



Summary of Recent Provincial Initiatives Supporting Internationally Educated Health Professionals

About this Document

This document is updated quarterly. It summarizes provincial initiatives (policies, programs, legislation) that specifically and directly impact internationally educated health professionals (IEHPs). Initiatives are organized by province or territory, with the most recent initiatives appearing first. An appendix outlines several initiatives that are multi-jurisdictional (pan-Canadian), including several long-standing international mutual recognition agreements (MRAs).

This document is iterative and not exhaustive. It is sourced from publicly available documents. Cited policy initiatives begin in 2018. More comprehensive summaries are included from January 2020 onwards.

Please send additional information on these or other IEHP policy initiatives to Makini McGuire-Brown (mmcguirebrown@wes.org) to help build out this information.



Contents

About this Document	1
Overview	3
British Columbia	4
Alberta	8
Saskatchewan	12
Manitoba	15
Ontario	18
Quebec	22
New Brunswick	24
Nova Scotia	27
PEI	30
Newfoundland / Labrador	31
Yukon	34

Overview

Last updated May 21, 2024

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 Q4 2023, there were 91,860 vacancies in the health care sector, and 34 percent (30,875) of these [vacancies](#) were in [nursing and allied health professional roles](#). Nearly all provinces and territories have their own specific strategies targeting the recruitment and retention of IEHPs in the context of broader health human resource or workforce strategies.

Themes

The table below summarizes recent provincial Health Human Resource (HHR) strategies and specific initiatives aimed at labour force integration of internationally educated nurses (IENs) and internationally trained physicians (ITPs). The themes that emerge are as follows:

- **Recruitment initiatives:** Several provinces have signed memorandums of understanding (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 and access hubs:** Several provinces have implemented nurse navigator models to support internationally educated nurses (IENs) in navigating assessment and licensing processes; New Brunswick has expanded its model to support individuals in other health occupations. Several provinces (for example, Manitoba, Ontario)
- **Financial support:** Bursaries, grants, and tuition support are being made available through provincial funding for IENs to offset the costs of training, exams or assessments, licensing fees, and registration costs. These initiatives offer support ranging between \$1,500 and \$18,000.
- **Expansion of educational seats and 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 (for example, 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 (for example, “Associate Physician” in BC; “Associate” registration for physicians in Newfoundland and Labrador; Temporary Class licensing for nurses in Ontario). Some provinces have also eased registration requirements for recently retired nurses who want to re-enter the field of practice.
- **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, for example, language proficiency exams.

British Columbia

Health workforce strategies

Support for Allied Health and Clinical Support Workers: The Government of BC [announced](#) up to \$15 million over three years for allied health clinical mentorship, and peer support and transition-to-practice support for allied health new entrants, including new graduates and internationally educated allied health professionals. **(May 2024)**

Fair Registration Legislation: BC introduced new fair credential recognition [legislation](#) that aims to reduce barriers for internationally trained professionals seeking employment in BC. The act was introduced in October and later received Royal Assent in December. **(December 2023)**

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. This plan includes expansion of the BC Provincial

IEN-specific

Virtual Competency Assessment for IENs: The British Columbia College of Nurses and Midwives (BCCNM) and the Nursing Community Assessment Service (NCAS) received federal funding to pilot a [virtual version](#) of the simulation lab assessment, allowing IENs to be assessed from anywhere, thus speeding up the process toward workforce integration according to assessed competency. **(January 2024)**

- **Expanded Assessment Options for International Credentials:** With the goals of accelerating the evaluation process, reducing critical backlogs, and enabling additional flexibility for IENs, [the British Columbia College of Nurses and Midwives \(BCCNM\) now recognizes](#) credential assessment services from the following certified agencies (in addition to the National Nursing Assessment Service (NNAS)): World Education Services (Canada)
- Comparative Education Service
- International Credential Assessment Service

