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**GUIDE FOR INTERNATIONAL NURSES
SEEKING EMPLOYMENT IN CANADA**

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The information below will assist you in your journey of achieving registration in a province or territory within Canada.

The requirements for RN, LPN, RPN (Ontario) to practice in Canada can be found by clicking [here](#).

The first step towards working as a nurse in Canada is to set up an online account with the [National Nursing Assessment Service](#) (NNAS) and complete the application.

You are only eligible to apply for an NNAS application if you:

- Graduated from a College or University Nursing Program outside of Canada;
- Have never worked as a nurse in Canada before;
- Want to work as a Registered Nurse (RN), Licensed Practical Nurse (LPN), or Registered Practical Nurse (RPN) in Canada.

To review the NNAS Application Handbook V3, click [here](#).

Steps For NNAS Application:

1. Create your online account.
2. Submit your proof of identity documents.
3. Submit your proof of nursing education form.
4. Submit your nursing practice and employment form.
5. Submit your language testing results.

Note: If you have already worked as a nurse in Canada, you do not need to set up an online NNAS account. You may apply directly to the regulatory body of your choice.

Click the links below to learn more.

- [FAQ](#)
- [Timelines and Fees](#)
- [Contact Support](#)

Canadian Immigration Information

Canada is the second largest country on earth stretching from the U.S. in the south to the Arctic Circle in the north. Canada is made up of 10 provinces and 3 territories. It is a multicultural country with an ethnic and linguistic unique mix in the world, made up of a population of around 37.5 million people.

Each province in Canada has a separate regulatory body governing nursing professionals:

- [Provincial Information on Immigration and Newcomers](#)

Solutions Staffing Inc. currently places the largest number of nurses and health care professionals in British Columbia, Canada; however, we offer multiple locations in all Provinces and Territories. If you are seeking employment as a nurse in British Columbia, you will also need to make an online account with British Columbia College of Nurse Professionals (BCCNP) which also outlines nursing standards for the province by clicking [here](#).

British Columbia College of Nurse Professionals

BCCNP will be active for up to 12 months from the date paid application is submitted. It expires if all required documents are not received by NNAS within that time.

You'll need the following to apply to BCCNP:

- NNAS registration number AND an NNAS application number
- An NNAS advisory report
- Your payment information

Important information when applying:

1. All applicants must meet BCCNP's English requirements. If you have completed the NNAS process, you may still need to provide us with English fluency test results. Please review the [English Test Facts Sheet](#).
2. Most internationally-educated nurses are directed to the Nursing Competency Assessment Service (NCAS) which measures an applicant's entry-level competencies as compared to a new Canadian graduate. All applicants must demonstrate entry-level competencies, including those who have engaged in specialized practice.
3. All applicants seeking BCCNP registration must write and pass the National Council Licensure

Examination for RNs (NCLEX). This exam measures the competencies required of entry-level registered nurses for safe and effective practice. The exam is made up of multiple choice and alternate format questions.

Have you already passed the NCLEX exam?

If you've already written and passed the NCLEX exam, you **do not** need to re-write it. You must still meet all of the other registration requirements. The NCLEX exam must be rewritten in the case of not practicing for 10 years or more.

Frequently Asked Questions: [NCLEX FAQ](#)

The [NCSBN website](#) is a great resource for before, after, the NCLEX, including important contact information, details on how to register, the NCLEX Candidate Rules and results processing.

INTERNATIONAL NURSES SEEKING RESIDENCE AND EMPLOYMENT IN BRITISH COLUMBIA, CANADA

There are several steps involved in moving to British Columbia to work as a health professional. Once you have completed the steps, you may then apply in person at the nearest Canadian consulate or online for a temporary work permit once the required documentation has been obtained.

You will need to have a medical examination completed by a designated medical practitioner. This may also be required for your spouse and children who will be relocating with you permanently.

British Columbia needs more health care professionals. The Express Entry BC (EEBC) – Healthcare Professional category of the BC Provincial Nominee Program (BC PNP) helps physicians, specialists, nurses and allied health professionals put your valuable skills to work in the province and get permanent residence.

