



Summary of Recent Provincial Initiatives Supporting Internationally Educated Health Professionals (IEHPs)

Note: *This document is periodically updated. It seeks to summarize only recent provincial initiatives (policies, programs, legislation) that specifically benefit internationally educated health professionals (IEHPs). Initiatives that may indirectly benefit IEHPs are not included. An appendix outlines several initiatives that are multi-jurisdictional (Pan-Canadian), including several longstanding international mutual recognition agreements (MRAs).*

This document is a work-in-progress and is not exhaustive. It has been sourced from publicly available documents. The earliest policy noted in this document is 2018. More comprehensive summaries are included from January 2020 onwards.

Please send additional information on these or other IEHP initiatives to cewen@wes.org to help us continue to build out this information.

Last updated November 2023

In the context of significant health workforce challenges, Canadian provinces and territories have each been working to develop, fund, and implement a range of strategies to support training, recruitment, licensing, and retention of health care workers. In Q1 2023, there were 95,200 [vacancies](#) in the health care sector, and over two thirds (71%) of these vacancies were for Registered Nurses, Licensed Practical Nurses, nurse aides, orderlies and patient service associates. Nearly all provinces and territories have individual strategies targeting the recruitment and retention of internationally trained health care workers in the context of broader health human resource or workforce strategies.

Below is a table summarizing recent provincial HHR strategies and specific initiatives aimed at integration of internationally educated nurses (IENs) and internationally trained physicians (ITPs).

Some themes:

- **Recruitment initiatives:** Several provinces have signed MOUs with the Philippines and India that aim to reduce barriers or streamline entry to practice in Canada for nurses. At the federal level, Immigration, Refugees, and Citizenship Canada (IRCC) is inviting individuals with health care work experience (including nurse aides, long-term care aides, and hospital attendants) to immigrate through Express Entry, and setting targets for Provincial Nominee Programs (PNP), many of which have provincial immigration streams for health care workers.
- **Navigator programs / access hubs:** Several provinces have implemented nurse navigator models to support IENs in navigating assessment and licensing processes; New Brunswick has expanded its model to support individuals in other health occupations. Several provinces (e.g.

Manitoba, Ontario) have access hubs for IEHPs, affiliated with either universities or provincial governments, that provide services and support to IEHPs.

- **Financial support:** Bursaries, grants, and tuition support are being made available through provincial funding for IENs to offset the costs of training, exams/assessments, licensing fees, and registration costs. These initiatives offer support ranging between \$1,500-\$18,000.
- **Expansion of educational seats + bridge program seats:** Several provinces have recently expanded the number of educational seats and training opportunities offered, including seats in bridging programs. Some additional residency positions have been created specifically for ITPs (e.g. in Newfoundland), while several provinces have announced an expansion of residency positions for all medical graduates (not ITPs specifically).
- **Expansion of supervised assessment models:** Supervised assessment and licensing models including Practice-Ready Assessment (PRA) for physicians, or the Supervised Practice Experience Partnership (SPEP) between the College of Nurses of Ontario and Ontario Health are being implemented and expanded.
- **Regulatory reforms:** Introducing new classes of licensing with registration class inclusive of those internationally trained (e.g. “Associate Physician” in BC; “Associate” registration for physicians in Newfoundland & Labrador; Temporary Class licensing for nurses in Ontario). Some provinces have also eased registration requirements for recently retired nurses.
- **Legislation:** All provinces except PEI have introduced or are planning to introduce legislation to reduce barriers to registration and employment. For example, mandating fair and transparent registration practices; prohibiting health regulatory colleges from requiring Canadian work experience for the purpose of registration (with some exceptions); and reducing duplication in examinations, i.e. language proficiency exams.

| Province | Health workforce strategy | IEN-specific | ITP-specific |
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| British Columbia | Provincial HHR Plan: BC released the “ BC Health Workforce Strategy ,” a four-pillar strategy (“retain, redesign, recruit, and train”), with some items beginning in 2022-23; IEHPs are included under the “recruit” pillar. | Integrated IEN supports: The 2022 health workforce strategy follows the announcement “ Supporting IENs ” (April 2022), which consolidated the provincial assessment process for IENs (“ triple track assessment ”). This established \$9 million in bursaries to | Practice-Ready Assessment: Tripling the number of PRA positions from 32 seats to 96 seats annually by March 2024. Adding residency positions: Expanding the number of family medicine residency seats in the province, with an additional 48 seats |

