

**Nursing
in
Canada**



*Are you an internationally educated nurse?
Would you like to work in Canada?*

You have the nursing education, but is your English up to the task? Take CELBAN to assess your skills as part of your licensing process. CELBAN is endorsed by most of the licensing bodies that licence nurses in Canada.

How can I prepare myself to take the CELBAN?
Take the CELBAN Readiness Self-Assessment online at www.CELBAN.org.

Visit www.CELBAN.org for materials to help you prepare and to register to take CELBAN.

CELBAN services are administered by Canadian English Language Assessment Services (CELAS) Centres at Red River College Language Training Centre in Winnipeg, Manitoba.
CELBAN is also available in Montreal and Toronto, Canada and the services are provided by CELAS, Red River College, Manitoba and Ontario.

www.celban.org

CELBAN: A model for language assessment in Canada

Presented by: Lucy Epp, Test Developer

Metropolis Conference – Lisbon, Portugal

October 3, 2006



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Centre for
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Benchmarks

Centre des niveaux de
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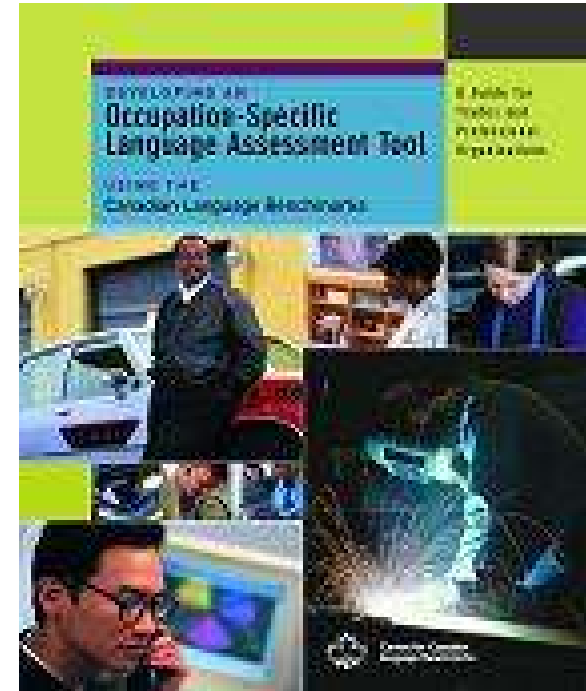
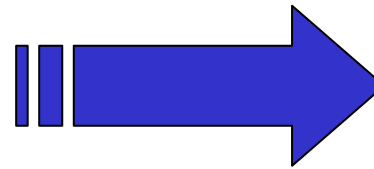
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**An innovative
approach to
language
assessment for
professions and
trades in Canada**



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Challenges...

- Professions and trades are regulated at the provincial level in Canada.
- Requirements can change from province to province.
- Some professions/trades have no language requirements.



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Professions that require proof of language proficiency typically accept:

- TOEFL
 - IELTS
 - MELAB
- ...and other similar tests



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Inadequacies of these tests:

- They are not based on a target language analysis of the workplace; therefore, content of these tests does not represent the workplace context.
- Their reliability and validity is not based on the target population.
- Candidates do not receive feedback on strengths and weaknesses.

Some who can pass the test, cannot function in the workplace – and others who take these language tests and fail, may have the potential to function successfully on the job.



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CELBAN is an occupation-specific English language assessment tool developed for internationally educated nurses in Canada.



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Case Study for Nurses:

The Centre for Canadian Language Benchmarks has developed an occupation-specific English language assessment tool for nurses as a model for other professions and occupations.



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Funding for CELBAN provided by:

- Provincial Governments:
Alberta – British Columbia – Manitoba – Ontario
- Federal Government:
Citizenship and Immigration Canada



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Why nursing?

- Data indicated (and continues to indicate) that Canada will continue to experience an increasing shortage of nurses.
- Nursing stakeholders expressed enthusiastic support for such a project.



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- **Red River College** was awarded the contract for the development of CELBAN.
- National administrative services and supports for CELBAN are provided by the **Canadian English Language Assessment Services (CELAS) Centre** at Red River College.



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Why use the Canadian Language Benchmarks as the standard?

The *Canadian Language Benchmarks* provide a unique standard of language competence that can be applied within an occupational context. As such they lend themselves to the development of an occupation-specific assessment tool.



