



THEN WICKED PROBLEM SOLUTION

# HYBRID INTEGRATION FRAMEWORK



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# PURPOSE OF THIS SOLUTION

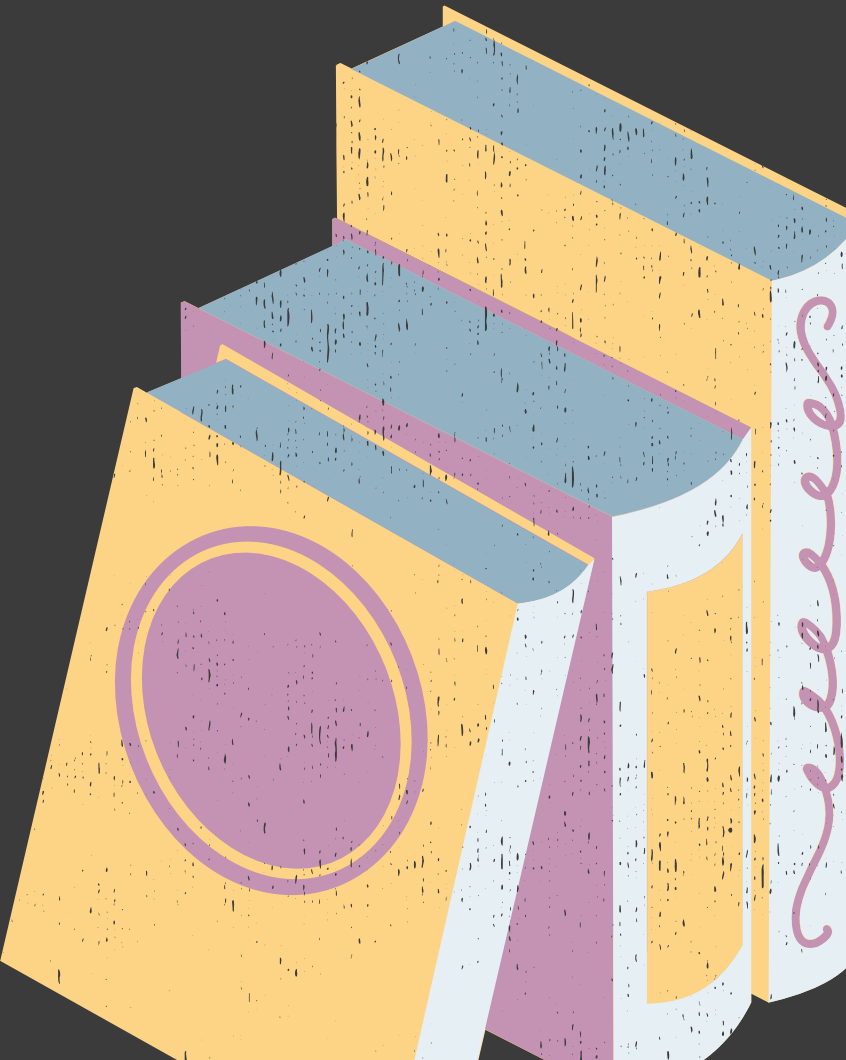
- **The Hybrid Integration Framework aims to strengthen how IENs transition into practice at VGH**
- **IENs often face culture shock and uncertainty when adapting to a new healthcare system.**
- **Successful transition requires both competence and connection**