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| | <p>This plan includes expansion of the BC Provincial Nominee Program (PNP) streams targeting health care workers. (September 2022)</p> <p>Internationally Educated Allied Bursary Program: BC announced \$4.5 million in funding for bursaries to “high priority” internationally educated allied health professionals (IEAHPs). Objectives of this project will be to map and support the journey of IEAHPs looking to be licensed in BC through funding, language upskilling, digital resources. (July 2022)</p> <p>Fair Registration Legislation: BC introduced new fair credential recognition legislation that aims to reduce barriers for internationally trained professionals seeking employment in B.C. (October 2023)</p> | <p>support IENs with assessment fees and created new nurse navigator positions to support assessment & licensing processes. It also supports partnerships between Government of British Columbia, British Columbia College of Nurses and Midwives, the Nursing Community Assessment Service, and Health Match BC. (April 2022)</p> <p>Triple Track Assessment for Nurses: BC College of Nurses and Midwives (BCCNM) has streamlined the registration application process for international applicants so that they can simultaneously apply for registration as a registered nurse (RN), and as a Licensed Practical Nurse (LPN) in a single joint application.</p> <p>Bursaries for IENs: Bursaries ranging from \$1,500 to \$16,000, depending on assessment or upgrading required. Financial supports are designed to offset the costs of assessment services, language testing, skill evaluation and educational upgrading.</p> <p>IEN Navigation Support: Nurse navigators will assist IENs as they navigate the various testing and assessments required to practise in BC, providing immigration and licensing support, relocation information and job placement and employment support (May 2022).</p> | <p>available by Fall 2028. It is unclear what proportion will be allocated to ITPs vs Canadian Medical Graduates (CMGs).</p> <p>Associate Physician licensing: “Associate Physician” class of licensing enables ITPs who do not meet registration requirements for independent licensure to practice under supervision; the title has similar registration requirements as “Clinical Assistant” in Manitoba and Nova Scotia, and “Clinical/Surgical Assistant” in Alberta. (November 2022)</p> <p>Clinical Anesthesiology Fellowship: Province of BC is funding up to six 12-month BC Clinical Anesthesiology Fellowships at UBC for US-trained physicians who have successfully completed a four-year anesthesiology residency accredited by Accreditation Council for Graduate Medical Education (ACGME) and have completed US licensing examinations. (March 2021)</p> <p>British Columbia Physician Integration Program (BC-PIP) : To support the successful transition of practice-eligible International Medical Graduates from provisional registry to full licensure to practice medicine in the province. Funded by provisional registry to full licensure to practice medicine in the province. The Joint Standing Committee on Rural Issues, the Joint Collaborative Committees of Doctors of BC and the province of British Columbia (June 2023).</p> |

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| | | <p>Expanded Assessment Options for International Credentials: In aims to accelerate the evaluation process, reduce critical backlogs, and enable additional flexibility for IENs, the College of Nurses and Midwives (BCCNM) now recognizes the following certified agencies other than the National Nursing Assessment Service (NNAS), to provide credential assessment services:</p> <ul style="list-style-type: none"> • The Canadian Branch of World Education Services • Comparative Education Services • International Credential Assessment Services • International Credential Evaluation Services (October 2023). <p>Updates to Proof of English Language Proficiency (ELP): Expanded eligibility for IENs in BC seeking registration in the provinces. Updated requirements now allow for additional methods to demonstrate language proficiency. These include completion of education in English, experience having worked in an English-speaking healthcare environment. This seeks to provide accessible alternatives than traditional language tests. (August 2023).</p> <p>Expedited Licensure and Registration: IENs from Australia, New Zealand, the United Kingdom, and the United States are now</p> | |

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| | | <p>exempt from NCAS competency assessments. To be eligible, IENs must have graduated from an approved nursing program within the past five years or have practiced nursing for at least 1,125 hours. Exempted nurses will be eligible for provisional registration in BC, allowing them to practice while working towards completing the requirements for full registration (passing the NCLEX-RN or NCLEX-LPN, and completion of other outstanding requirements).</p> | |
| Alberta | <p>Nursing Seat Expansion: Ministry of Advanced Education announced a \$20.5 million investment to add 1,338 additional nursing seats in the province (May 2022).</p> <p>Labour Mobility Act: In April 2023, Alberta introduced legislation to reduce barriers to registration and employment for applicants for professional registration who are already registered in that occupation in another province. This includes amending the Fair Registration Practices Act so that the language does not apply to “labour mobility applicants”. The Fair Registration Practices Act was introduced in 2019 and grants the authority to create a Fair Registration Practices Office/Fairness for Newcomers</p> | <p>MOU with Philippines: Alberta signed a memorandum of understanding with Government of Philippines to recruit more Filipino nurses. The province also announced \$3.5M in funding to further expand nursing education seats in the province (November 2022).</p> <p>IEN Bridging: University of Alberta launched a pilot program in partnership with the College of Registered Nurses of Alberta (CRNA) to bridge IENs to licensure over 12 weeks, including a 6–9-week clinical placement. (February 2022)</p> <p>Plan to attract and register IENs: Department of Advanced Education in collaboration with the departments of Health, and Labour and Immigration announced the launch of a three-pronged plan to help reduce</p> | <p>Practice-Ready Assessment: Alberta has had a PRA program since 2010. In Fall 2022, the College of Physicians and Surgeons of Alberta (CPSA) announced a new initiative to accelerate registration of ITPs “trained in certain jurisdictions”. This waives the initial 3-month Preliminary Clinical Assessment period for PRA process. PRA consists of two parts; the first a three-month Preliminary Clinical Assessment where the candidate works under direct observation in the medical practice of a CPSA-approved assessor, and the second a three-month Supervised Practice Assessment period.</p> <p>Alberta Clinical Surgical Assistant Program (ACSAP): The ACSAP program through Alberta Health Services (AHS) provides a pathway for ITPs to become licensed as Clinical/Surgical Assistants and work under supervision in the province.</p> |