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Overview of CELBAN Project

1. **Feasibility Study** (2000-2001)
2. **Phase I:** Analysis of the Language Demands of the Nursing Profession (2001-2002)
3. **Phase II:** Development of a Language Assessment Tool for Internationally-Educated Nurses (2002-2003)
4. **Phase III:** Implementation (2004 - present)



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Language Challenges Identified in Nursing Profession

1. Speaking and Listening identified as most challenging, with comprehensibility a major concern
2. Fast pace of the workplace
3. Phone interactions
4. Terminology and jargon



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Language Challenges Identified in Nursing Profession (cont.)

5. Need to ask for clarification
6. Use of appropriate tone and register
7. Need for assertiveness in certain situations
8. Ability to respond to negativity



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Language Challenges Identified in Nursing Profession (cont.)

9. Writing: charting and legibility
10. Nonverbal communication
11. Culture of the workplace



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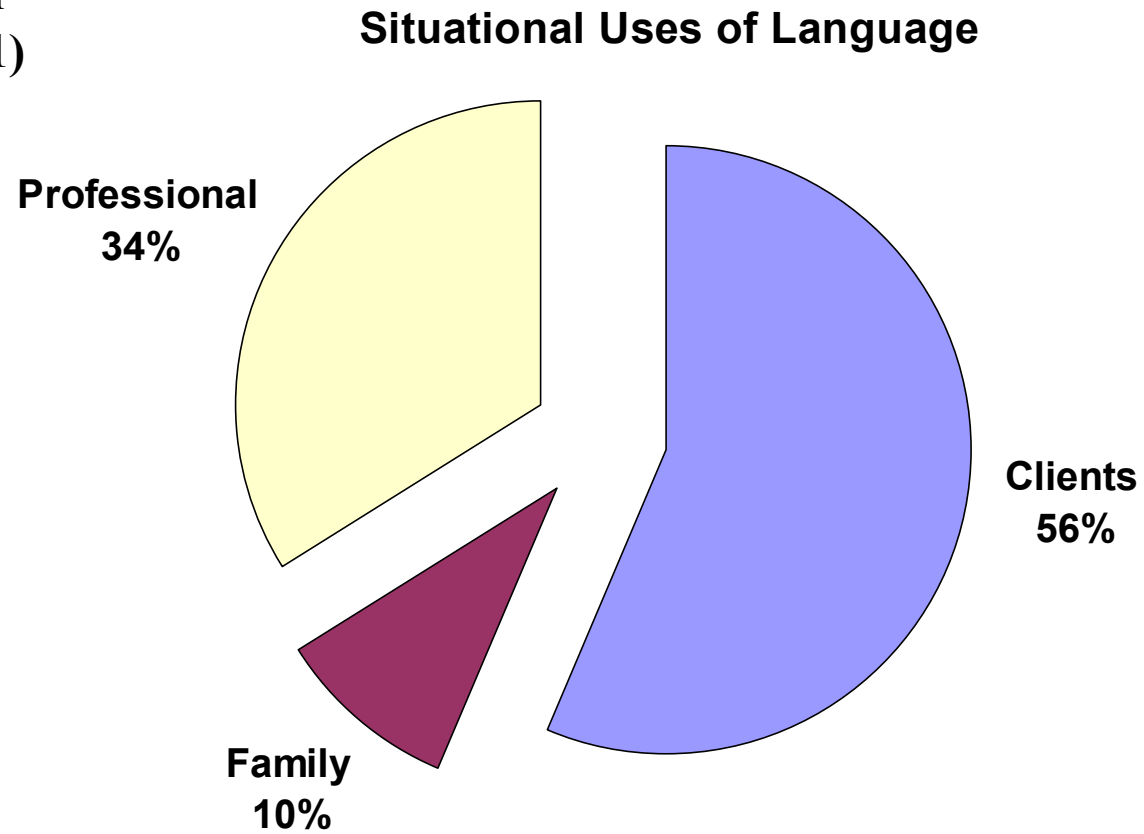