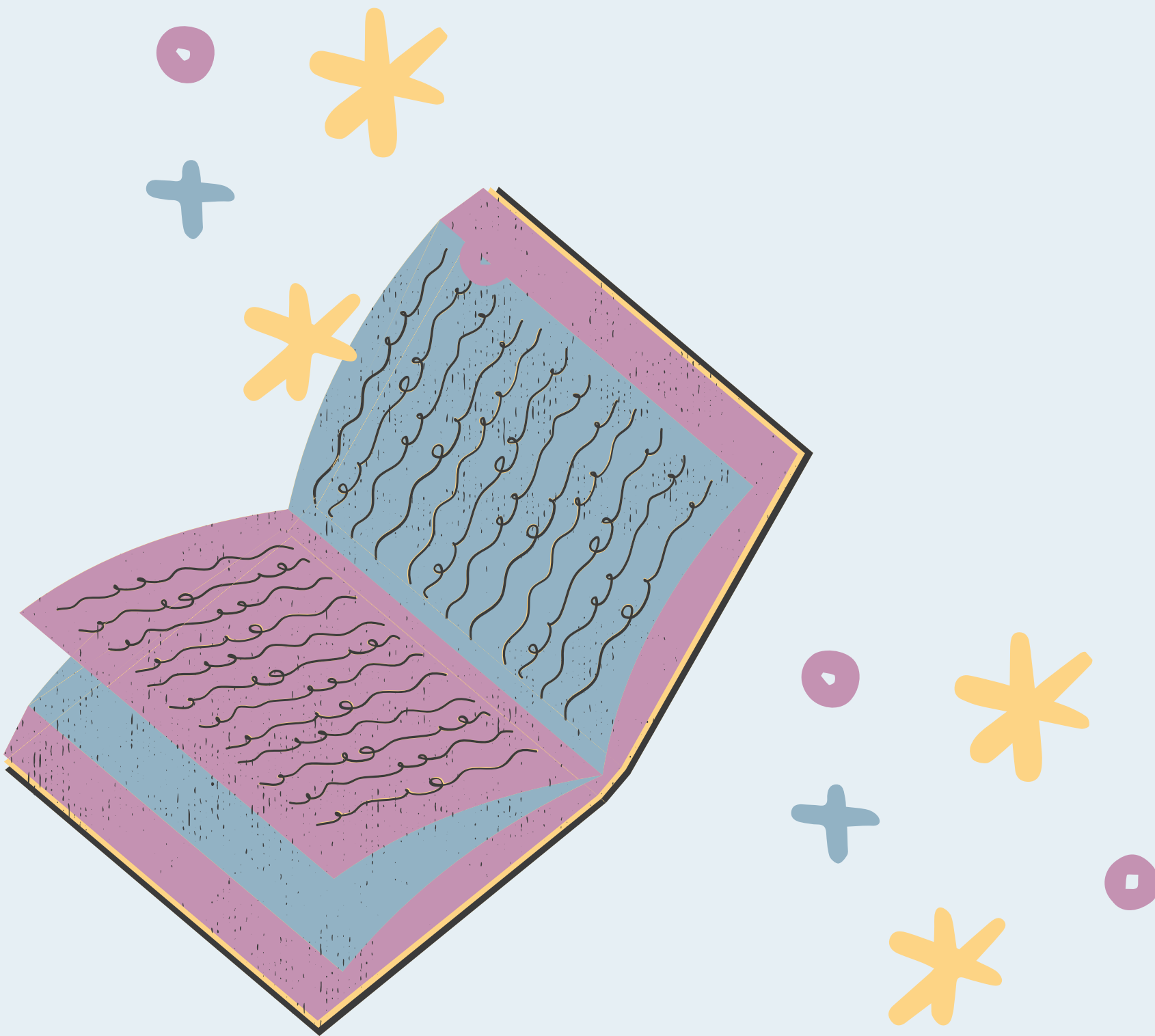


# DESCRIPTION



1. CULTURE EXCHANGE SESSIONS—OPEN DIALOGUE BETWEEN IENS AND CANADIAN-EDUCATED NURSES ABOUT CARE VALUES, COMMUNICATION, AND EXPECTATIONS.
  2. BIAS-AWARE COACHING—GUIDED BY BCCNM (2023), HELPS FOCUS ON COMPETENCE RATHER THAN ACCENT OR COMMUNICATION STYLE.
    - 91.4 % OF IENS EXPERIENCE CULTURE SHOCK (ATTA ET AL., 2025).
    - LANGUAGE BARRIERS OFTEN LEAD TO PERCEPTIONS OF LOWER COMPETENCE (ALLAN & WESTWOOD, 2016).
  3. STRUCTURED FEEDBACK LOOPS—MID-PLACEMENT CHECK-INS AND REFLECTIONS INSTEAD OF A SINGLE FINAL EVALUATION.
  4. PEER MENTORSHIP—PAIR IENS WITH PAST PARTICIPANTS OR CULTURALLY SIMILAR PEERS
  5. DIGITAL LEARNING HUB—CENTRALIZED ACCESS TO CLINICAL TOOLS, POLICIES, AND EXAM PREP RESOURCES.
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# STRENGTHS