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| | <p>Office to ensure that qualified individuals entering regulated professions and designated occupations or trades do not face unfair processes or barriers.</p> | <p>barriers for internationally educated nurses. An investment of \$3.5 million will go towards expanding nurse bridging programs and clinical placements, streamlining the regulatory process, and creating a new online platform to help internationally educated nurses navigate the process.</p> <p>Financial Supports for IENs: In collaboration with Mount Royal University, Ministry of Advanced Education will invest \$15 million to train and support internationally educated nurses, including \$7.8 million to fund a non-repayable financial assistance bursary of up to \$30,000 over five years for tuition, living expenses, and to “offset the costs of nursing bridging programs.” (February 2023)</p> <p>Funding for IEN bridge programs: \$11 million investment towards more than 1,221 new seats for IEN bridge programs, including 848 seats for registered nurses and 373 for licensed practical nurses. (October 2023)</p> <p>Changes to NCLEX eligibility requirements: IENs can now meet CRNA competency requirements if they either: (a) have registration in any global jurisdiction and have already passed the NCLEX-RN; (b) have registration in one of nine international jurisdictions (The nursing jurisdictions are the Philippines, India, the United States, the</p> | |

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| | | <p>United Kingdom, Australia, Nigeria, Jamaica, New Zealand and Ireland) and request to write the NCLEX-RN with the CRNA, or (c) verify they have an equivalent education from any jurisdiction and request to write the NCLEX-RN with the CRNA. (April 2023)</p> <p>Reducing barriers for currency of practice through provisional registration for IENs: IENs can now combine their verification of equivalent education with the Alberta Registered Nurses Assessment Program (ARNAP), and then apply for a provisional permit until they pass the NCLEX-RN. Provisional registration permits will last for six months and allow for supervised practice as a ‘graduate nurse’ or ‘graduate nurse practitioner’ during preparation for regulatory examinations. (April 2023)</p> <p>Expansion of Practice Hour Requirements: CRNA will now recognize practice hours to include those gained from education, competency evaluations, and clinical practice completed within the last three years (June 2023)</p> | |
| Saskatchewan | <p>Provincial HHR Plan: Announced their “Health Human Resources Action Plan” in September 2022, which includes a four-point plan (recruit, train, incentivize, retain) with investments</p> | <p>MOU with Philippines: Government of SK signed an MOU with the Philippines government to exchange research, education, and information about nursing in post-secondary institutions. (February 2022)</p> | <p>Practice-Ready Assessment: In April 2022, Government of Saskatchewan announced \$1.1 million to expand number of PRA seats from 36 to 45 annually. Saskatchewan has implemented PRA (SIPPA) since 2011.</p> |

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| | <p>of \$60 million. The plan aims to add 1,000 health care workers to the workforce over the next “several years”.</p> <p>A provincial call is being put out to unlicensed, internationally trained health care workers in the province. Individuals are asked to fill out an assessment form to access navigation services. 4 new health system navigator positions have been added to support this call out. (February 2022)</p> <p>HHR Progress Report: Saskatchewan's health minister says the province is making "steady progress" in its plan to attract and retain health-care workers in the province. 92 of 164 "high priority" positions in rural and remote Saskatchewan have been filled. The provincial government is offering up to \$50,000 as part of a three-year return-to-service agreement to workers in nine different "high priority positions" in rural and remote communities. (February 2023)</p> <p>Labour Mobility and Fair Registration Act: in April 2022; establishing a “Labour Mobility and Fair Registration Practices Office”</p> | <p>Expansion of seats: 150 nursing seats are being added to Saskatchewan’s RN/RPN/NP programs via the HHR Action Plan. (January 2023)</p> <p>Accelerated pathways for IENs: As part of the HHR Action Plan, the province will offer accelerated training, assessment, and licensure pathways for IENs that include support for individuals’ pre-arrival. The first cohort arrived in Fall 2022 after completing initial online training. The second phase of the streamlined pathway was underway as of May 2023, and will aim to “offer more options and supports for overseas nurses preparing to enter the provincial health care workforce.”</p> <p>Saskatchewan Immigrant Nominee Program (SINP) for nurses: Saskatchewan has a sub-category for Licensed Practical Nurses (LPN), Psychiatric Nurses or Registered Nurses (RN) who want to apply for permanent residency via the SINP International Health Worker EOI Pool.</p> <p>Navigator Programs/Access Hub: Proposed improvements for IENs include a shorter bridging program, applicant-focused support, language training, clinical services, settlement assistance, and tailored help through navigators. Successful IEN applicants will be reimbursed for language and education</p> | <p>Northern Physician Recruitment Incentive: Funding initiative to boost supply of physicians in northern and rural areas of Saskatchewan. The government of Saskatchewan is announcing a \$200,000 incentive over five years to support this work. This has been expanded to include physicians who have been assessed through the Saskatchewan International Physician Practice Assessment Program (SIPPA). (March 2023)</p> |

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| | <p>within the Ministry of Immigration and Career Training. This his office will work in partnership with provincial regulators to ensure compliance and assist newcomers in navigating credential assessment services. Under new provisions, regulatory bodies must evaluate and response to IENs within 50 days.</p> <p>Clinical Assessment and Gap Training for Dentists: Saskatchewan Dental Therapists Association completed the development of a pilot clinical assessment and gap training program for internationally trained dental therapists. (2022)</p> <p>Renewed Investments in HHR Strategies: Key investments in the 2023-24 Budget include a roughly \$100 million investment across government to assist Saskatchewan's four-point Human Health Resources (HHR) Action Plan to recruit, educate, incentivize, and retain additional health care workers and physicians. A \$11.9 million investment will support ongoing efforts to attract globally educated health care employees, such as regulatory evaluations,</p> | <p>assessments, bridging and training expenses, professional examinations and registration fees, and other training-related charges (May 2023)</p> <p>Expedited Credential Assessments and Licensure: Through a recent agreement between the NNAS and the College of Registered Nurses of Saskatchewan (CRNS), IENs are now able to benefit from an accelerated education credential assessment process. Five days upon completing their assessments IENs will receive and advisory report that will be sent to the CRNS. Based on the report, the CRNS will either request a competency assessment, suggest additional formal education including bridging programming, or be offered the opportunity to take the NCLEX-RN exam. (June 2023)</p> | |