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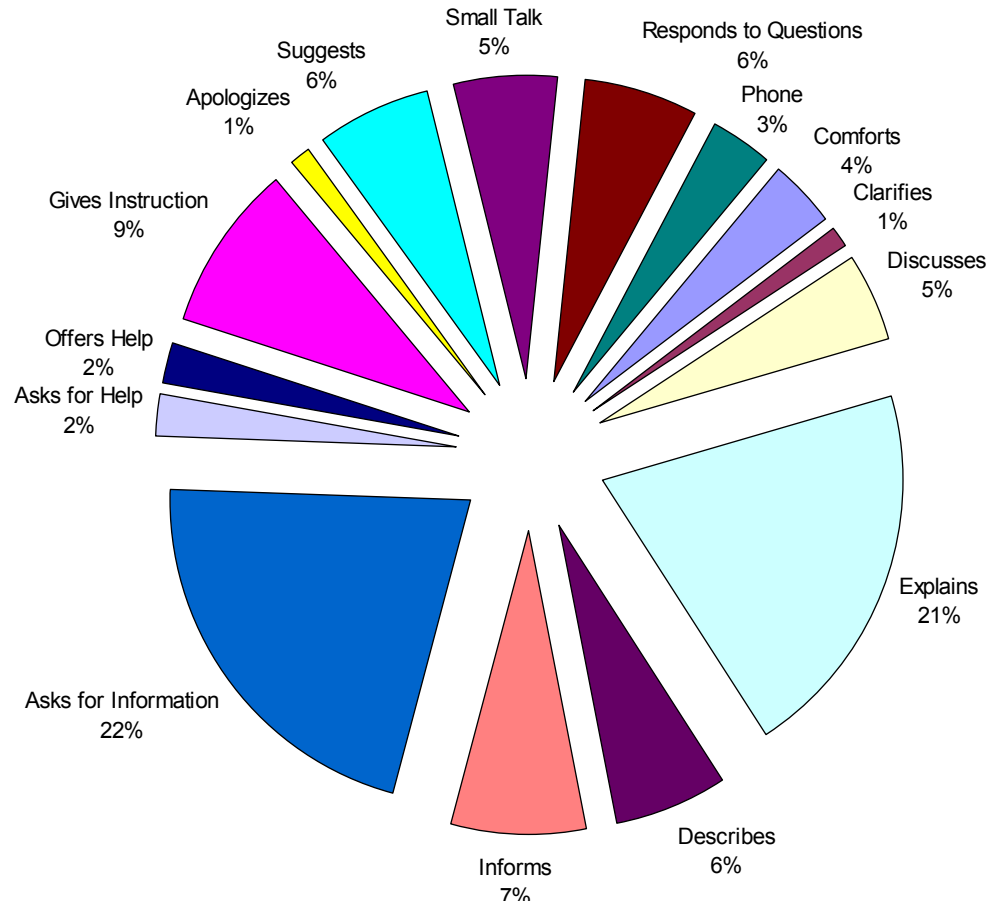
*Phase II: Benchmarking the Nursing Profession across Canada -
Development of an English Language Assessment for the Nursing
Profession across Canada*

**Observations of
Nurses (Chart 1)**



*Phase II: Benchmarking the Nursing Profession across Canada -
Development of an English Language Assessment for the Nursing
Profession across Canada*

**Observations of
Nurses (Chart 2)
Language Tasks**



Key Lessons Learned

- It is important to **involve a wide range of stakeholders** from the beginning.
- It is important to do an **in-depth analysis of target language use** before development of an occupation-specific language assessment tool.



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Who are the stakeholders?

- Licensing Bodies
- Nurses (including IE nurses)
- Nurse Educators
- Employers
- Government Policy Analysts
- Immigrant Serving Agencies
- Nursing Unions



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PHASE I: Analyzing the Language Demands of the Nursing Profession

Results: Based on analysis of the data gathered, the English language demands of the nursing profession were determined to be:

Skill	CLB Level
Speaking	8
Listening	9
Reading	8
Writing	7



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Content of all **CELBAN** tasks:

- is based on data collected during Phase I.
- is created with input from nursing instructors/consultants to ensure authenticity.



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SPEAKING ASSESSMENT

- The speaking assessment includes an **oral interview** and **role plays** involving **two assessors** (with one candidate.)
- Scores are assigned as **CLB Levels**.
- Clear criteria for evaluation
- *Feedback on strengths and weaknesses is provided on candidate's report.*

Total time: 30 minutes



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LISTENING ASSESSMENT

- The listening assessment is composed of:
 - **Five video scenarios** in various settings including hospital, home, clinic, and medical office.
 - **Four audio scenarios** include three phone calls and one shift-to-shift report.
- Scenarios include interactions between nurses and patients, family members and other professionals.
- Question format is multiple choice (some in chart format).

Total time: approximately **45 minutes**

Note: Listening, Writing & Reading tests are administered with a group.



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WRITING ASSESSMENT

- Writing assessment includes two sections:
 - i) Form-filling (10 minutes)
 - ii) Report Writing (20 minutes)
- Scores are assigned as CLB Levels.
- Clear criteria for evaluation
- *Feedback on strengths and weaknesses is provided.*

Total time: 30 minutes



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READING ASSESSMENT

- **Reading assessment includes two sections:**
 - **Skimming and Scanning (10 minutes)**
 - **Reading Comprehension (40 minutes)**
- **Text** includes various formats such as charts, patient notes, manuals, and information texts related to health issues.
- **Question format** includes short answer (word or phrase), multiple choice, and cloze (fill-in-the-blank) format.