- **Links skill development with belonging**
- **Promotes reciprocal learning**
- **Reflects Island Health's People Strategy**
- **Builds professional networks and long-term support**
- **Enhances retention**
- **Provides stability for IENs**
- **→ Leads to stronger teamwork, safety, and engagement across care units.**

# CHALLENGES

## TIME PRESSURE

**89 % of nurses cite excessive workload as the main barrier to mentorship/training (Coventry et al., 2015).**

## RESISTANCE TO CHANGE

**Discussions may cause defensiveness; uncertainty leads to avoidance (Artinger et al., 2025).**

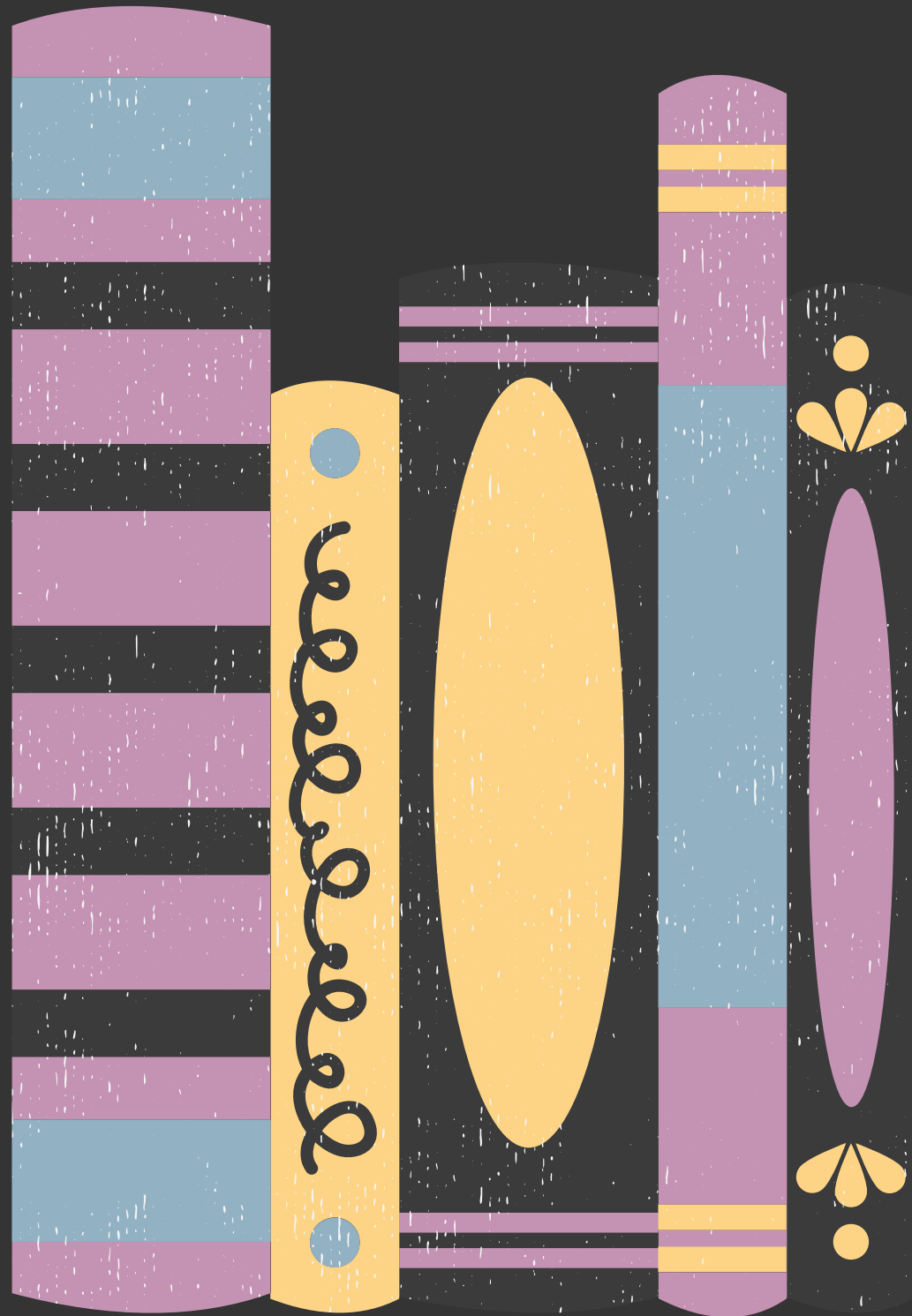
## RESOURCE BURDEN

**Developing the elements requires investment; health care systems often lack fundings.