ITP-specific

British Columbia Physician Integration Program (BC-PIP): Established to support the successful transition of practice-eligible [international medical graduates from provisional registry to full licensure](#) to practice medicine in the province and funded by the Joint Standing Committee on Rural Issues and the Joint Collaborative Committees, a partnership of Doctors of BC and the Province of British Columbia. **(June 2023)**

Practice-Ready Assessment Expansion: [Tripling](#) the number of PRA positions from 32 seats to 96 seats annually by March 2024. **(November 2022)**

Associate Physician Licensing: BC introduced an “[Associate Physician](#)” class of licensing which enables ITPs who do not meet registration requirements for independent licensure to practice under supervision; it has similar registration requirements as “Clinical Assistant” in Manitoba and Nova Scotia, and

British Columbia

Health workforce strategies

Nominee Program (PNP) streams targeting health care workers. **(September 2022)**

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, and digital resources. **(July 2022)**

IEN-specific

- International Credential Evaluation Service **(October 2023)**

Expedited Licensure and Registration: IENs from Australia, New Zealand, the United Kingdom, and the United States are [now 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). **(January 2023)**

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 and

ITP-specific

“Clinical/Surgical Assistant” in Alberta. **(November 2022)**

Clinical Anesthesiology Fellowship: The Province of BC is funding up to six 12-month BC Clinical Anesthesiology Fellowships at UBC for [U.S.-trained physicians](#) who have successfully completed a four-year anesthesiology residency accredited by Accreditation Council for Graduate Medical Education (ACGME) and have completed U.S. licensing examinations. **(March 2021)**

British Columbia

Health workforce strategies

IEN-specific

ITP-specific

experience working in an English-speaking health care environment. This seeks to provide accessible alternatives to traditional language tests. **(August 2023)**

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. **(January 2023)**

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)**

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**”).

British Columbia

Health workforce strategies

IEN-specific

ITP-specific

This established \$9 million in bursaries to support IENs with assessment fees and created new nurse navigator positions to support assessment & licensing processes. It also supports partnerships between the Government of British Columbia, British Columbia College of Nurses and Midwives, the Nursing Community Assessment Service, and Health Match BC. **(April 2022)**

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. **(April 2022)**

Alberta

Health workforce strategies

Labour Mobility Act: 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 act was introduced in 2019 and grants the authority to create a Fair Registration Practices Office/Fairness for Newcomers Office to ensure that qualified individuals entering regulated professions and designated occupations or trades do not face unfair processes or barriers. **(April 2023)**

IEN-specific

Funding for IEN Bridge Programs: An \$11 million [investment](#) towards 1,221 new seats for IEN bridge programs, 848 seats for registered nurses, and 373 seats for licensed practical nurses. **(October 2023)**

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)**

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 Australia, India, Ireland, Jamaica, New Zealand, Nigeria, the Philippines, the U.K., and the U.S.) and request to write the NCLEX-RN with the CRNA; or (c) verify that they have an equivalent education from any jurisdiction and

ITP-specific

CPSA Accepts SEAP: The CPSA will now [accept credentials](#) from the [Subspecialist Examination Affiliate Program](#) as acceptable to license physicians in a specific subspecialty, regardless of whether the physician has the core RCPSC credential. This will allow ITPs who do not have RCPSC certification in the core specialty (for example, pediatrics) to still practice as a licensed subspecialist (for example, neonatology). **(January 2024)**

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 the registration of ITPs “trained in certain jurisdictions.” This waives the initial three-month Preliminary Clinical Assessment period for PRA process. PRA consists of two parts: The first is a three-month Preliminary Clinical Assessment which requires the candidate to work under direct observation in the medical practice of a CPSA-approved assessor, and the second is a three-month

Alberta

Health workforce strategies

IEN-specific

ITP-specific

request to write the NCLEX-RN with the CRNA. **(April 2023)**

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)**

Financial Supports for IENs: In collaboration with Mount Royal University, the Ministry of Advanced Education will invest [\\$15 million](#) to train and support IENs, including [\\$7.8 million](#) to fund a non-repayable financial assistance bursary of up to \$30,000 over five years for tuition and living expenses, and to “offset the

Supervised Practice Assessment period. **(January 2023)**

Alberta Clinical and 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.