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| | <p>navigation services, and settlement assistance (May 2023).</p> <p>International Recognition Grant: The government of Saskatchewan launched a grant to support newcomer internationally trained healthcare workers in costs associated with obtaining licensure and credential assessments. The grant will provide up to \$6000 per application (April 2023).</p> | | |
| <p>Manitoba</p> | <p>Provincial HHR Plan: In November 2022 the Government of Manitoba announced \$200 million allocation for its Health Human Resource Action Plan. This has three pillars: recruit, train, retain. The plan aims to add 2,000 health-care professionals to the provincial health care workforce.</p> <p>Navigation supports: The “IEHP Access Hub” is located in the University of Manitoba and provides navigation supports related to settlement and employment.</p> <p>Amendments to Fair Registration Practices in Regulated Professions Act: Manitoba government introduced legislative amendments to accelerate IEHP integration by speeding up the process to recognize foreign credentials and</p> | <p>Expansion of nursing seats: The \$200 million 2022 HHR Action Plan will add 400 nurse education seats between multiple training institutions.</p> <p>Supervised Practice for IENs: 2022 HHR Action Plan includes an expansion of Undergraduate Nurse Employee (UNE), providing opportunities for nursing students and IENs to practice under supervision.</p> <p>“IENs in Manitoba” Project: IENs complete a questionnaire and are provided with navigation supports that may include referral to language classes, assistance navigating the licensing pathway, financial assistance to support the costs associated with the licensing process, and referral to other services.</p> <p>MOU with the Philippines: Streamlines recruitment & workplace integration for</p> | <p>Programs for ITPs: Manitoba has Practice-Ready Assessment (PRA) programs available for family and specialty practice.</p> <p>“Medical Licensure Program for International Medical Graduates” (MLPING): A one-year training program for eligible family medicine physicians who require additional training while working towards licensure. This program accepts work as a regulated Clinical Assistant for recent practice requirements.</p> <p>Clinical Assistant licensing: Clinical Assistant (CA) licensing is offered in Manitoba, with registration requirements aligned with CA licensing in Nova Scotia, the “Associate Physician” class in BC, and the “Clinical/Surgical Assistant” class in Alberta.</p> <p>Modified exam requirements for ITPs: In March 2023, the CPSM announced it was removing a general qualifying exam (Medical</p> |

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| | <p>ensure a fair assessment of their qualifications, training, and skills as they enter Manitoba’s workforce. (March 2023)</p> | <p>nurses from the Philippines. The mission includes connection with skilled health-care providers and recruitment efforts in three cities (Manila, Cebu, and Iloilo) between Feb. 21 and 25.</p> <p>Financial Supports for IENs: The Manitoba government announced plans to provide up to \$23,000 in financial supports per IEN to help cover a variety of costs that come with obtaining licensure in Manitoba. This includes funding for clinical competence assessments and bridge training, as well as other related expenses such as living allowance, transportation, and childcare. (July 2022)</p> <p>Compliance Order: Health Minister issued a compliance order that forces the College of Registered Nurses of Manitoba to remove its requirement that demand further testing from internationally educated nurses already licensed in other jurisdictions in Canada and trying again to be accredited in Manitoba. (January 2023)</p> <p>Expedited Credential Assessments and Licensure: Through a recent agreement with the NNAS, the government of Manitoba and the Association of Registered Nurses of Manitoba will work in partnership to accelerate the assessment and licensure of IENs. IEN applicants will receive a response within five days of completing assessments. (June 2023).</p> | <p>Council of Canada Qualifying Examination Part 1 (MCCQE1)) from the registration requirements for Provisional Registration in medicine.</p> |

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| | | <p>Funding to Expand Healthcare Capacities: The Government of Manitoba announced a \$123 million in funding to increase HHR capacities and support workers. The funding will support IEN recruitment and retention in the provinces. Budget allocations will go towards expanding university programs to include IENs, address costs associated with education and training, and advocacy efforts for the expansion of federal funds to healthcare services (February 2023).</p> | |
| Ontario | <p>Provincial HHR Plan: Announced ‘A Plan to Stay Open: Health System Stability and Recovery’ in August 2022.</p> <p>Other relevant Legislation:</p> <ul style="list-style-type: none"> • Bill 27, “Working for Workers Act, 2021” • Bill 106, “Pandemic Emergency Preparedness Act” <p>Decision-Making Time Limits: Beginning July 1, 2023, regulatory professions must provide internationally trained workers with written notice of their registration decision and a written explanation within six months of receiving applications (July 2023).</p> <p>Access Hub: The “Access Centre for Internationally Educated Health</p> | <p>Supervised Practice Experience Partnership (CNO and Ontario Health) Announced January 2022; assists internationally educated nursing applicants who have met all registration requirements except language requirements and evidence of recent safe practice. Participants complete a minimum practice experience of 140 hours under supervision of a qualified preceptor in a CNO-approved organization. (January 2022)</p> <p>Temporary Class registration for IENs: Temporary Class registration is now available for IENs who have already applied to General Class and received an offer of employment. This enables supervised practice while working towards General Class licensing. (October 2022)</p> <p>Funding for IEN bridging curriculum enhancements: In 2022 the Ministry of Labour,</p> | <p>Practice-Ready Assessment: Ontario launched Practice-Ready Ontario in June 2023. This PRA program aims to add more than 50 new physicians to the province’s workforce by 2024. (June 2023)</p> |

