



## Nurse Practitioner Regulation Framework Implementation Plan Project (NPR-FIPP)

# Frequently Asked Questions: NP Entry-Level Competencies

### **What are entry-level competencies and how are they used?**

Entry-level competencies are a tool used by regulators and others as a basis for developing requirements for registration, education curricula, entry-to-practice examinations, and standards for practice. For this reason, the development of entry-level competencies requires specialized knowledge and expertise held by regulators.

### **Is the competency expert hired to support the process of updating the NP entry-level competencies an NP?**

The company we hired is iComp Consulting, a Canadian company, with consultants that have over 15 years of experience developing national competencies and competency-based assessment tools for regulatory bodies in Canada and the United States. The subcommittee will work with Leanne Worsfold, who has managed the development of standards and competencies, competency assessments, and e-learning modules for more than 10 regulatory colleges across Canada.

### **How was the competency expert selected?**

There was a national procurement process that included a request for proposal. A selection group shortlisted the candidates, conducted interviews, and completed reference checks. After recommendations were made to the CCRNR Board, a decision was made to hire iComp Consulting.

### **How will NPs be involved in the process?**

Nurse Practitioners across Canada will be invited to provide input at various points through surveys, focus groups, involvement on the Stakeholder Advisory Panel, and other consultations.

### **When will the updated NP entry-level competencies be approved and implemented?**

Approval and implementation are two different milestones in the project.

The entry-level competencies are approved nationally and then by each individual jurisdiction before being implemented by each regulatory body.

We expect the entry-level competencies to be submitted to the CCRNR Board for approval in the Fall of 2022. Once approved by the Board, each jurisdiction will have their own timeline for implementation.

## **Why is the process shorter than the previous timeframe?**

This time around, we are refreshing the NP entry-level competencies and reframing them rather than creating new competencies. For this reason, a shorter timeframe is possible.

## **How will the NP entry-level competencies differ from the past ones?**

- The competencies will build on current RN competencies and will not duplicate them.
- Similar to the role-based model in the RN entry-level competencies, the NP competencies will be organized into roles. Since NPs must meet both RN and NP entry-level competencies, the document will highlight roles unique to NPs while acknowledging existing role-based RN competencies.
- They will be presented in a three-tiered structure: a role statement accompanied by competencies and indicators.

## **When will the NP programs be expected to prepare NP students to meet these entry-level competencies?**

Following the completion and endorsement of the entry-level competencies by CCRNR, the timeframe for implementation and NP program approval will depend on each jurisdiction's approval.

We will keep educators informed about our progress and will consult with them through their jurisdictions regarding the timeframes for making changes to curricula. In addition, we recognize that we cannot have a single go-live date for the implementation of revised curricula across Canada – things will be rolled out at different times by each jurisdiction considering factors that relate to their NP program providers. We will also need to have an exam in place to support a new curriculum.

Want more information? Have a question or comment?  
Visit the project website: <http://ccnr.ca/npr-fipp.html>

