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International nursing migration a realistic need: Onboarding strategies for foreign educated nurses

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The escalating increase in the demand for healthcare workers in the United States links 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 onboarding competencies based on nursing professional development standards, incorporation of lived experiences from current FENs and onboarding best practices. Guided by Meleis' Transitions Theory, the three developed onboarding competencies were focused on FEN, leadership and organizational competencies. A qualitative descriptive phenomenological design through the use of 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.

Biography

Lobel A Lurie is a board certified Nursing Professional Development Specialist. She has received her BSN in the Philippines, Master of Arts in Nursing at Teacher's College, Columbia University and Doctor of Nursing Practice from American Sentinel University. She was recognized as one of the best Orthopedic Nurses in the U.S. Holds best practice in Nursing Professional Development for nurse extern program. Recently, she was honored as a North Carolina Great 100 Nurse for advancing nursing practice.

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