Alberta

Health workforce strategies

IEN-specific

ITP-specific

costs of nursing bridging programs.”
(February 2023)

Plan to Attract and Register IENs: The department of Advanced Education in collaboration with the departments of Health and of Labour and Immigration announced the launch of a **three-pronged plan** to help reduce 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 IENs navigate the process.
(October 2022)

MOU with the Philippines: Alberta signed a **memorandum of understanding** with the government of the Philippines to recruit more Filipino nurses. The province also announced \$3.5 million in funding to further expand nursing education seats in the province.
(November 2022)

Alberta

Health workforce strategies

IEN-specific

ITP-specific

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- to 9-week clinical placement. **(February 2022)**

Saskatchewan

Health workforce strategies

Renewed Investments in HHR Strategies:

Key investments in the 2023-24 budget include a \$100 million investment across government to assist Saskatchewan’s four-point Health Human 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, navigation services, and settlement assistance. **(May 2023)**

International Recognition Grant: The Government of Saskatchewan launched a [grant](#) to support newly arrived internationally trained health care workers in costs associated with obtaining licensure and credential assessments. The grant will provide up to \$6,000 per application. **(April 2023)**

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. Of 164

IEN-specific

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 after completing their assessments, IENs will receive an advisory report that will be sent to the CRNS. After reviewing the report, the CRNS will request a competency assessment, suggest additional formal education including bridging programming, or offer applicants an opportunity to take the NCLEX-RN exam. **(June 2023)**

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 assessments, bridging and training expenses, professional examinations and registration

ITP-specific

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)**

Practice-Ready Assessment: In April 2022, the Government of Saskatchewan announced \$1.1 million to expand the number of PRA seats from 36 to 45 [annually](#). Saskatchewan has implemented PRA (SIPPA) [since](#) 2011. **(April 2022)**

Saskatchewan

Health workforce strategies

“high priority” positions in rural and remote Saskatchewan, 92 have been filled. The provincial government is offering up to \$50,000 as part of a three-year return-of-service agreement to workers in nine different “high priority positions” in rural and remote communities. **(February 2023)**

Provincial HHR Plan: The province announced its “[Health Human Resources Action Plan](#)” in September 2022, which includes a four-point plan (recruit, train, incentivize, retain) with investments of \$60 million. The plan aims to add 1,000 health care workers to the workforce over the next “several years.” **(September 2022)**

Labour Mobility and Fair Registration Act: A “[Labour Mobility and Fair Registration Practices Office](#)” has been established within the Ministry of Immigration and Career Training. This office will work in partnership with provincial regulators to ensure compliance and assist newcomers in navigating credential assessment services.

IEN-specific

fees, and other training-related charges. [\(May 2023\)](#)

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.”

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.

ITP-specific

Saskatchewan

Health workforce strategies

Under new provisions, regulatory bodies must evaluate and respond to IENs within 50 days. **(April 2022)**

Navigation services for IEHPs: 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. Four new health system navigator positions have been added to support this callout. **(February 2022)**

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)**

IEN-specific

Expansion of Seats: 150 nursing seats are being **added** to Saskatchewan’s RN/RPN/NP programs via the HHR Action Plan. **(January 2023)**

MOU with Philippines: The Government of SK signed an MOU with the **Philippines** to exchange research, education, and information about nursing in post-secondary institutions. **(February 2022)**

ITP-specific

Manitoba

Health workforce strategies

Amendments to Fair Registration Practices in Regulated Professions Act: The Manitoba Government introduced legislative [amendments](#) to accelerate IEHP integration by speeding up the process to recognize international credentials and ensure a fair assessment of IEHPs' qualifications, training, and skills as they enter Manitoba's workforce. **(March 2023)**

Navigation Supports: The "[IEHP Access Hub](#)" is located in the University of Manitoba and provides navigation supports related to settlement and employment.

