Selecting Internationally Educated Nurses (IEN) to participate in a program of NCLEX-RN® Preparation

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**Purpose**
Identifying appropriate IEN applicants to enter a prescriptive program of study to prepare for the NCLEX-RN®.

**Objective**
Provide a test to identify IENs for a program of study leading to NCLEX-RN® success.

**Background**
Challenges for IENs to become licensed in the United States through the NCLEX-RN®:
- Squires (NYU, 2016) noted the decline in IEN pass rates on the NCLEX-RN® from 58% in 2004 to 32% in 2015.
- Language is one of the issues with IENs but cultural differences also create a gap in knowledge and/or ability to answer the NCLEX-RN® items (Richmond, 2013).
- Bosher and Bowles (2008) identified a 40% disparity in NCLEX-RN® pass rates despite academic performance.

**Description**
A validation study will be conducted to determine admission into the prep program. An NCLEX-RN® style test will be administered to IENs and a score range will be established to determine recommended score(s) for successful completion of the NCLEX-RN® examination.

Screening test consists of 50 items with < 50% at higher level of Bloom's Taxonomy.

**Test Results**
Scores on the new screening test range from 32% to 86% (n=147). These students will be tracked to determine success in preparation as well as NCLEX-RN® outcomes. A cut score of 55% (red line) was determined for admission.

**NCLEX-RN® Results**
N = 132 students (who have completed prep)

First Time Pass Rate:
67% on the NCLEX-RN® (established without a screening test)

**Evaluation**
Student success rate will increase with the utilization of the screening test prior to admission into the prep program.

**References**