Total time: 50 minutes



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Advantages

- **Nursing content** (based on Phase I, an in-depth analysis of the language demands of the nursing profession in Canada)
- **Feedback provided** regarding strengths and weaknesses in speaking and writing
- **All four skill areas** assessed (separately)
- **Face-to-face speaking** assessment with two trained assessors



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Country of Origin (193 candidates)

COUNTRY	% (#/TOTAL)	COUNTRY	% (#/TOTAL)
Philippines	39.9% (77/193)	Romania	1.6% (3/193)
India	23.8% (46/193)	Canada	1.0% (2/193)
Iran	6.2% (12/193)	Taiwan	1.0% (2/193)
China	5.2% (10/193)	Others (1 each): Bulgaria, Bosnia and Herzegovina, Cuba, Finland, Croatia, Israel, N.. Korea, Kazakhstan, Mexico, Nigeria, Nepal, Pakistan, Tunisia, Viet Nam, Yugoslavia, S. Africa	
Ukraine	3.1% (6/193)		
Poland	2.6% (5/193)		
Japan	2.1% (4/193)		
Russian Federation	2.1% (4/193)		
Hong Kong	1.6% (3/193)		
S. Korea	1.6% (3/193)		



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Typical candidate responses:

- *This kind of English assessment is really related to nursing, not like other types of exams. CELBAN is a great help for nurses from other countries who want to practice their profession again.*
- *(CELBAN) is a good way to test language; the most important thing I liked is that it is related to our profession.*
- *CELBAN Speaking accurately assesses my English abilities.*



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Typical candidate responses:

- *I think it's a great test and a good experience. You can really encounter this kind of situation whenever you may work or do jobs on a medical team or any health environment. Thank you.*
- *All I can say about CELBAN is that it's a good idea and I'm glad you gave us the chance to take it.*
- *This test is quite a lot better compared to my other tests. It is more relaxing to talk one-to-one.*
- *It was fantastic!*



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Response from a nursing licensing body:

There have been promising findings from the newest test, CELBAN, in that it was designed specifically for IENs and is conducted in a profession specific context. As a result, the College & Association of Registered Nurses of Alberta (CARNA) promotes this test above all others.

-Mary-Anne Robinson

CARNA, Executive Director



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www.celban.org

Cost

Complete Assessment

(Speaking, Listening, Reading & Writing).....CAN \$300.00 + 6% GST

Group Assessment

(Listening, Reading & Writing)CAN \$150.00 + 6% GST

***Speaking Assessment*CAN \$185.00 + 6% GST**



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Current Status:

- Nursing licensing bodies across Canada have accepted CELBAN as an option for proof of English language proficiency.
- CELAS Centre has been set up at Red River College to provide centralized administration of CELBAN.
- The on-line CELBAN Readiness Self-Assessment (CRSA) is available free on the website.



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Current Status (cont.):

- A training process has been developed for setting up official CELBAN Administration Sites.
- Official CELBAN Administration Sites have been set up in Vancouver, Edmonton, Winnipeg, Toronto, Scarborough and Hamilton.
- A CELBAN website has been set up (www.celban.org).



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Current Status (cont.):

- **An off-line CRSA is now available to individual candidates and institutions.**
- **New versions of CELBAN are now available.**
- **Options for new CELBAN Administration Sites are being explored both in Canada and in other countries.**



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Contact Information

- CELBAN information: www.celban.org
- Centre for Canadian Language Benchmarks (CCLB): www.language.ca
- Canadian English Language Assessment Services (CELAS) Centre: celas.rrc.mb.ca
- Researchers and CELBAN Developers:
 - Lucy Epp: lepp@rrc.mb.ca
 - Catherine Lewis: clewis@rrc.mb.ca
 - Blanche Kingdon: bkingdon@rrc.mb.ca



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Publications Available

- Phase 1: Benchmarking the English Language Demands of the Nursing Professions Across Canada (2002)
- Phase 2: The Development of CELBAN The Canadian Language Benchmark Assessment for Nurses (CELBAN) (2003)
- Phase 3: The Implementation of CELBAN (2003)
- Developing an Occupation-Specific Language Assessment Tool (Using the Canadian Language Benchmarks) (2004)

Available from the Centre for Canadian Language Benchmarks (CCLB); see website: www.celban.org (click *Resources*; then *History, Background and Research*)



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