



# MODERNIZING INDIANA'S LICENSURE REQUIREMENTS FOR FOREIGN-EDUCATED NURSES: ADDING ADDITIONAL PATHWAYS TO LICENSURE

## WHAT IS THE ISSUE?

Foreign-educated nurses (FENs) complete nursing education outside of the United States. Indiana's registered nurse (RN) licensure requirements for FENs differ from those of nurses that completed their education in the United States. In addition to passing the NCLEX, the nationally-recognized prerequisite exam to RN licensure, **FENs in Indiana are currently required to complete a second prerequisite exam: the Commission on Graduates of Foreign Nursing Schools (CGFNS) Qualifying Exam.**<sup>1</sup> The CGFNS exam is described as a "predictor" of NCLEX passage by the National Council of State Boards of Nursing, and as such is a **duplicative requirement.**<sup>2</sup> The CGFNS Exam is only offered quarterly.<sup>3</sup>

## WHAT CHALLENGES ARE ASSOCIATED WITH THE CURRENT PROCESS?

The CGFNS exam is a duplicative requirement that has a **disproportionate, negative effect on FENs** compared to domestic-trained nurses. Additionally, requiring passage of the CGFNS exam, which is only offered quarterly, could result in a substantial delays of RN licensure for qualified FENs in Indiana. This **negatively impacts the economic opportunity of FENs (with up to 3 months of lost wages), and delays Indiana employers from filling high-demand nursing positions.**

## WHAT ARE OTHER STATES' LICENSURE REQUIREMENTS FOR FENs?

A full summary of state pathways can be found below.<sup>4</sup> Only six states, including Indiana, exclusively accept CGFNS certification, which includes the CGFNS qualifying examination, as the sole pathway to licensure for FENs. The majority of states (n=41) permit a Credentials Evaluation Service Professional Report as an accepted pathway to licensure. Eight states permit the VisaScreen pathway. States that utilize a three-pathway option (CGFNS, VisaScreen, and CES) include: Arizona,<sup>5</sup> Illinois,<sup>6</sup> Massachusetts,<sup>7</sup> and North Carolina.<sup>8</sup>

**CGFNS:** CGFNS Certification Program

**CES:** Credentials Evaluation Service Professional Report

**VisaScreen:** VisaScreen Verification Letter

### Accepted Pathways to Licensure for FENs

State	CGFNS	CES	VisaScreen
Alabama	x	x	
Alaska	x	x	
Arizona	x	x	x
Arkansas		x	
California		x	
Colorado		x	
Connecticut	x		
Delaware		x	
Florida		x	
Georgia		x	
Hawaii	x	x	
Idaho	x	x	
Illinois	x	x	x
Indiana	x		
Iowa	x	x	
Kansas		x	
Kentucky			x
Louisiana	x	x	
Maine		x	
Maryland		x	
Massachusetts	x	x	x
Michigan	x		
Minnesota	x	x	
Mississippi	x	x	
Missouri		x	

State (cont.)	CGFNS	CES	VisaScreen
Montana		x	
Nebraska	x		x
Nevada		x	
New Hampshire*	x	x	
New Jersey	x	x	
New Mexico	x	x	
New York**			
North Carolina	x	x	x
North Dakota	x		
Ohio		x	
Oklahoma***	x	x	x
Oregon		x	x
Pennsylvania		x	
Rhode Island	x		
South Carolina		x	
South Dakota	x	x	
Tennessee	x	x	
Texas		x	
Utah	x	x	
Vermont	x	x	
Virginia	x	x	
Washington	x	x	
West Virginia	x		
Wisconsin	x	x	
Wyoming	x		

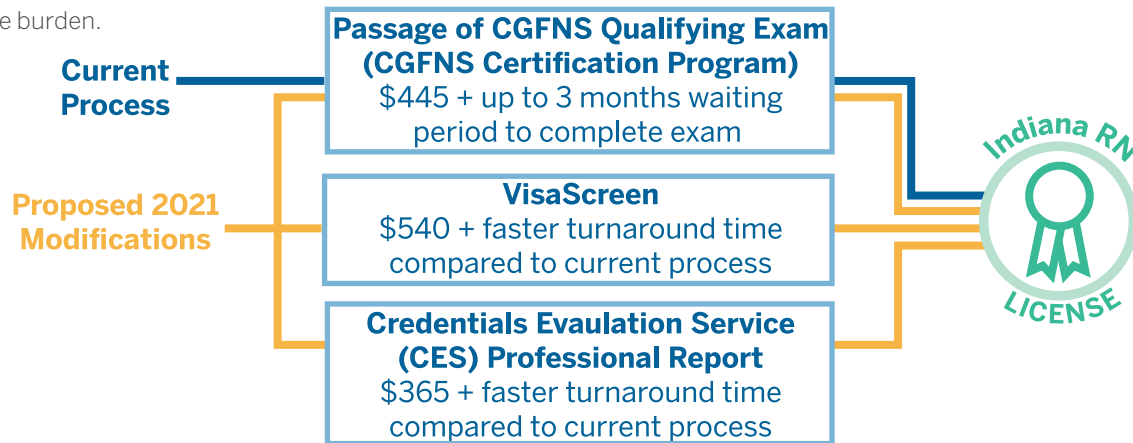
\*Certification Program + eDocument Authentication Service, \*\* Credential Verification Service for New York State, \*\*\* Credentials Evaluation Service Professional Report OR CGFNS Certification Program + eDocument Authentication Letter OR VisaScreen + eDocument Authentication Letter

