

Recruit, Integrate and Retain Internationally Educated Nurses;  
CARE Centre's Workplace Integration Program

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Abstract

CARE Centre for Internationally Educated Nurses (IENs) is a non-profit organization funded by the Government of Ontario and IRCC, with a mission to strengthen Canada's health care system by leading in the development and integration of a culturally diverse, inclusive, and effective health care workforce in which IENs contribute their expertise and fulfil their leadership potential. With 23 years of experience, we adeptly navigate the challenges, offering an array of solutions amidst the ever-evolving healthcare landscape. CARE Centre's adaptability and flexibility shine through as we craft innovative approaches and strategies, equipping IENs and partner organizations with efficient pathways. Our focus on enhancing practices related to diversity, equity, and inclusion underscores our commitment, thereby facilitating successful recruitment, seamless workplace integration of IENs, ultimately improving retention rates. With our high in demand Workplace Integration Program (WIP), we are effectively cultivating the ground with employers, supporting them to leverage the strength and resilience of IENs as they integrate and professionally develop and establish themselves as future leaders. The poster will highlight how CARE Centre's WIP is achieving its objective, enhancing a successful integration process between healthcare organizations and IENs. Our methods include creating dynamic adaptations offering a range of interventions and mentorship opportunities tailored to meet the specific needs of each organization. Preliminary results are promising, indicating strong support from both organizations and IENs and the province is further endorsing our program with additional funding. The poster will present the results as the initiative is ongoing until March 2024.