

Inspire Global Assessments Blueprint

Blueprint

Inspire Global Assessments evaluates the competencies necessary for safe, entry-level practice as defined by nursing regulatory bodies and the BC Care Aide and Community Health Worker Registry (Registry). The assessment process covers four nursing professions: registered nurses (RN), licensed practical nurses (LPN), and health care assistants (HCA). All candidates are required to complete both a computer-based assessment and a simulation lab assessment. The assessment blueprint consists of two key components: the competencies to be assessed and the guidelines for measuring these competencies. This blueprint was developed through collaboration with representatives from nursing regulators, the Registry, academic institutions, and practice settings.

Inspire assess a selection of entry-level competencies for each nursing profession according to the competency profiles developed by each profession’s regulatory body.

- **Health care assistant:** BC Ministry of Health’s [B.C. Health Care Assistants Core Competency Profile \(2024\)](#)
- **Licensed practical nurse:** Canadian Council for Practical nurse Regulators’ [Entry-Level Competencies for LPNs \(2029\)](#)
- **Registered nurse:** Canadian Council of Registered Nurse Regulators’ [Entry-Level Competencies for the Practice of Registered Nurses \(2018\)](#).

Structural variables

Computer-based assessment

This assessment uses authentic, contextualized scenarios that entry-to practice nurses typically face. Each scenario mimics an interaction with a patient that a candidate might encounter in real life and unfolds over the course of 4 to 12 questions. Candidates engage their clinical thinking to assess a situation and make decisions about a complex problem involving multiple variables. The number of case simulations in the assessment depends on the number of professions being assessed. Candidates can typically complete the assessment in 3 to 5 hours.

Forms	Number of scenarios	Total number of questions	Length of assessment
Basic Care	8 scenarios	65 (4-11 questions per scenario)	3 hours
Stable or predictable states of health	14 scenarios	111 (4-12 questions per scenario)	3 hours
Stable and Complex Care in unpredictable situations & Triple Track	20 scenarios	161 (4-12 questions per scenario)	5 hours

Simulation Lab Assessment

The simulation lab component of the assessment includes simulations using interactive and standardized patients. Additional equipment such as IV pumps, EKG monitors, medication carts, crash carts, and isolation carts will be available to create a realistic simulated hospital environment.

- **Simulations using interactive mannequins:** These simulations will include the use of high and medium-fidelity interactive mannequins. These mannequins present different medical conditions with corresponding vital sign changes. They can respond to simulated medications and present varying heart and lung sounds, as well as pulses. Mannequin simulations are used to determine a candidate's capacity to conduct patient assessments, perform nursing interventions, communicate effectively with patients, families and other healthcare team members, and make clinical decisions while in an environment where a mistake will not harm a patient.
- **Simulation using standardized patients:** Standardized patients are actors who are trained to portray patients consistently and are often used in an Objective Structured Clinical Examination (OSCE) setting.

Stations and assessment length (simulation lab assessment)

Forms	Stations	Assessment length
Basic Care	- 1 scenario using a medium-fidelity mannequin	- 5 minutes to read the care plan - 120 minutes to complete each simulation
Stable or predictable states of health	- 1 scenario with standardized patient - 2 scenarios using a high-fidelity mannequin	- 5 minutes to read the patient chart - 20 minutes to complete each simulation
Stable and Complex Care in unpredictable situations & Triple Track	- 2 scenarios with standardized patients - 3 scenarios using a high-fidelity mannequin	- 5 minutes to read the patient chart - 20 minutes to complete each simulation

Contextual variables

Inspire uses the following elements to design the assessment scenarios.

Workplace setting	1. Inpatient care: Individuals requiring in hospital care, including forensics treatment centres. 2. Community care: Includes all community health services, including mental health, public health, home care, group homes, detox centres, clinics, assisted living, etc. 3. Complex care: for individuals who require 24-hour support, personal nursing care and/or treatment by skilled nursing staff. Includes long-term care or residential care.				
Life span categories	Children: 0-11	Youth: 11-29	Adults: 30-64	Seniors: 65-84	Older seniors: 85+
Client health status	The assessment may address any health status, body system, disease, disorder or condition that is within the scope of practice of the entry-level nurse as defined by the regulator. Not all body systems, diseases, disorders or conditions will be covered in every assessment. Some complex scenarios may cover more than one area. The following are some areas that may be covered in the assessment:				
Basic Care	Alzheimer's Arthritis Bariatrics Bathing Cancer Cerebral palsy	Cerebrovascular accident Choking Chronic obstructive pulmonary disease (COPD) Congestive heart failure Cystic fibrosis	Dementia Depression Diabetes Down syndrome Fetal alcohol syndrome	Hearing challenges Incontinence care Mobility transfers Multiple sclerosis Osteoporosis Pain management	Parkinson disease Palliative care Responsive behaviours Speech challenges Visual impairment
Stable or predictable states of health	Medical care: Anxiety Arthritis Benign prostatic hyperplasia Cardiovascular disease Cancer Cerebral palsy Cerebrovascular accident	Chronic obstructive pulmonary disease (COPD) Chronic renal failure Cystic fibrosis Diabetes Delirium Dementia Depression	Gastrointestinal disease Hypothyroidism Liver ascites Neurological disorders Obstetrics Osteoporosis Palliative care Parkinson disease	Pediatrics Peripheral vascular disease Post-partum care Rehabilitation Respiratory disease Schizophrenia Sepsis	Sensory diseases Stroke Substance abuse Trauma Ventilation care Wound care
	Post-op care: Angiogram Appendicitis Bowel obstruction Fractures Gallstones	Hernia repair Hip replacement Knee replacement Scopes (bronchial, colon, endoscopy)	Hysterectomy Transurethral resection of the prostate	Public health: Health promotion Health prevention Immunization Safety	Surgical care: Bowel resection Coronary angioplasty Gynecological Orthopedic Removal of gallbladder Urology
Stable and Complex Care in unpredictable situations	Arthritis Cancer Cardiovascular disease Cerebrovascular accident Dementia Diabetes Gastrointestinal disease (bleeding, Crohn disease, ulcerative colitis) Maternal health	Mental health disorders (anxiety and mood disorders) Obstetrics (premature birth, ante and post-partum bleed) Osteoporosis Pain management Palliative care Pediatrics Peripheral vascular disease Respiratory disease Stroke Trauma	Public health Health promotion Health prevention Immunization Safety Surgical care Bowel resection Coronary angioplasty Gynecological Orthopedic Removal of appendix Removal of gallbladder	Medical care Benign prostatic hyperplasia Cerebral palsy COPD Chronic renal failure Cystic fibrosis Delirium Hypothyroidism Liver ascites Neurological disorders Parkinson disease Post-partum care Rehabilitation Sensory diseases Sepsis	Post-op care: Angiogram Appendicitis Bowel obstruction Fractures Gallstones Hernia repair Hip replacement Hysterectomy Kidney stones Knee replacement Scopes (bronchial, colon, endoscopy) Transurethral resection of the prostate
Competencies for assessment	The competencies measured in the assessment focus on the applicant's ability to integrate knowledge, skills and behavior.				