## WHAT IS THE PROPOSED PROCESS?

The proposed process includes a rule change to offer two additional pathways to licensure for qualified FENs in Indiana: 1) through the VisaScreen Certificate or 2) through the Credential Evaluation Service (CES) program. These pathway options could be offered in addition to the traditional CGFNS Qualifying Exam pathway option.

## HOW WOULD THE PROPOSED PROCESS BE BETTER FOR BOTH FENS AND THE STATE?

Although the initial cost to FENs is slightly higher for these pathways as compared to the traditional CGFNS pathway, the turnaround time is significantly faster. These pathways would allow qualified FENs to become licensed more quickly and secure employment. The additional two pathway options requires the Indiana State Board of Nursing (ISBON) to ensure the documents submitted by the FEN for initial licensure are compliant; however, given that ISBON already ensures document compliance with the CGFNS exam requirement, ensuring compliance for alternative requirements will not likely require any additional compliance costs or be an undue administrative burden.



	Current Process	Proposed Process	
		Details	Financial Impact
<b>Indiana State Board of Nursing</b>	Ensures FENs are compliant with CGFNS Requirement	Ensures FENs are compliant with one of the qualifying pathways	No anticipated additional compliance or administrative costs This rule has no impact on license fees collected (revenue unchanged)
<b>FENs</b>	Up to 3 month wait time to take <b>CGFNS</b> Exam \$445.00 for CGFNS Certification Program <sup>9</sup>	Have a choice between three pathways to licensure. Two of those pathways offer a quicker turnaround time for RN licensure.	(potential) <b>\$16,400.00</b> of potential wage gain <sup>10</sup> (3 months) with faster licensure qualification and employment placement  Cost of the two additional pathways: <b>CES:</b> \$365.00 <sup>9</sup> (net <b>\$80.00</b> less expensive compared to current qualifying pathway) <b>VisaScreen:</b> \$540.00 <sup>9</sup> (net <b>\$95.00</b> more expensive compared to current pathway, offset by potential wage gain)
<b>Indiana Employers</b>	<ul style="list-style-type: none"> <li>Unfilled nursing positions</li> <li>High cost of vacancy</li> </ul>	May be able to place qualified FENs in RN positions faster	(potential) <b>\$14,000.00</b> of savings from cost of vacancy <sup>11</sup>

1. Indiana Administrative Code: 848 IAC 1-1-6 [f][4]  
 2. National Council of State Boards of Nursing. July 2020. Resource Manual on the Licensure of Internationally Educated Nurses. Available at: [https://www.ncsbn.org/20\\_IEN\\_manual\\_WEB.pdf](https://www.ncsbn.org/20_IEN_manual_WEB.pdf)  
 3. List of CGFNS Qualifying Exam dates for 2020 available at: <https://www.cgfns.org/services/certification/cgfns-certification-program/>  
 4. Summary of State Requirements available at CGFNS International website: <https://www.cgfns.org/select-your-service-by-state/>  
 5. Arizona's specific rules on FEN licensure available at: Arizona Rules. R4-19-301. Available at: <https://www.azbn.gov/sites/default/files/2020-08/RULES.Effective.June3..2019-SOS.pdf>  
 6. <https://www.cgfns.org/licensure/illinois>  
 7. Massachusetts Rules. 244 CMR 8.02 Available at: <https://www.mass.gov/doc/244-cmr-8-licensure-requirements/download>  
 8. Interpretation of North Carolina's Board Rules. Available at: <https://www.ncbon.com/licensure-listing-apply-licensure-by-examination-nclex>  
 9. Costs for various CGFNS services available on CGFNS website at: <https://www.cgfns.org/support/fee-schedule/#addons>  
 10. Indiana Registered Nurse Mean Wage, Bureau of Labor Statistics. Available at: [https://www.bls.gov/oes/current/oes\\_in.htm](https://www.bls.gov/oes/current/oes_in.htm)  
 11. 2015's Best Healthcare Jobs & Their Salaries. 2015. Available at: <https://www.randstadusa.com/workforce360/jobs-the-economy/healthcare-jobs-in-demand-for-2015/257/>