**

## SUSTAINABILITY

**Programs may fade when workloads shift. Hard for maintaining engagement and continuity.**

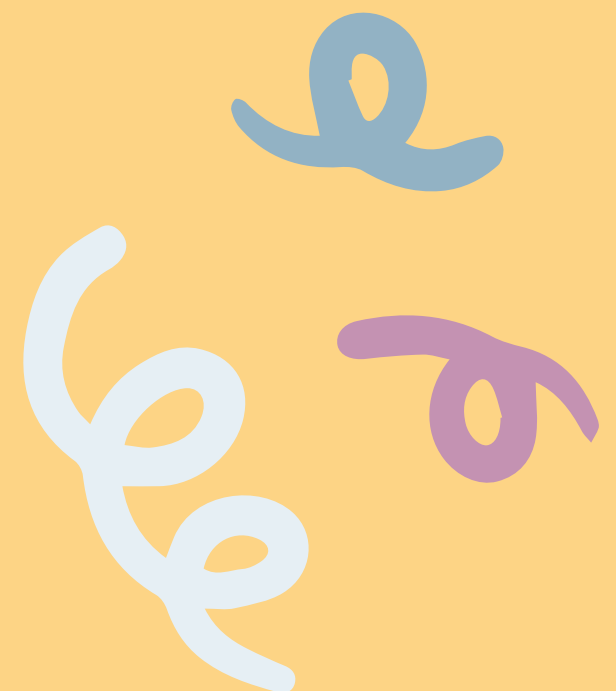
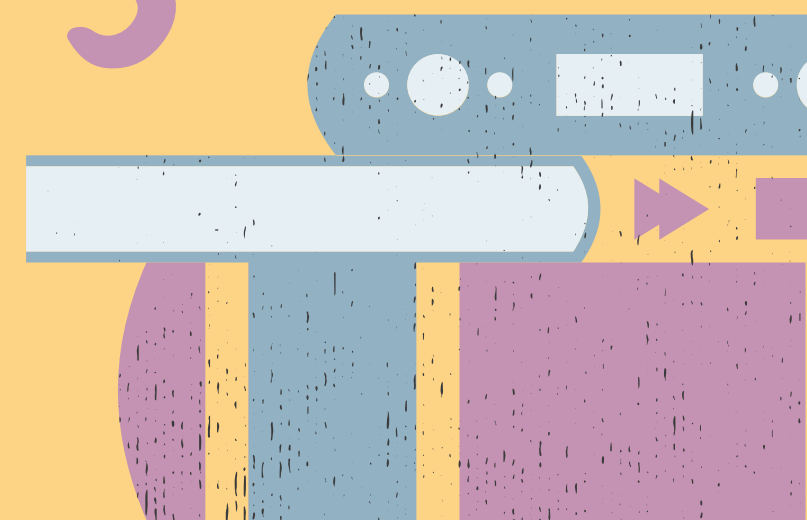
# FEASIBILITY



- **Builds on existing Transitional Practice Experience and Learning Hub, minimal structural change.**
- **Low-cost integration:**
  - **Add bias-awareness to existing Respectful Workplace course.**
  - **Coordinate mentorship via Teams to avoid scheduling/travel issues.**
  - **Develop digital hub using current Island Health platforms.**
- **Aligns with Island Health Equity & Inclusion Action Plan (2023) and BCCNM Professional Standards (2023) for culturally safe care.**
- **Evaluation: Track retention rates, preceptor feedback, and IEN satisfaction.**