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| | <p>Professionals (IEHPs)” is an arms-length government agency providing programs and services supporting IEHPs.</p> <p>2022 Provincial Budget - Healthcare Allocations: The Government of Ontario released a revised version of its spring budget, which includes new funding in the health sector, particularly to increase the healthcare capacity. Highlights include:</p> <ul style="list-style-type: none"> • \$764M over two years to provide nurses with up to \$5,000 retention incentive. • \$124.2M over three years, starting 2022–23, to modernize clinical education for nurses. • \$230M in 2022–23 to enhance health care capacity, including supporting up to 1,000 internationally educated nurses to become accredited nurses in Ontario through Supervised Practice Experience Partnership program. | <p>Training and Skills Development provided \$1.5 million to the Ontario Internationally Educated Nurses Course Consortium (OIENCC) to update a successful competency-bridging curriculum for IENs.</p> <p>IEN Competency Upgrade Pathway: Funded through the Ontario government’s Nursing Program Transformation in Ontario’s Colleges initiative. Tuition-free, hybrid competency upgrade courses for IENs seeking to meet CNO’s education requirement for registration in the General Class; courses can be completed online and asynchronously. (October 2021)</p> <p>Financial Supports for Enrollment in Educational or Bridging Courses: Part of the “Nursing Program Transformation in Ontario’s Colleges” initiative. IENs are eligible for up to \$6,000 per year in financial support for their education; available through local public colleges, administered broadly by Colleges Ontario. Funding via jointly offered by the Ministry of Long-Term Care, Ministry of Colleges and Universities, and Colleges Ontario. Funding aims to support up to 1500 IENs over three years (from 2022-23 until 2024-25). (October 2021)</p> <p>Temporary Reimbursement of Registration Fees for IENs: Reimbursement of</p> | |

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| | | <p>examination, application, or registration fees via the \$15 million in funding announced in “Your Health: A Plan for Connected and Convenient Care”. Valid for Temporary or General Class registration application submitted to the CNO between August 18, 2022 to March 31, 2024. (March 2023)</p> <p>Clinical Scholar Program: This program pairs an experienced frontline nurse as a dedicated mentor with newly graduated nurses, internationally educated nurses and nurses wanting to upskill to ensure they have the support they need to confidently transition into the nursing profession. (July 2023)</p> <p>Expanded Proof of English Language Proficiency: The CNO will now recognize all language tests approved under the Immigration and Refugee Protection Act (March 2022).</p> | |
| Quebec | <p>Provincial Workforce Strategy: Quebec released the “National Workforce Strategy” in 2018. Some initiatives will indirectly impact IEHPs.</p> <p>Mutual Recognition Agreement with Switzerland: To recognize the professional credentials of five groups of healthcare workers. Under this</p> | <p>Recruitment from francophone countries: In early 2022, Quebec announced \$65 million to recruit and train approximately 1,000 nurses from francophone countries over 2 years. Funding will be used for training, licensing, and wraparound supports (including childcare). 344 candidates arrived in Fall 2022.</p> <p>Financial incentives: The Quebec government announced it would offer financial bonuses to nurses who move from</p> | <p>Practice-Ready Assessment: Quebec has implemented PRA for both family and specialty practice in the province and grants a “Restrictive Permit” for practice. Quebec also has a unique pathway (similar to PRA) for physicians who completed their education and training in France.</p> |

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| | <p>agreement, Quebec and Switzerland will each accept the professional credentials of one another's dental hygienists, midwives, social workers and family therapists, dental appliance and prostheses technicians, and medical imaging, radiotherapy, and medical electrophysiology technicians. Plans to expand occupations covered in the future (June 2022)</p> <p>Mutual Recognition Agreement with France: Mutual recognition of educational and professional credentials and stipulates compensatory measures, such as successfully completing additional education, training or internship for medical laboratory technologies, pharmacists, registered nurses, medical radiation technologists, physicians, and midwives. (Ongoing)</p> <p>Immigrant Credential Recognition Plan: Quebec government announced new funding of \$130M over two years to help develop projects in areas such as recruitment, skills assessment, personalized support, refresher training, skills and credential recognition (December 2021).</p> | <p>part-time to full-time (\$15K), nurses who have quit and are willing to return (\$12K), and up to \$18K for nurses in regions hit hard by the pandemic. The province plans to attract 4,300 nurses back into the system on a full-time basis. (September 2021)</p> | |

