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&

J Intensive Crit Care Nurs, Volume 2

International Conference on

Clinical Nursing & Practice

October 24-25, 2019 | Zurich, Switzerland

Predictors of NCLEX-RN Success Among Internationally-Educated Nurses: A Case Study for the Philippines

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The Philippines has historically been the world's largest supplier of internationally-educated nurses (IEN) to more than 80 countries (Li, Nie, Li, 2014; Marcus, Quimson, & Short, 2014; Ortiga, 2014). In the United States, more than half (58%) of IEN come from the Philippines (Spetz et al., 2014; Squires, Ojemeni, & Jones, 2016). IEN must pass the National Council Licensure Examination for Registered Nurses (NCLEX-RN) prior to practicing nursing in the US. From 2002 to 2018, the Philippines consistently led international applications for the NCLEX-RN, accounting for 60% among its IEN applicants. However, the NCLEX-RN first-time pass rate among the Filipino nurses is below (46%) the international average pass rate (51%) (NCSBN, 2019). There is a paucity of research determining the factors affecting the NCLEX-RN performance of IEN, and specifically, of Filipino nurses. Thus, this study will analyze the contextual, academic, and post-licensure factors that are predictive of NCLEX-RN performance among Filipino nurses to enhance knowledge of this understudied area that has important implications for nursing education and nursing workforce in the Philippines and internationally. It will address a gap in the literature by understanding the multifactorial variables affecting IEN performance in the NCLEX-RN. This retrospective correlational study will use logistic regression analysis to determine the association of demographic, contextual, and academic factors such as course grades, initial licensure, employment, and test preparation strategies in predicting NCLEX-RN success of IEN. It is hypothesized that certain demographic, contextual, and academic factors are associated with the performance of Filipino nurses in the NCLEX-RN.

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