Provincial HHR Plan: The Government of Manitoba announced a \$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. **(November 2022)**

IEN-specific

Expedited Credential Assessments and Licensure: Through a recent agreement with the NNAS, the Government of Manitoba and the College of Licensed Practical Nurses of Manitoba, IEN applicants will receive a response within five days of completing assessments. **(June 2023)**

Funding to Expand Health Care Capacity: The Government of Manitoba announced [\\$123 million in funding](#) to increase HHR capacity and support workers. The funding will support IEN recruitment and retention in the province. Budget allocations will go towards expanding university programs to include IENs, addressing costs associated with education and training, and supporting advocacy efforts to expand federal funds to health care services. **(February 2023)**

MOU with the Philippines: Streamlines recruitment and workplace integration of nurses from the Philippines. The mission includes connection with skilled health care providers and [recruitment efforts](#) in three

ITP-specific

Modified Exam Requirements for ITPs: The CPSM [announced](#) it was removing a general qualifying exam (Medical Council of Canada Qualifying Examination Part 1 (MCCQE1)) from the registration requirements for [Provisional Registration](#) in medicine. **(March 2023)**

Programs for ITPs: Manitoba has Practice-Ready Assessment (PRA) [programs](#) available for family and specialty practice.

Medical Licensure Program for International Medical Graduates (MLPIMG): A one-year [training program](#) for eligible family medicine physicians who require additional training while working towards licensure. **New in 2022**, this program now accepts work as a regulated Clinical Assistant for recent practice requirements. **(August 2022)**

Clinical Assistant Licensing: Clinical Assistant (CA) [licensing](#) is offered in Manitoba with registration requirements

Manitoba

Health workforce strategies

IEN-specific

ITP-specific

cities (Manila, Cebu, and Iloilo) between February 21 and 25. **(February 2023)**

aligned with CA licensing in Nova Scotia, the “Associate Physician” class in BC, and the “Clinical/Surgical Assistant” class in Alberta.

Compliance Order: The Health Minister issued a [compliance order](#) that forces the College of Registered Nurses of Manitoba to remove its requirement that demands further testing of IENs already licensed in other jurisdictions in Canada who are seeking to be accredited in Manitoba. **(January 2023)**

Expansion of Nursing Seats: The \$200 million 2022 [HHR Action Plan](#) will add 400 nurse education seats between multiple training institutions. **(November 2022)**

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. **(December 2022)**

Financial Supports for IENs: The Manitoba Government [announced](#) plans to provide up

Manitoba

Health workforce strategies

IEN-specific

ITP-specific

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)**

Ontario

Health workforce strategies

Decision-Making Time Limits:

As of 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)**

2022 Provincial Budget – Health Care

Allocations: The Government of Ontario released a revised version of its spring budget which includes new funding in the health sector, particularly to increase health care capacity. Highlights include: \$764 million over two years to provide nurses with up to \$5,000 retention incentive; \$124.2 million over three years, starting 2022–23, to modernize clinical education for nurses; \$230 million in 2022–23 to enhance health care capacity, by supporting up to 1,000 IENs pursuing nursing registration in Ontario through the Supervised Practice Experience Partnership program. **(April 2022).**

IEN-specific

CNO Changes Education Requirements for IENs: In a [change of regulation](#), the CNO has made it easier for IENs to meet the educational requirement for registration by accepting all baccalaureate nursing degrees that prepare IENs for practice as an RN at par, regardless of the country of study. **(May 2024).**

Clinical Scholar Program: This [program](#) pairs an experienced frontline nurse as a dedicated mentor with newly graduated nurses, IENs, and nurses seeking to upskill, to ensure they have the support they need to confidently transition into the nursing profession. **(July 2023)**

Temporary Reimbursement of Registration Fees for IENs: Reimbursement of 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 applications

ITP-specific

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)**

Ontario

Health workforce strategies

Provincial HHR Plan: Announced [Plan to Stay Open: Health System Stability and Recovery](#) in August 2022.