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| <p>New Brunswick</p> | <p>Provincial HHR Plan: “Stabilizing Health Care: An Urgent Call to Action” aims to develop an integrated health system. (November 2021)</p> <p>Fair Registration Practices in Regulated Professions Act: Introduced to ensure that regulatory bodies apply registration practices that are transparent, objective, impartial and fair. (June 2022)</p> | <p>MOU with India: UNB announced an MOU with India to streamline pathways to practice for RNs from India. This includes enabling nurses to write the NCLEX-RN licensure exam from India. (November 2022)</p> <p>MOU with France: Ministry of Health in collaboration with the Nurses Association of New Brunswick, allowing registered nurses from France to expedite their licence to practise in New Brunswick. This program is based on an existing agreement in Quebec, which recognizes mutually qualified professional groups from France to accelerate licensing within their province. (September 2022)</p> <p>IEN Matching Pilot Project Renewed investments in pilot that seeks to match IENS with employers. The program allows nurses awaiting licensure to work in support positions. (April 2022)</p> <p>IEN Navigator: In 2022, NB expanded the IEN Navigator program (established 2019) to support individuals in other health occupations, and non-health occupations. The program has matched more than 200 IENS with employers to date.</p> <p>Covering Registration Fees for IENS: The government of New Brunswick announced plans to cover registration fees for up to 300</p> | <p>Practice Ready Assessment: New Brunswick launched a PRA program in the province. It is the only province to offer the PRA program in both English and French. (October 2023)</p> |

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| | | <p>IENs over the next 5 years; with aims to alleviate the nearly \$10,000 assessment and registration costs. (June 2023)</p> <p>*Zone-Based Expedited Pathways*: Permits for temporary registration are now available for IENS qualifying in zones 1-4 (regional healthcare communities to regional healthcare communities) to work as ‘nurse graduates’ while working towards passing the NCLEX-RN. Each permit lasts for six months.</p> <ul style="list-style-type: none"> • Zone 1: US • Zone 2: NZ, Australia, UK, and Ireland • Zone 3: France, Hong Kong, Belgium • Zone 4: UAE, India, India, Philippines, Morocco, Lebanon, Switzerland <p>Partnership with NNAS:</p> <p>The National Nursing Assessment Service in partnership with the Nursing Association of New Brunswick aims to provide accelerated and streamlined credential assessment service. In this case, advisory reports will now be issued to NANB within five days of receiving all necessary documents from IENs.</p> | |
| Nova Scotia | On August 31, 2021, the province established the Office of Healthcare Professionals Recruitment. | Review of IEN licensing: In August 2022, the NS Government announced one-time funding of \$340,000 to the NS College of Nursing to support a “comprehensive review” of nurse | New Licensing Pathway: Launched a new licensing pathway & streamlined process for ITP.; Some ITPs are eligible to practice under a “defined license” (supervised / probationary) for a period of 6-24 months (down from a max |

| Province | Health workforce strategy | IEN-specific | ITP-specific |
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| | <p>NS has two PNP immigration streams for physicians and added 200 nurse education seats in July 2022.</p> <p>Kenya Recruitment Mission: Minister of Health and Wellness announced that more continuing care assistants will be moving to Nova Scotia as a result of a recent recruiting trip to Kenya. 65 continuing care assistants were recruited through the federal Economic Mobility Pathways Pilot, which identifies refugees with in-demand skills and meet regional and provincial immigration requirements. (January 2023)</p> <p>Licensing and Support for Ukrainian IEHPs: Nova Scotia Health announced working with regulatory colleges to streamline licensing and support the ~ 230 Ukrainian healthcare professionals at various stages of getting the approvals needed to join Nova Scotia's healthcare system. Supports include:</p> <ul style="list-style-type: none"> • Community Navigators • Online Orientation • Post-Graduate Mentorship Program • Streamlined access to RN bridging program. | <p>registration in the province. Others changes already implemented include:</p> <ul style="list-style-type: none"> • Additional options to demonstrate language proficiency • Earlier access to registration exams • Streamlining documentation required of internationally educated nurses • Conditional licensing for nurses already registered, licensed and in good standing elsewhere in Canada <p>Streamlining Processes to Access Registered Nurses Bridging Education Program: Nova Scotia Health, in partnership with the College of Nursing, launched a pilot program to provide internationally educated nurses with a streamlined process to access RN Bridging education programs. (August 2022)</p> <p>IEN Licensure Accelerator: The Nova Scotia College of Nurses announced plans to expedite licensure and practice for nurses coming from out of the province or internationally (the Philippines, India, Nigeria, the US, the UK, Australia, and New Zealand). For IENs, applications could now see approval within weeks, as opposed to more than a year, and are now able to apply from the college. For nurses working elsewhere in Canada, the application will now be reduced from 5 days to 24 hours, effective March 29. (March 2023)</p> | <p>of 60 months (September 2022)</p> <p>New licensing pathway includes:</p> <ul style="list-style-type: none"> • Orientation for incoming ITPs • Shortened period of supervised practice (“defined license”) • Fast-tracking eligibility for independent licensure (after 6-month period) <p>Practice-Ready Assessment: Nova Scotia has implemented PRA for family physicians through the Nova Scotia Practice Ready Assessment Program (NSPRAP).</p> <p>Clinical Assistant licensing: Nova Scotia has regulated the Clinical Assistant (CA) role, similar to Alberta and Manitoba.</p> <p>ITP Orientation Program: The government is investing \$1.3 million over 3 years to develop the orientation program that will offer support, mentorship and a sense of community for 140 internationally trained doctors moving to the province from outside of Canada. The program will also bring community partners together to support new doctors. (December 2022)</p> <p>IMG Residency Program: NS has created a designated pathway to residency for 10 international medical graduates (IMG) studying outside Canada, with priority given to those with a connection to NS. Unfilled seats</p> |

