

## **Testing A Post-Hire Communicative Competence Training Program for Internationally Educated Nurses**

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### **Abstract**

Based on the literature and identified needs of internationally educated nurses at Spring Valley Hospital in Las Vegas, Nevada, the purpose of this intervention study is to evaluate the effectiveness of *Speak for Success* - an evidence-based, comprehensive language and communication training program for internationally educated nurses. Two research questions are: (a) What are the effects of *Speak for Success* on the *linguistic competence* of internationally educated nurses? and (b) What are the effects of *Speak for Success* on the *socio-cultural competence* of internationally educated nurses regarding communication? Two sets of interventions are specifically designed to address the research questions: (a) a 10-week linguistic course focusing on phonology (pronunciation and accent reduction) by a certified speech pathologist; and (b) a series of four monthly workshops on the social and cultural aspects of communication lead by intercultural communication experts. A total of 72 internationally educated nurses will participate in this experimental study to evaluate the effectiveness of the interventions using Compton Phonological Assessment of Foreign Accent and standardized patients in a controlled clinical setting. A multidisciplinary research team from the University of Nevada Las Vegas will implement *Speak for Success* and evaluate its effectiveness in partnership with the clinical agency (Spring Valley Hospital), the regulatory agency (Nevada Board of Nursing), and the University of Nevada School of Medicine Office of Medical Education.

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