Other relevant legislation:

- Bill 27, [Working for Workers Act, 2021](#)
- Bill 106, [Pandemic and Emergency Preparedness Act](#)

Access Hub: The [Access Centre](#) for Internationally Educated Health Professionals (IEHPs) is an arm’s-length government agency providing programs and services supporting IEHPs.

IEN-specific

submitted to the CNO between August 18, 2022, to March 31, 2024. **(March 2023)**

Supervised Practice Experience Partnership (CNO and Ontario Health):

Announced January 2022; assists IEN 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)**

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)**

Expanded Proof of English Language

Proficiency: The [CNO will now recognize](#) all language tests approved under the

ITP-specific

Ontario

Health workforce strategies

IEN-specific

ITP-specific

Immigration and Refugee Protection Act.
(March 2022)

Funding for IEN Bridging Curriculum Enhancements: In 2022 the Ministry of Labour, Immigration, 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. **(February 2022)**

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)**

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

Ontario

Health workforce strategies

IEN-specific

ITP-specific

\$6,000 per year in financial support for their education; available through local public colleges and administered broadly by Colleges Ontario. Funding jointly offered via the Ministry of Long-Term Care, Ministry of Colleges and Universities, and Colleges Ontario. Funding aims to support up to 1,500 IENs over three years (from 2022-23 until 2024-25). **(October 2021)**

Quebec

Health workforce strategies

Mutual Recognition Agreement with France: This MRA enables the mutual recognition of educational and professional credentials and stipulates compensatory measures, such as successfully completing additional education, training, or internship for medical laboratory technologists, pharmacists, registered nurses, medical radiation technologists, physicians, and midwives. **(June 2009)**

Mutual Recognition Agreement with Switzerland: To recognize the professional credentials of five groups of health care workers. Under this 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. There are plans to expand occupations covered in the future. **(June 2022)**

IEN-specific

Recruitment from Francophone Countries: In early 2022, Quebec **announced** \$65 million to recruit and train approximately 1,000 nurses from Francophone countries over two years. Funding will be used for training, licensing, and wraparound support (including childcare). **(February 2022)**

ITP-specific

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**. **(March 2023)**

Quebec

Health workforce strategies

IEN-specific

ITP-specific

Immigrant Credential Recognition Plan:

Quebec Government announced new funding of \$130 million over two years to help develop projects in areas such as recruitment, skills assessment, personalized support, refresher training, skills, and credential recognition. **(December 2021)**

Financial Incentives: The Quebec Government **announced** it would offer financial bonuses to nurses who move from part-time to full-time (\$15,000), nurses who have quit and are willing to return (\$12,000), and up to \$18,000 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)**

Provincial Workforce Strategy: Quebec released the “**National Workforce Strategy**” in 2018. Some initiatives will indirectly impact IEHPs.

New Brunswick

Health workforce strategies

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)**

Provincial HHR Plan: “Stabilizing Health Care: An Urgent Call to Action” aims to develop an integrated health system. **(November 2021)**

IEN-specific

Covering Registration Fees for IENs: The Government of New Brunswick announced [plans to cover registration](#) fees for up to 300 IENs over the next 5 years; with aims to alleviate the nearly \$10,000 assessment and registration costs. **(June 2023)**

Zone-Based Expedited Pathways: Permits for temporary registration are now available for IENs from [certain regional health care communities](#) to work as “nurse graduates” while working towards passing the NCLEX-RN. Each permit lasts for six months.

Zone 1: U.S.