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| | <ul style="list-style-type: none"> Accelerated licensure process Alternative programs <p>Community Navigators: Nova Scotia Health hired Community Navigators to serve as liaisons between the Ukrainian community and the healthcare system, answering questions, helping with translation, and supporting candidates in all health professions throughout their journey to employment. (August 2022)</p> <p>“NICHE” Initiative for IEHPs: The initiative provides avenues for globally trained healthcare personnel to practice in Nova Scotia by providing assistance with recruiting, immigration, settlement, and licensure. It also focuses on providing education, training, and supervision along various paths, preparing communities and the health system for effective integration, and providing comprehensive settlement and transition-to-practice support to recruited professionals and their families. (May 2023)</p> | <p>Healthcare Professionals Immigration Pilot: Individuals who received a Letter of Interest from Nova Scotia in their Express Entry profile on April 11, 2023, were invited to participate in the Healthcare Professionals Immigration Pilot. Those who receive a valid job offer from the Nova Scotia Health Authority may apply to the Nova Scotia Nominee Program: Skilled Worker stream or the Atlantic Immigration Program. (April 2023) Nova Scotia also held a Provincial Nominee Program draw for nurses in February 2022.</p> <p>Expanded Options for Proof of English Language Proficiency:</p> <p>IENs are now able to use additional options to demonstrate their language proficiency. Options now include previous work with and English-speaking healthcare environment or by demonstrating completed education in English.</p> | <p>will be opened to other IMGs. (December 2022)</p> |
| PEI | <p>Navigation service: PEI is hiring a coordinator to support recruitment</p> | <p>RN Bridging Program: The province introduced the Registered Nurses Bridging</p> | <p>Practice-Ready Assessment: College of Physicians and Surgeons cited plans to partner with other Maritime provinces to</p> |

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| | and navigation of internationally trained health professionals in the province. (September 2022) | Program to help nurses with international credentials or Canadian credentials build on their previous nursing education in order to meet PEI’s current nursing qualifications, through a mixture of courses and practice work. Each participant may also be eligible to receive up to \$3,750 in funding for tuition cost. (November 2021) | discuss expansion of PRA in PEI and Atlantic region. (August 2022) |
| Newfoundland / Labrador | <p>Legislation to amend regulatory requirements: Bill 1 (An Act to Amend the Medical Act, 2011) and Bill 15 (Fair Registration Practices Act) passed in November 2022. These pieces of legislation expand pathways to practice for out-of-province & internationally trained physicians (including through an “Associate” class of licensing). They also reduce barriers to registration and enhance reporting requirements for regulatory bodies.</p> <p>‘Extraordinary Every Day’ Campaign: A recruitment campaign designed attract and retain healthcare professionals through collaboration between the Provincial Health Professional Recruitment and Retention Office is now housed in the Department of Health and Community Services (July 2022)</p> | <p>IEN Bursary Program: Government of NL allocated \$420,000 to support up to 42 IENs in completing the bridging program offered by the Centre for Nursing Studies (March 2022).</p> <p>BScN Seat Expansion: Increased number of seats in the program by 25% through rural program and remote learning implementation (Oct 2021)</p> <p>‘Engage NL’ Nursing Think Tank: Is a convening of stakeholders including the Government of NL, Registered Nurses Union, and regional Health Authorities. It is focused on improving HHR including retention, and recruitment of RNs and RNP. (Feb 2022)</p> <p>India Recruitment Mission: A mission to recruit internationally educated registered nurses from the city of Bengaluru, located in the state of Karnataka in southwestern India. The state was selected to the similar training local nurses receive to that of nurses in NL.</p> | <p>Practice-Ready Assessment: PRA is offered in NL through Memorial University.</p> <p>Residency seats for ITPs: An additional 5 seats are now ‘reserved’ for ITPs in Memorial University’s Family Medicine Residency Program.</p> <p>Ukrainian Physician Licensure Support Program: The Department of Health and Community Services has launched the Ukrainian Physician Licensure Support Program (UPLSP) to provide up to \$10,000 per person in the form of reimbursement for expenses associated with obtaining licensure to practice medicine. Recipients will be required to sign a two-year return of service agreement with the province to stay and practice once they obtain licensure. (2022)</p> |

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| | <p>Ireland Recruitment Mission: Recently announced initiative where the Minister of Health will lead a mission to a mission to Ireland to recruit physicians and nurses who can fill vacancies in NL. Minister Osborne will lead a team that will visit several cities to raise awareness of NL as an ideal immigration destination.</p> | <p>(November 2022)</p> <p>Ireland Recruitment Mission: Minister of Health will lead a mission to a mission to Ireland to recruit physicians and nurses who can fill vacancies in NL. Minister Osborne will lead a team that will visit several cities to raise awareness of NL as an ideal immigration destination for doctors and nurses. (January 2023)</p> <p>Nursing Community Assessment Service (NCAS) for IENs: In 2022-2023, the province the College for Registered Nurses of NL (CRNNL) with \$1.17 million in funding to introduce a Nursing Community Assessment Service (NCAS) satellite site in NL that will replace existing services and better meet the demand for assessment and recognition of prior learning and skills for IENs.</p> <p>IEN Bridging Program Expansion in Rural Areas: In 2021-22, the Government of Newfoundland and Labrador funded a \$364K expansion of the International Educated Nurses (IEN) Bridging Program to include rural satellite sites.</p> <p>Supervised Practice Experience Partnership (SPEP): NL has launched a SPEP program for IENs. Qualified IENs may receive an Interim License with Conditions while practicing for a</p> | |

