SATU – The update education for immigrant nurses to be registered as a nurse in Finland

Raija Sairanen

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IN FINLAND

- 5,4 Million inhabitants
- 4% are foreigners
- 220 000 health care professionals
- immigration background
  - 2,2 % of registered nurses
  - 3,7 % of primary nurses
  - 7,2 % of medical doctors
THE CURRENT SITUATION

- High educated immigrants (medical doctors, dentists, nurses etc.) without corresponding work
- Shortage of health care workers, specially nurses, at the same time
- No possibilities to work as a nurse without legalization and qualification > Registered Nurse in Finland
- They have to work as helping staff in the health care or in other areas (kitchen, cleaning, shops)
- The immigrants live in Finland with their families
- They are integrated in Finnish society, many have already Finnish nationality
WHY THE SATU-EDUCATION?

• This update education is a necessity and ethically right

• They are not extra transported to Finland for to work as nurses, they are not “second hand help”

• Education for immigrant citizenship provides right to live and work in their new homeland

• It is a gesture of the humanity to recognize and acknowledge their earlier education and professional competence as a part for the update education
JOBSEEKER IDENTITIES & COMPETENCE
by Rintala-Rasmus A., 2007

Competent departure status

Neo competent status

Non competent entry status
WHAT IS THE SATU-EDUCATION?

• Labor market training education

• HEI-level (University of Applied Sciences) update education

• Financing by The Employment and Economic Centre in Southwestern Finland (first group by ESF)

• Carried through by Turku University of Applied Sciences, Health Care, Unit of the Adult Education

• In cooperation with Turku Employment Office, The Union of Health and Social Services TEHY, Turku University Hospital and Turku Health and Social Services (= the counsel group)
TO WHOM?

- Registered Nurse or other comparable health care profession, e.g. public health nurse, "barber-surgeon"
- With the certificate, diploma etc. from the home country
  > Nurse in the educational system in the home country
- Outside EU/EEC
- Living already in Finland
CRITERIA OF ADMISSION

• Certificates are ok

• Good Finnish language skills for to study at University of Applied Sciences-level > to talk, to read, to write and to understand in Finnish, B1-B2 level

• Motivation to work as a nurse and live further in Finland

• Good health

• Passed entrance examination ( interview and essay)
THE GOAL OF THE SATU-EDUCATION

- To get the Registered Nurse legalization in Finland
- To find the workplace within the health care
- To be a good educational model
SATU- GROUPS

- SATU 2: 27.2.2006-2.11.2007
- SATU 4: 29.9.2010-29.4.2012
- SATU 6 etc.

- Intake to the first group 20, later 16 into the groups, altogether 84 participants
- Earlier only 1-2 male persons in each group, now 5!
- Age mainly between 30 and 40 years
- One hearing impaired person is now also in the group
THE BACKGROUND OF THE SATU STUDENTS

- Most are from Russia, but also from Iran, Iraq, Ukraine, Kazakhstan, Columbia, Lithuania, Poland, Kosovo, Bosnia, Estonia, China, Thailand, Philippines, Jordan, Kenya, Guinea

- Most are nurses, some are barber-surgeons, midwives

- Some had other professions besides: medical doctors, one was biologist, one lawyer as well

- Work experiences in homeland: emergency & accident, ambulance, intensive care pediatric, medical and surgical nursing

- Work experiences in Finland: mainly in the elderly care
SATU CURRICULUM

• Regular nurse education is 210 ECTS, 3½ years
• From the earlier nurse education is approved 90 ECTS
• SATU updating is 120 ECTS
  > 80 ECTS theoretical studies
  > 40 ECTS practical training
• SATU-education is in Finnish
• The update education takes 1½ years
WHAT THEORETICAL STUDIES MUST BE UPDATED?

- Finnish social and health care system and how to work there
- Management and entrepreneurship
- Health problems among Finnish people and how to treat them > nursing interventions
- Evidence based nursing and research methodology, nursing development
- Bachelor's thesis (ordered by the care sector)
- ICT license
- Medication certificate
ICT is funny
Bachelor's thesis seminar on the ferry boat
EXPERIENCES FROM THE THEORETICAL STUDIES

- Earlier knowledge and skills very heterogeneous
- Mainly easy to work independently
- Endless need and interest for knowledge
SIMULATION PEDAGOGY AS ONE OF THE LEARNING METHODS

- First Aid
- Patient Safety
- Medication skills
- Job advertisement
- Mentoring
- Challenging situations in the psychiatric care

Carried out multiprofessionally with students from different degrees
First Aid
Baby is born
Immigrants teach other immigrants
Stereotypes and prejudices
Operation can start, we are ready
WHAT CLINICAL PRACTICE MUST BE UPDATED?