Zone 2: Australia, Ireland, NZ, U.K.,

Zone 3: Belgium, France, Hong Kong,

Zone 4: India, Lebanon, Morocco, Philippines, Switzerland, UAE

Partnership with NNAS: The National Nursing Assessment Service in [partnership with the Nurses Association of New Brunswick](#) aims to provide accelerated and

ITP-specific

New Brunswicker IMG Stream: ITPs with a connection to New Brunswick have a separate stream specific to them to apply to residency positions within the CaRMS process. **(September 2022)**

Clinical Assistant Registration: The New Brunswick Department of Health in collaboration with the College of Physicians and Surgeons of New Brunswick [has launched the Clinical Assistant’s Program](#) to facilitate the licensure process for internationally trained physicians. Under the program, eligible candidates can provide medical services with the supervision of a fully licensed physician. **(November 2023)**

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)**

New Brunswick

Health workforce strategies

IEN-specific

ITP-specific

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. **(June 2023)**

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)**

MOU with France: Ministry of Health in collaboration with the Nurses Association of New Brunswick, is 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 the province. **(September 2022)**

IEN Matching Pilot Project: Renewed investments in a **pilot** that seeks to match IENs with employers. The program allows nurses awaiting licensure to work in support positions. **(April 2022)**



Nova Scotia

Health workforce strategies

“NICHE” Initiative for IEHPs: The [initiative](#) provides avenues for globally trained health care personnel to practice in Nova Scotia by aiding 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)**

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)**

IEN-specific

Expanded Options for Proof of English Language Proficiency: IENs are [now able to use additional options to demonstrate](#) their language proficiency. Options now include previous work in an English-speaking health care environment or by demonstrating completed education in English. **(May 2023)**

IEN Licensure Accelerator: The Nova Scotia College of Nursing [announced plans](#) to expedite licensure and practice for nurses coming from out of the province or internationally (Australia, India, New Zealand, Nigeria, the Philippines, the U.K, and the U.S.). IENs, who are now able to apply from the college, could now see their applications approved within weeks as opposed to more than a year. For nurses working elsewhere in Canada, the application will now be reduced from 5 days to 24 hours, effective March 29. **(March 2023)**

Review of IEN Licensing: The NS Government [announced](#) one-time funding of \$340,000 to the NS College of Nursing to support a

ITP-specific

New Licensing Pathway: The College of Physicians & Surgeons of Nova Scotia has launched a [new licensing pathway](#) and streamlined process for ITPs. Some ITPs are eligible to practice under a “defined license” (supervised or probationary) for a period of 6-24 months (down from a maximum of 60 months). **(September 2022)**

The new licensing pathway includes:

- Orientation for incoming ITPs
- Shortened period of supervised practice (“defined license”)
- Fast-tracking eligibility for independent licensure (after 6-month period)

Practice Ready Assessment: Nova Scotia has implemented [PRA](#) for family physicians through the Nova Scotia Practice Ready Assessment Program (NSPRAP). **(October 2023)**

Nova Scotia Nominee Program (NSNP) - Physician Stream: Nova Scotia has established a “physician” stream through its

Nova Scotia

Health workforce strategies

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 who have in-demand skills and meet regional and provincial immigration requirements. **(January 2023)**

Licensing and Support for Ukrainian IEHPs: Nova Scotia Health announced working with regulatory colleges to streamline licensing and support the ~230 Ukrainian health care professionals at various stages of getting the approvals needed to join Nova Scotia’s health care system. **(August 2022)**

Supports include:

- Community Navigators
- Online Orientation
- Post-Graduate Mentorship Program
- Streamlined access to RN bridging program

IEN-specific

“comprehensive review” of nurse registration in the province. **(August 2022)**

Other changes already implemented include:

- Additional options to demonstrate language proficiency
- Earlier access to registration exams
- Streamlining documentation required of IENs
- Conditional licensing for nurses already registered, licensed, and in good standing elsewhere in Canada
- **Streamlining Processes to Access Registered Nurses Bridging Education Program:** Nova Scotia Health, in partnership with the Nova Scotia College of Nursing, launched a pilot program to provide IENs with a [streamlined](#) process to access RN bridging education programs. **(August 2022)**

Nova Scotia also held a Provincial Nominee Program [draw](#) for nurses in February 2022.

