



Purpose

The purpose of this fact sheet is to provide information about clinical competence assessments (CCAs) to individuals who have been directed by the College of Licensed Practical Nurses of Manitoba (CLPNM) to undergo a CCA.

What is a CCA and why is it necessary?

A CCA is a scenario-based assessment that measures your nursing competence, including your ability to make sound clinical judgments in a variety of clinical situations. The CCA is conducted in a laboratory environment where you will be presented with a series of practice scenarios. You will be expected to role-play as a nurse and to demonstrate how you would care holistically for the client based on the information provided to you in each of the scenarios.

There are a number of reasons why you might be directed by the CLPNM to undergo a CCA. Here are just a few examples:

- You are applying to the CLPNM for a credential assessment.
- You are a graduate practical nurse who has not passed the Canadian Practical Nurse Registration Examination after two attempts.
- You are a registrant of the CLPNM, and the CLPNM has directed you to undergo a CCA in response to questions or concerns about your nursing competence.

What is assessed during a CCA?

Observing how you respond to the scenarios allows the assessor to evaluate your ability to think deliberately and critically through a variety of nursing situations, and to apply essential and relevant nursing knowledge, while considering all possible options, in order to make reasonable, reflective and insightful decisions. The knowledge, skill and judgment necessary for practice in a number of clinical domains will be assessed. These domains include, but are not limited to:

- acute care nursing (medical and surgical)
- geriatric/long term care nursing
- maternal and newborn nursing
- child health nursing
- mental health nursing, and
- community nursing.

The competencies assessed in the CCA may include the following, among others:

- general and/or specialty nursing knowledge
- physical health assessment through the lifespan
- pharmacology
- principles of safe medication administration by various routes
- pathophysiology
- clinical skills, including the use of current technology
- clinical judgment and critical thinking skills, including prioritization and evidence-based practice
- documentation, recording and reporting
- lifespan considerations
- therapeutic communication

- leadership
- legalities and ethics in nursing
- collaborative or interprofessional practice, and
- cultural competence.

How should I prepare for a CCA?

The CCA is designed to test your current knowledge, skill and judgment. The CLPNM strongly suggests that you review the CLPNM's Standards of Practice, Code of Ethics, Entry-Level Competencies and Nursing Competencies for Licensed Practical Nurses in Manitoba, all of which are available on the CLPNM's website (www.clpnm.ca). In addition, we suggest you review Canadian nursing textbooks, published within the last five years, such as: the Fundamentals of Nursing, Anatomy and Physiology, and Medical/Surgical Nursing.

What happens after a CCA?

The assessor will send the observations he or she documented during your CCA to the CLPNM for review. The assessor is unable to provide you with your results; the CLPNM has sole authority to make decisions about the results of your CCA. The CLPNM will send you correspondence notifying you of your results and advising you of any gaps noted in your nursing knowledge, skill and/or judgment. If gaps are identified, you will be provided with information on the steps needed to remediate those gaps, which may include completing a prescribed course of study.

Further Information

Any questions related to the CCA process can be directed to the CLPNM's Registration Department by email at registration@clpnm.ca or by phone at 204-663-1212 or 1-877-663-1212 toll free. If you have been referred for a CCA by the CLPNM's Investigation Committee, please direct your questions to the CLPNM's Conduct Case Manager at conduct@clpnm.ca or at the phone numbers listed above. IENs seeking further information on the credential assessment process are encouraged to contact the CLPNM's Credential Assessment Department by email at khalligan@clpnm.ca or at the phone numbers listed above.