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On boarding competencies for foreign-educated nurses (FEN): A new care delivery model

The escalating increase in the futuristic demand for healthcare workers link international workforce migration to fill the need. Cyclic in nature, the global migration of nurses is a major avenue to recruit and retain qualified nursing staff outside the country. The literature in transitioning foreign-educated nurses (FEN) into the workforce has been numerous in the past, however, there is little documentation in the transition utilizing standardized on-boarding competencies based on nursing professional development standards, incorporation of lived experiences from current FENs, and on-boarding best practices. Guided by Meleis' Transitions Theory, the three developed on-boarding competencies were focused on FEN, Leadership, and Organizational competencies. A qualitative descriptive phenomenological design using semi-structured interview guide utilizes the intentional process of knowing and understanding of integration process by seeking to understand the phenomena and find meaning. The promoted targeted educational investment in foreign-educated nurses could be instrumental in the successful transition to practice for safe, effective, and efficient delivery of care within the U.S. healthcare.

Recent Publications

1. Adeniran, R., Rich, V., Gonzalez, E., Peterson, C., Jost, S., & Gabriel, M. (2008, May 31). Transitioning internationally educated nurses for success: A model program. *OJIN: The Online Journal of Issues in Nursing*, 13(2). <http://dx.doi.org/10.3912/OJIN.Vol13No02Man03>
2. Aiken, L., Buchan, J., Sochalski, B., Nichols, B., & Powell, M. (2004). Trends in international nurse migration: The world's wealthy countries must be aware of how the "pull" of nurses from developing countries affect global health. *Health Affairs*, 23(3), 69-77. Retrieved from <http://search.ebscohost.com/login.aspx?direct=true&AuthType=url,cookie,ip,uid&db=c8h&AN=2004192520&site=ehost-live&scope=site>
3. Nichols, B. L., Davis, C. R., Richardson, & D. R., (2010). International models of nursing. In *The future of nursing: Leading change, advancing health* (pp. 565-642). Washington, D.C.: The National Academies Press.
4. Cortes, P., & Pan, J. (2012, December). Relative quality of foreign nurses in the United States. In *Fifth International Conference on Migration and Development*, 28-29.
5. 365: 519-530.
6. Lurie, L. (2016). Strategic planning for future delivery of care: Onboarding foreign-educated nurses. *Nurse Leader*, 14(6), 427-432.

Biography

Lobel Lurie is a Board-Certified Nursing Professional Development Specialist. She received her BSN degree in the Philippines in 1989 and achieved Master in Nursing Executive Leadership at Columbia University, and completed Doctor of Nursing Practice, from American Sentinel University. She was recognized as one of the best orthopaedic nurses in the U.S in 2000. She holds Best Practice in Nursing Professional Development for the Nurse Extern program. In 2016, she was honored as North Carolina Great 100 for nursing excellence and advancing nursing practice. She is the Manager for Clinical Value Analysis and advances nursing knowledge in Supply Chain Management.

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