ITP-specific

[provincial nominee program](#). **(December 2023)**

Clinical Assistant Licensing: Nova Scotia has regulated the [Clinical Assistant](#) (CA) role, similar to Alberta, Manitoba, New Brunswick, and Newfoundland. **(July 2023)**

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 to 140 internationally trained doctors moving to the province from other countries . The program will also bring community partners together to support new doctors. **(December 2022)**

IMG Residency Program: NS has created a [designated pathway](#) to residency for 10 international medical graduates (IMGs) studying in other countries, with priority given to those with a connection to NS.

Nova Scotia

Health workforce strategies

- Accelerated licensure process
- Alternative programs

Community Navigators: Nova Scotia Health hired [Community Navigators](#) to serve as liaisons between the Ukrainian community and the health care system, answering questions, helping with translation, and supporting candidates in all health professions throughout their journey to employment. **(August 2022)**

On August 31, 2021, the province established the Office of Healthcare Professionals Recruitment.

IEN-specific

ITP-specific

Unfilled seats will be opened to other IMGs. **(December 2022)**

PEI

Health workforce strategies

Navigation Service: PEI is hiring a [coordinator](#) to support recruitment and navigation of internationally trained health professionals in the province. **(September 2022)**

IEN-specific

RN Bridging Program: The province introduced the [Registered Nurses Bridging 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 costs. **(November 2021)**

ITP-specific

Practice-Ready Assessment: College of Physicians and [Surgeons cited plans](#) to partner with other Maritime provinces to discuss expansion of PRA in PEI and Atlantic region. **(August 2022)**

Newfoundland and Labrador

Health workforce strategies

Ireland Recruitment Mission: It was recently announced that the Minister of Health will lead [a mission to Ireland to recruit physicians and nurses who can fill vacancies in NL](#). Minister Osborne will lead a team that visits several cities to raise awareness of NL as an ideal immigration destination. **(January 2023)**

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 and internationally trained physicians (including through an “Associate” class of licensing). They also reduce barriers to registration and enhance reporting requirements for regulatory bodies. **(November 2022)**

‘Extraordinary Every Day’ Campaign: A [recruitment campaign](#) designed to attract and retain health care professionals through

IEN-specific

New Funding for Recruitment of IENs from India: The Government of Newfoundland and Labrador received new federal funding to pilot a pre-arrival foreign recognition process for RNs from India to enable them to work on arrival. **(January 2024)**

Supervised Practice Experience Partnership (SPEP): NL has launched a [SPEP](#) program for IENs. Qualified IENs may receive an interim license with conditions (IL-C) while practicing for at least 450 hours under supervision while they obtain outstanding registration requirements (currency of practice hours). **(June 2023)**

Designated Countries Pathway: [A Designated Countries Pathway will be established](#), providing a streamlined and accessible route for nurses from Australia, India, Ireland, New Zealand, the Philippines, the U.K., and the U.S. to pursue licensure within the province. **(June 2023)**

Ireland Recruitment Mission: Minister of Health will [lead a mission to Ireland](#) to

ITP-specific

Clinical Assistant License: The Newfoundland Department of Health and Community Services, in collaboration with the College of Physicians and Surgeons, [has launched the Clinical Assistant Program](#) to facilitate the licensure process for ITPs. Program participants can provide medical services under the supervision of a fully licensed physician. **(August 2023)**

Practice-Ready Assessment: PRA is offered in NL through Memorial University.