- 40 ECTS = 27 weeks
- Supervised practical training
- According to EU-directives

- Basic nursing, nursing interventions 4 weeks
- Medical-surgical nursing, somatic nursing 5 weeks
- Mental health and substance abuse 5 weeks
- Advanced nursing 5 weeks
- “Own career” 8 weeks

Important in nursing:
- Nursing process, documentation
- Client centered nursing
- Evidence based nursing
- Multiprofessional teamwork
- Nurse identity
EXPERIENCES FROM THE CLINICAL PRACTICE

• Immigrants are very friendly, polite and ethically working

• Mental health and substance abuse area is new for most

• Some special nursing placements are too demanding, challenging

• Independent nursing is too demanding for some immigrants

• Many clinical placements wait for 100% Finnish language skills
SWOT ANALYSIS by SATU students

• Strengths
  • Motivation to study
  • Patience

• Weaknesses
  • Finnish language
  • Time management

• Opportunities
  • To get the Finnish nurse certificate
  • To get work as a nurse
  • To get the possibility to study more

• Threats
  • Cultural difficulties in workplaces
  • Illness or stress (cannot come to school)
  • Cannot graduate
SWOT ANALYSIS by SATU teachers

- **Strengths**
  - Motivated students and teachers
  - Innovated teacher team
  - Well working SATU model
- **Weaknesses**
  - Learning methods (e-learning, independent, group working) not easy to immigrants
  - Cultural encounters
- **Opportunities**
  - Internationalization at home
  - Employment of immigrant nurses
- **Threats**
  - No funding in the future
  - Not more necessary to get legalization and registration as a nurse, every nurse from everywhere can work wherever
BIGGEST CHALLENGES

• Heterogeneous groups
• Heterogeneous nursing knowledge and skills
• Finnish language
• Multicultural group
  > cultural backgrounds and experiences
• Group work
• Assessment of learning
• Electronic systems, intranet, social media etc.
• Time management of SATU students
• Preconceptions of the working life
RESEARCHES AND DEVELOPMENT WORKS RELATED TO SATU PROJECT

• Soinne L., 2005, SATU –project, Nurses to the city of Turku from immigrants, Issues which encourage and which prevent the learning process of immigrant Nurses, Master’s thesis, Tampere University

• Nieminen S., 2011, Politics of inclusion: Immigrant nurses, entrance into profession and agency in the making, Dissertation, Tampere University


• Koivuniemi S., 2012, Health care professionals with immigration background, TEHY

• Kurvinen H., The follow up study about SATU graduated immigrant nurses´ working history, Master´s thesis, Turku University of Applied Sciences is in the process!
BEHIND THE SUCCESS OF SATU UPDATE EDUCATION

- The high motivation of the immigrant nurses
- The good management of the education
- The well-working collaboration with the educators and the working life
- The Red Cross in South Western Finland gave this year 2013 to SATU education “The unprejudiced visionary” - award and acknowledgement
DIPLOMI
ENNAKKOLUULOTON EDELLÄKÄVIJÄ

Suomen Punaisen Ristin
Varsinais-Suomen piiri myöntää
YK:n rasisminvastaisen päivän
21.3.2013 diplomin

SATU -koulutukselle

Ennakkoluulollomasta toiminnasta
maahanmuuttajien kouluttautumisen
edistämiseksi.

Turussa 21. maaliskuuta 2013

Toiminnanjohtaja vt.
Minna Rautanen

Nuorisotoiminnan suunnittelija
Tero Niittynen

Suomen Punainen Risti Varsinais-Suomen piiri
AFTER GRADUATION

- Everyone graduated
- They are Registered Nurse in Finland
- They have also earlier nurse certificate > “double nurses”
- They have
  - ICT-license
  - Medication certificate
  - Official Finnish language certificate
- All SATU nurses have found a workplace in the primary or special nursing
- Many of them have already a permanent post, even in the special nursing area
I promise.....
We are now Registered Nurses in Finland
CONCLUSIONS

• SATU – immigrant nurses are highly qualified manpower in the health care

• They disseminate multiculturalism and cultural sensitivity, enrich the workplaces

• SATU project is a well tried model how to support the education of immigrant citizenship

• And how to secure the safety in the health care
BUT WHAT WE COULD DO BETTER?

• For immigrant nurses: prepare how to study at the university level and how to work in the health care sector

• For teachers: prepare how to teach people with other cultures than their own

• For staff at hospitals and other health care organizations: prepare how to meet immigrant nurses and how to work with them as colleagues
AND QUESTIONS FOREVER

• Where to get the funding in the future?
• Where and how to find right applicants?
• How to be sure that all documents, certificates from home countries are ok?
• When the Finnish language skills are enough good?
Now we can celebrate
THANK YOU!

KIITOS!