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| | | <p>minimum of 450 hours under supervision while they obtain outstanding registration requirements (currency of practice hours). (June 2023)</p> <p>Designated Countries Pathway: A Designated Countries Pathway will be established, providing a streamlined and accessible route for nurses from the United States, United Kingdom, India, Philippines, Australia, New Zealand, and Ireland to pursue licensure within the province.</p> | |

Appendix:

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| <p>Multi-Jurisdictional Initiatives</p> | | | <p>National Assessment Collaboration's (NAC) Practice-Ready Assessment (PRA)</p> <p>The Medical Council of Canada/Le Conseil médical du Canada offers the NAC PRA programs in seven provinces across Canada (BC, AB, SK, MB, QC, NFDL, NS) as a route to licensure for international physicians who have already completed their residency and practiced independently abroad. These programs offer a clinical field assessment over a period of 12 weeks. After completion, successful candidates must complete a return of service in a rural</p> <p>Atlantic Physician Registry: To improve mobility within the Atlantic</p> |
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| | | | Region, physicians can opt-in to the Atlantic registry and will be able to practice seamlessly in all four provinces without any additional licensing requirements. (May 2023) |
| Multi-Jurisdictional + International MOU/Mutual Recognition Arrangements (MRAs) | <p>National associations in partnership with Canadian provincial and territorial regulatory bodies entered into mutual recognition arrangements with other countries to accelerate the recognition of the qualification of registered applicants from other country. These arrangements provide for the mutual recognition of certified workers and indicate the conditions and any additional requirements to practice in the country.</p> <p><u>Dental Hygienists and Dental Therapists</u></p> <ul style="list-style-type: none"> American Dental Association’s Commission of Dental Accreditation and the Commission on Dental Accreditation of Canada which gives Canadian regulators assures accredited dental hygiene programs in the United States are substantially equivalent to Canadian dental hygiene programs. <p><u>Dentists</u></p> <ul style="list-style-type: none"> MOUs with the U.S, Australia, Ireland and New Zealand: Graduates of accredited dental programs in these countries are on par with graduates of accredited Canadian programs: they can complete the National Dental Examining Board of Canada Written Examination and Objective Structured Clinical Examination for certification as a general dentist in Canada. The Commission on Dental Accreditation (CODA) has established its own accreditation procedure for international dental programs that can be initiated at the request of the international dental program and with associated costs covered by the dental program. This process accredits international dental programs using the U.S. standards as the basis for the approval. National Dental Examining Board of Canada (and therefore the Royal College of Dental Surgeons of Ontario) will recognize graduates of international programs approved by CODA as graduates of approved programs. Graduates of undergraduate dental programs approved under these reciprocal agreements are considered equivalent to graduates approved by the Commission on Dental Accreditation of Canada. <p><u>Pharmacists</u></p> <ul style="list-style-type: none"> Graduates of Qatar’s University College of Pharmacy (CPH) were recognized by the Pharmacy Examining Board of Canada as graduates of a program accredited by the Canadian Council for Accreditation of Pharmacy Programs. As a result, CPH graduates are permitted to write the same examinations as Canadian graduates write towards licensure. As well, the PEBC also delivered Part 1 of its Pharmacist Qualifying Examination in Qatar, allowing CPH students to sit the exam in Doha. (November 2022) <p><u>Physicians</u></p> | | |

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| | <ul style="list-style-type: none"> • Association of Faculties of Medicine Canada has a reciprocal agreement with the Liaison Committee on Medical Education (LCME) in the United States, whereby graduates from qualified US medical schools are treated as equivalent to Canadian graduates (and vice versa). MD graduates do not have to write the Medical Council of Canada's Equivalency Exam and can compete in the Canadian Resident Matching Service match like a Canadian graduate. Vice-versa, Canadian MD grads can apply to do their residency in U.S. institutions with their Canadian MD recognized there. • The Royal College of Physicians and Surgeons of Canada recognizes the jurisdictional training of 29 institutions from Australia, New Zealand, Hong Kong, Singapore, South Africa, Switzerland, UK, Scotland and Ireland. For the graduates of these particular jurisdictions, the College will assess their training to determine the extent to which they have successfully met and completed the Royal College training requirements. When the training is deemed comparable and acceptable, the International Medical Graduates are ruled eligible to take the Royal College certification examination. Success at the certification examination will lead to Royal College certification. Applicants who have completed some or all residency training in an Accreditation Council for Graduate Medical Education accredited training program in the United States must apply for an assessment of training to ensure that training satisfactorily meets the Canadian specialty specific training requirements. • The College of Family Physicians of Canada recognizes the certification of physicians who have completed education, training and certification in four approved jurisdictions (US, Australia, Ireland, UK). MDs who have done post-graduate training (i.e., residency) in one of the select institutions in the five countries may not have to undergo that post-graduate training (e.g., residency) in Canada. <p><u>Psychologists</u> Bilateral MOUs exist between the Canadian Psychological Association and the following institutions:</p> <ul style="list-style-type: none"> • Australian Psychological Society (2010) • Psychological Society of South Africa (2009) • Russian Psychological Society (2008) • American Psychological Association (1989) | | |