Residency Seats for ITPs: An additional 5 seats are now [reserved for ITPs](#) in Memorial University’s Family Medicine Residency Program. **(August 2022)**

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

Newfoundland and Labrador

Health workforce strategies	IEN-specific	ITP-specific
<p>the Provincial Health Professional Recruitment and Retention Office, now housed in the Department of Health and Community Services. (July 2022)</p> <p>BScN Seat Expansion: Increased number of seats in the program by 25% through rural program and remote learning implementation. (October 2021)</p>	<p>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>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 because of the training local nurses receive and its similarity to that of nurses in NL. (November 2022)</p> <p>IEN Bridging Program Expansion in Rural Areas: In 2021-22, the Government of Newfoundland and Labrador funded a \$364,000 expansion of the IEN bridging program to include rural satellite sites. (September 2022)</p> <p>Nursing Community Assessment Service for IENs: In 2022-23, the College of Registered Nurses of NL (CRNNL) with \$1.17 million in funding introduced a satellite site in NL that</p>	<p>required to sign a two-year return-of-service agreement with the province to stay and practice once they obtain licensure. (July 2022)</p>

Newfoundland and Labrador

Health workforce strategies

IEN-specific

ITP-specific

will replace existing services and better meet the demand for **assessment** and recognition of prior learning and skills for IENs.

(April 2022)

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)**

Engage NL Nursing Think Tank: This **convening** of stakeholders, including the Government of NL, Registered Nurses' Union, and regional Health Authorities, is focused on improving HHR, including recruitment and retention, of RNs and RNPs. **(February 2022)**

Yukon

Health workforce strategies

IEN-specific

ITP-specific

Yukon Territorial Regulatory Process: A territorial licensure process does not currently exist. **Federal funding** to create it and a Yukon Foreign Credential Recognition Centre aims to support nurses and allied health professionals who plan to work in Yukon. **(February 2024)**

Multi-jurisdictional Initiatives

National Registry of Physicians: The MCC launches a registry of all registered physicians across the country that is compiled by and accessible to all the medical regulatory authorities (MRA) (June 2023).

The Medical Council of Canada/le Conseil médical du Canada offers National Assessment Collaboration PRA programs in seven provinces across Canada (BC, AB, SK, MB, QC, NFLD, 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 area.

Atlantic Registry: Physicians who opt in to the Atlantic Registry will be able to practice seamlessly in all four provinces of the Atlantic Region without any additional licensing requirements. (May 2023)

Multi-jurisdictional and International MOU/ (MRAs)

National associations in partnership with Canadian provincial and territorial regulatory bodies entered into mutual recognition agreements with other countries to accelerate the recognition of the qualification of registered applicants from other countries. These arrangements provide for the mutual recognition of certified workers and specify the conditions under which they can work and any additional requirements to practice in the country.

Dentists

MOUs with Australia, Ireland, New Zealand, and the U.S.: 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 U.S. standards as the basis for approval. The 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 (CDAC).

Pharmacists

Graduates of Qatar 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. The PEBC also delivered Part 1 of its Pharmacist Qualifying Examination in Qatar, allowing CPH students to sit the exam in Doha. (November 2022)

Physicians

Association of Faculties of Medicine of Canada has a reciprocal agreement with the Liaison Committee on Medical Education (LCME) in the U.S., whereby graduates from qualified U.S. medical schools are treated as equivalent to Canadian graduates (and vice versa). U.S. MD graduates do not have to write the Medical Council of Canada's Equivalency Exam and can compete in the Canadian Resident Matching Service 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, Hong Kong, Ireland, New Zealand, Scotland, Singapore, South Africa, Switzerland, and the U.K. For the graduates of these particular jurisdictions, the Royal College will assess their training to determine the extent to which they have successfully met and completed 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 U.S. 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 (Australia, Ireland, the U.K., and the U.S.). MDs who have done postgraduate training (residency) in one of [the select institutions](#) in the four countries may not have to undergo that postgraduate training (residency) in Canada.



Psychologists

Bilateral MOUs exist between the Canadian Psychological Association and the following institutions:

- Australian Psychological Society (2010)
- Psychological Society of South Africa (2009)
- Russian Psychological Society (2008)
- American Psychological Association (1989)