribed verbatim. Using Colaizzi’s (In: Valle RS, King M, eds. Existential-Phenomenological Alternatives for Psychology. New York: Oxford University Press; 1978:48–71) 7-step procedure, the narrative data were independently analyzed by a team of researchers. Five primary themes emerged from the data: (a) communication as the most daunting challenge, especially during initial transition of their first job; (b) different cultural expectations and assumptions about patient care; (c) the influence of previous cultural experiences; (d) the importance of community support networks; and (e) the role of individual resilience in navigating these experiences.
Korean nurses’ adjustment to hospitals in the United States of America

Myungsun Yi DNS RN
Assistant Professor, College of Nursing, Seoul National University, Seoul, Korea

and Mary Ann Jezewski PhD RN
Associate Professor, School of Nursing, State University of New York at Buffalo, New York, USA

Accepted for publication 22 February 2000
The concept of difference and the experience of China-educated nurses working in Australia: A symbolic interactionist exploration

Yuxian Zhou, Carol Windsor, Karen Theobald, Fiona Cover

Received: November 12, 2010; Received in revised form: May 1, 2011; Accepted: May 5, 2011; Published Online: July 13, 2011

DOI: http://dx.doi.org/10.1016/j.iinurstu.2011.05.003
Studies Compatibility for Synthesis

• Share similar paradigm of inquiry
• Share similar data collection method
• Share similar sampling techniques

(Sandelowski et al., 2006)

Major contextual differences

• The length of stay in host country
• Religious affinity
Modified Meta-Enthnography

• Write a descriptive summary of the findings for each study
• Extracted metaphors and key descriptors, especially pay attention to the participants original interview descriptions cited among the three studies.
• Organized above information in relation to temporality.

(Doyle, 2003)
Results

Initial Stage
- Struggle
- “working in hell”
  (Xu et al., 2008, p. E39)

Intermediate stage
- Survival
- “We are among but not in”
  (Zhou et al., 2011, p. 1424)

Late stage
- Success
- “Success as ‘miracle’”
  (Yi & Jezewski, 2000, p.727)
Discussion of Key Findings

Two Key Findings

1) The tremendous difficulty faced by East Asian INEs in their adaptation is not only caused by language alone but also social separation.

2) A strong sense of professional belonging in East Asia IENs can serve as an icebreaker for social separation.
Limitations and Reflection

Limitations

• Small numbers of studies
• Issues of gender and race were not discussed

Reflection of My Subjectivity

1) Park my pre-understanding aside, let the data speak to me (Simmonds, 2013)
2) Subjectivity serves as a device in understanding the data (Munhall 2012)
Implications in Adapting East Asia IENs into Canada’s Nursing Workforce

- Education on the health care system
- Community resources
- Anti-discrimination and Anti-bullying Policies
- Prolonged support mechanisms
- Language training in verbal and non face-face communication
- Mental health awareness in initial stage

www.southlakeregional.org
Questions

Thank You!

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References

- Simmonds, A. (2013, March 21). Clarification-results and discussion sections [DiscussionBoard] Retrieved from https://portal.utoronto.ca/webapps/portal/frameset.jsp?tab_tab_group_id=_2_1&url=%2Fwebapps%2Fblackboard%2Fexecute%2Flauncher%3Ftype%3DCourse%26id%3D_654375_1%26url%3D