Express Entry BC connects to Immigration, Refugees and Citizenship Canada's (IRCC) Express Entry system to speed up the permanent residence process. You can expect the process, from the time you accept a position to the time you arrive in British Columbia to take approximately six months.

To start the process, please create a profile with BCPNP Online. As a Healthcare Professional applicant, you can submit an Express Entry BC application directly via BCPNP Online.

For an overview of the application process: [Express Entry for BC PNP](#)

For complete, up-to-date program information and requirements:

- Please review the [BC PNP Skills Immigration and Express Entry BC Program Guide \(PDF, 1MB\)](#).

Resources for applying online:

- Please refer to the [BC PNP Skills Immigration and Express Entry BC Technical Guide \(PDF, 1MB\)](#).

ADDITIONAL RESOURCES FOR HEALTHCARE PROFESSIONALS CONSIDERING BECOMING A TRAVEL NURSE

Contact **Solutions Staffing** to be connected with a recruiter today!

Phone: 1-866-355-8355

Email: admin@solutionsstaffing.ca

Website: <https://solutionsstaffing.ca/>

Information on Canadian Nursing Shortage: [Canada needs 60,000 New Nurses](#)

Resource for International Nurses: [CNA- Work In Canada](#)

[Moving to Action:](#) Evidence-based Retention and Recruitment Policy Initiatives for Nursing. This Linda McGillis Hall et al. report, based on comprehensive research studies on Canadian RN migration and mobility, suggests policy changes that could benefit Canada's broader nurse recruitment and retention strategies.

Health Human Resources: [The Practice of Nursing](#)

Seeking employment or residency within Canada can be confusing. The three main visa options you will find are:

- Canadian Express Entry Work Permits
- Canadian Student Visa
- Québec Skilled Worker Program

Click here for more information: [Immigration Refugees Citizenship](#)

Another visa option that can be considered is called International Experience Canada (IEC), to apply for this visa you need to go through a Recognized Organization (RO) that will help you plan. An example of a RO is [InterExchange](#). To be eligible, you must be the following:

- USA citizen
- 18-36 years of age
- Valid for up to a year

Click here for more information: [International Experience Canada: Who can apply?](#)

AUSTRALIAN CITIZENS/NURSES SEEKING EMPLOYMENT WITHIN CANADA

A working holiday is an option for Australian nurses wanting to work in Canada. The age limit has been increased to 18-35.

Working Holiday:

Participants in this program can receive an open work permit, valid for one to two years. Open work permits allow participants to work anywhere in Canada for almost any Canadian employer. Nationalities of some countries may be allowed to stay in Canada for more or less than one year.

This category is for individuals who:

- do not have a job offer;
- want to work for more than one employer in Canada;
- want to work in more than one location; and/or
- want to earn more so they can travel.

Click here for more information: [International Experience Canada \(IEC\) Program](#)

UK CITIZENS/NURSES SEEKING EMPLOYMENT WITHIN CANADA

Working holiday visa is an option for UK nurses wanting to work in Canada. The age limit for this is 18-35 and for up to 2 years.

Resource for UK citizens:

- Government of UK: [Guidance - Living In Canada](#)
- Government of Canada: [Working in Canada](#)

U.S. CITIZENS/NURSES SEEKING EMPLOYMENT WITHIN CANADA

Working holiday visa is an option for US nurses wanting to work in Canada. The age requirement is 18-35.

More information for working in Canada: [Work Canada Permit](#)

More information for preparing to work in Canada: [Prepare to work in Canada](#)

References:

- www.bccnp.ca/Pages/Default.aspx
- bordersbeyond.ca/jobboard/
- www.canada.ca/en.html
- www.canadavisa.com/international-experience-canada-program.html#gs.k7ot8e
- www.cic.gc.ca/english/helpcentre/glossary.asp#labour_market_impact_assessment
- www.carryontravelfitness.com/carryontravelfitness/2017/9/13/canadian-visa
- www.gov.uk/guidance/living-in-canada
- www.nnas.ca/
- www.welcomebc.ca/Immigrate-to-B-C/BC-PNP-Express-Entry-B-C/Express-Entry-B-C-Process
- www.ncsbn.org/14159.htm