THANK YOU



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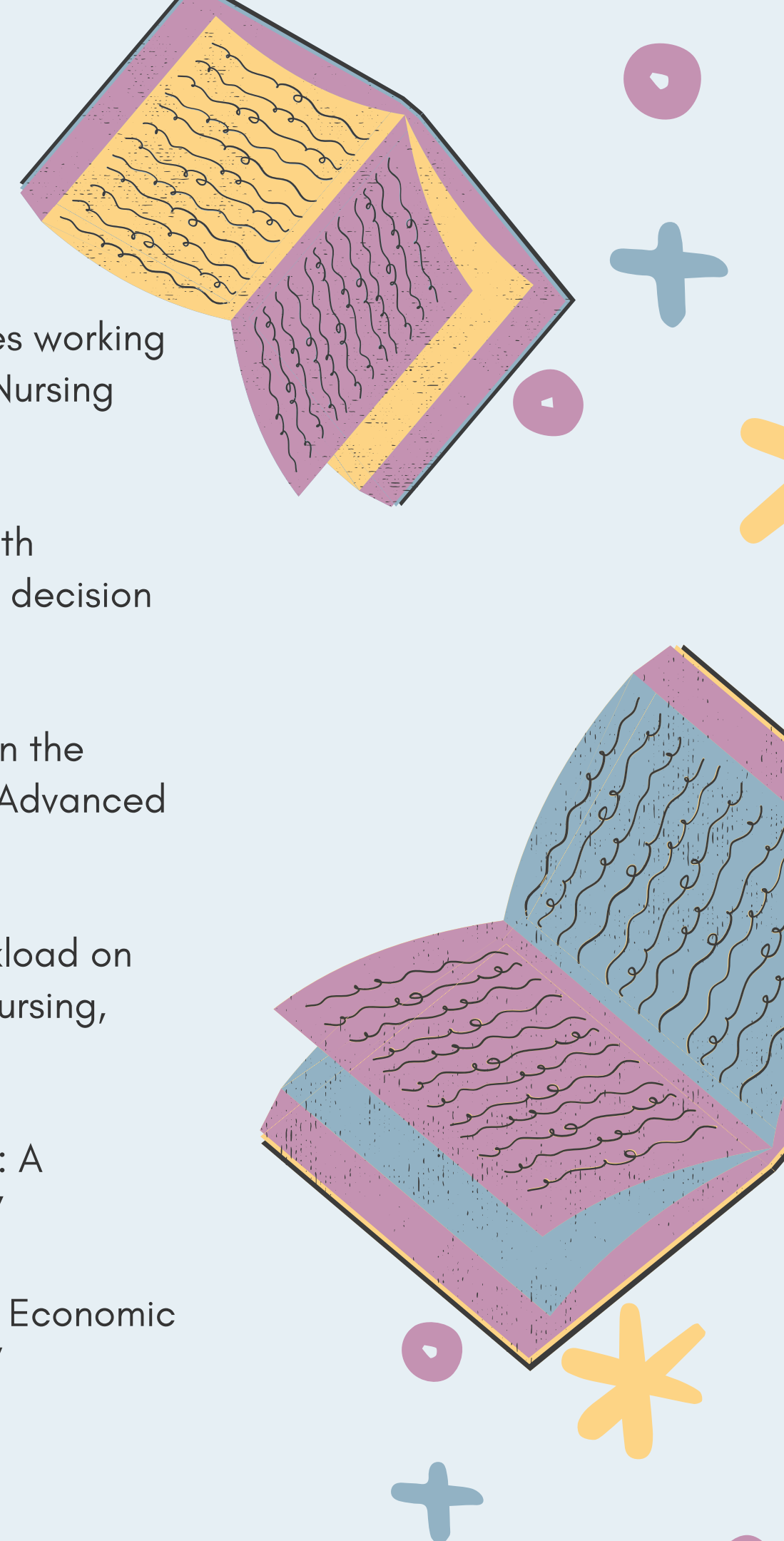
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