

What are the main challenges that I need to overcome?

- The expenses: You need to prepare for the fees you need to pay to the NNAS, the nursing associations/regulating bodies in the province where you wish to work, the courses and trainings you will likely be required to take and pass, the language exams, and the NCLEX. This can amount to thousands of Canadian dollars.
- Because of the differences in the Canadian and Philippine nursing curricula, you will likely be assessed as needing "bridging education," which means you'll take additional courses which can take months or even years to complete.
- The clinical management of cases may be different from your experience in the Philippines.
- You need to build your confidence and competence to converse in English in all your exams.
- You will need to balance your current work, your home life, and your nursing applications which can get difficult, exhausting, and stressful.
- Depending on your visa, you might not be allowed to study while working in Canada.
- You need to gather your documents from your Philippine schools and employers, which be a challenge if you are already in Canada.



Settlement Services

There are various settlement services in Canada that provide newcomers with the information and settlement support they need to make informed decisions about their new life in Canada upon their arrival. Below are some settlement services providers that can help you:

- Calgary Immigrant Women's Association (CIWA): recognizes, responds to, and focuses on the unique concerns and needs of immigrant and refugee women, girls, and their families. CIWA offers a Filipino Community Development Program. It is based in Calgary, Alberta (<https://www.ciwa-online.com>).
- Calgary Catholic Immigration Society (CCIS): provides settlement and integration services to all immigrants and refugees in Southern Alberta (<https://www.ccisab.ca>).
- Agincourt Community Services Association (ACSA): a non-profit, multi-service agency addressing needs and empowering newcomers in the Greater Toronto Area (<https://www.agincourtcommunityservices.com>).
- Kababayan Multicultural Center: composed of Filipino-Canadians working towards the development of a strong immigrant community that's proud of its cultural heritage and its contribution to Canada (<https://www.kababayan.org>).
- SUCCESS: caters to immigrants destined for Metro Vancouver and the province of British Columbia. It offers online services and in-person services abroad, including comprehensive services (<https://successbc.ca>).
- MOSAIC: serves the immigrant, migrant and mainstream communities in Greater Vancouver and the Fraser Valley, as well as throughout the province of BC and overseas via online programs (<https://www.mosaicbc.org/>).



Contact

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Guide for Filipino nurses wishing to work in Canada

Know the basics
on how to be a
Registered Nurse in
Canada

How can I work as a nurse in Canada?

1. To become a **Registered Nurse (RN)**, you must first complete an application with the National Nursing Assessment Service (NNAS). The NNAS will review and assess your nursing credentials. You can check the NNAS Applicant Handbook to learn how to submit an application to NNAS, which will determine if you are eligible to practice nursing in Canada.

- a. Note: The NNAS application requires the submission of proof of English Language Proficiency (e.g., IELTS and CELBAN). The institution assessing English proficiency may vary per province.
- b. Fees: Depending on the completeness of your application, the fees range from CAD650 to CAD970 (as of Sep 2021).

2. The NNAS will verify and compare your credentials to Canadian standards and secure online storage for your education and registration credentials. The NNAS will submit the results of your application as an Advisory Report, which will then be submitted to the regulatory body in the province of your choice.

3. Depending on your NNAS Advisory Report, you can apply as an RN to the province where you want to work.

To give you an idea, here are the additional steps you need to take in some Canadian provinces:

Alberta

- a. Apply to the College and Association of Registered Nurses of Alberta (CARNA).
- b. CARNA will require you to take the Alberta Registered Nurses Assessment Program test (ARNAP), which is a one-day exam that tests your knowledge, skills, judgement, language proficiency, ethics, and client interaction skills. Fee: CAD1,900.
- c. ARNAP will report your test results to CARNA, which will decide if you are Eligible, Not Eligible, or if you need to take and pass additional courses (Bridging Education).
- d. Eligible applicants will then need to take and pass the National Council Licensure Examination to practice as an RN (NCLEX-RN) in Alberta.

Ontario

- a. Internationally Educated Nurse (IEN) applicants open an account with the NNAS which verifies personal information, nursing education, nursing registration and past nursing experience. After verification, the NNAS instructs IEN to apply with the College of Nurses of Ontario (CNO). CNO assesses all nursing education and practice and allows IEN to take the NCLEX-RN.
- b. After passing the NCLEX-RN, the IEN must take the online RN/RPN Jurisprudence Examination which tests their knowledge of Ontario laws and regulations applicable to the practice of RNs in the province.
- c. After passing the NCLEX-RN and the Jurisprudence Examinations, the IEN needs to undergo a 4-month Supervised Practice Experience Partnership (SPEP) in an accredited Ontario hospital under the supervision of a Nurse Preceptor. The SPEP will orient the IEN to the management care standards and procedure observed in the province of Ontario.
- d. After completing the SPEP, the IEN is issued his/her license to practice as an RN in Ontario.

British Columbia

- a. Apply to the B.C. College of Nurses and Midwives (BCCNM).
- b. The BCCNM will refer you to the Nursing Competency Assessment Service (NCAS), which will review your application and determine if:
 - i. You are eligible to take the national nursing exam and apply for provisional registration, which allows you to practice while preparing to write the national nursing exam; or
 - ii. Further assessment is required. You may be required to complete a competency assessment, which looks at your nursing skills, knowledge and practice and shows the BCCNM how it matches what they expect of a new BC graduate.
 - iii. You may be required to take a bridging course or a whole program
- c. Once you are eligible to do so, you will need to take the NCLEX-RN to be registered at the BCCNM and practice as an RN.

- 1 Submit an application to the NNAS which will verify your credentials and conduct assessment. You may be tested during this step. The NNAS will issue an Advisory Report on your application.
- 2 Submit an application to the provincial nursing regulatory body. **You will be tested during this step.** If you are not qualified to take the NCLEX-RN in Canada, you will need to:
- 3 Either take additional courses OR Start over with your nursing studies.
- 4 Once you are deemed eligible/qualified, you need to take the NCLEX-RN to practice as a nurse in Canada.

Quebec

a. Open Nursing Registration file with the *Ordre des infirmières et infirmiers du Québec (OIIQ)* and submit a request for a comparative evaluation for studies done outside of Quebec.

b. You need to complete an integration program based on any of the following possible decisions by the OIIQ where you need to enroll in a French or English College:

- i. 3 or 6 month Bridging program
- ii. 30 day-internship program, and/or,
- iii. An additional internship program in a specialized area (i.e., Geriatrics)

Note: You need to achieve at least Level 8 French before the Integration Program

c. Pass the OIIQ Exam.

d. To obtain a full/permanent license, you must also pass the *Office Québécois de la Langue Française (OQLF)* exam within 4 years from your OIIQ exam. You are required to take the OQLF exam at least once a year until you pass.

Alternative: a secondary school diploma in Quebec (Still required to take the OQLF exam yearly until diploma is obtained)

Resources:



Student Financial Assistance



Housing Financial Assistance



Childcare Service Subsidy



OIIQ Exam Review Material



Filipino Nurses Association of Quebec (FNAQ)