



National Newcomer Navigation Network

Promoting optimal employment
for IEHPS

Funded by:



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Hosted at:



Educational Partner:



INSTITUTE FOR
TRANSFORMATIVE LEADERSHIP
SAINT PAUL UNIVERSITY

N4's Dual Mandate



300+ organizations

2,300+ members

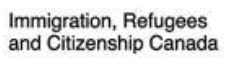
NATIONAL MANDATES



Hosted at / Situé à:



Funded by:



Immigration, Refugees and Citizenship Canada

Financé par:

Immigration, Réfugiés et Citoyenneté Canada

Educational partner: / Partenaire pédagogique



UNIVERSITÉ SAINT-PAUL, UNIVERSITY

access employment



PEGASUS INSTITUT



Queen's



OCASI



SickKids



Monfort



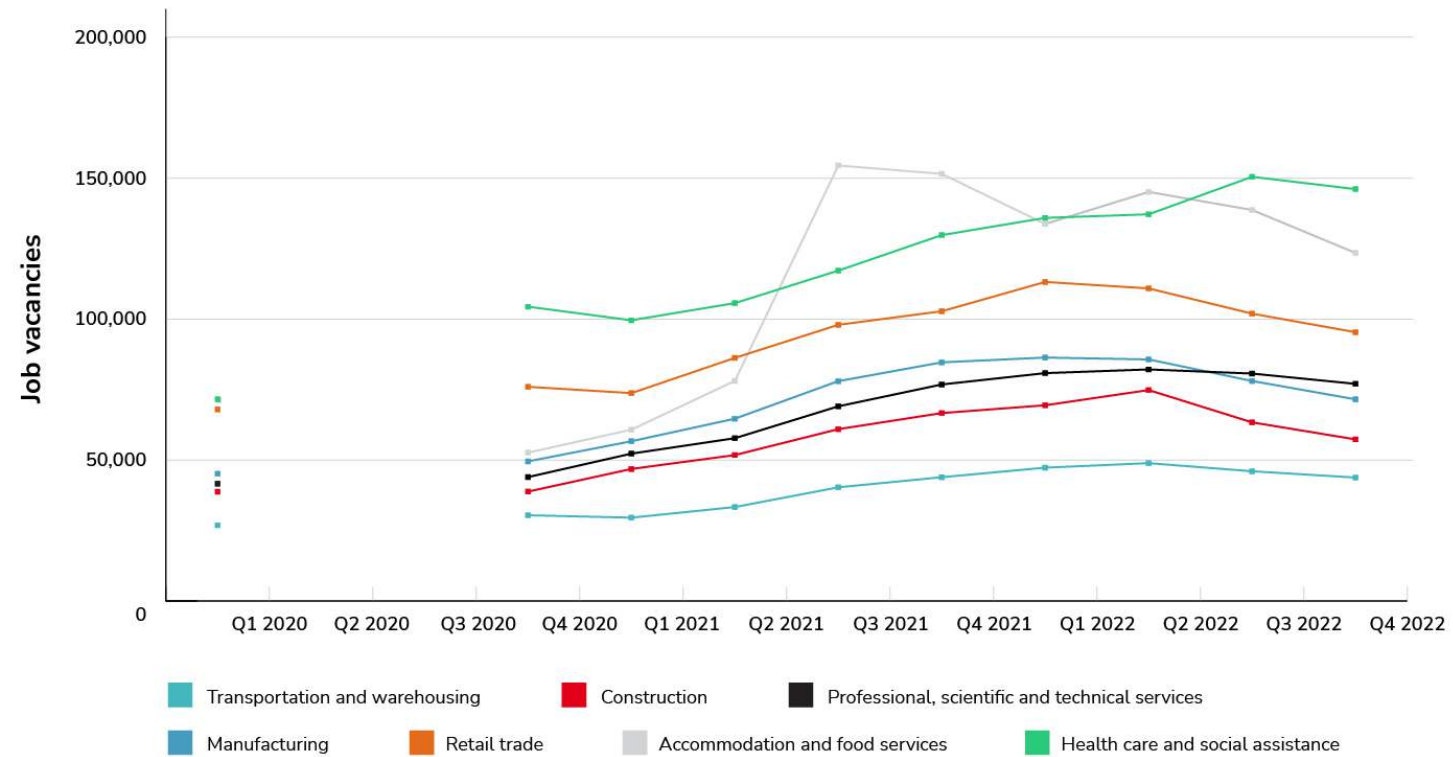
CSMLS SCSLM



Canada's Health Human Resource Crisis

- Immigrants make up 23% of RNs, 35% of nurse aides and other nursing occupations, and 36% of physicians.^[1]
- In January 2023, **162,100** healthcare and social assistance jobs in Canada were unfilled, two thirds in nursing roles (nurse aides, orderlies, PSAs, RNs, RPNs and LPNs)^[2]
- **Half of Canadians lack access to a family physician** (33% can't see one within a week, 17% don't have one)^[3]

Job vacancies by sector, Q3 2019 to Q3 2022



Source: Government of Canada, Job vacancies, payroll employees, and job vacancy rate by industry sector, quarterly, adjusted for seasonality, September 19, 2023, <https://open.canada.ca/data/en/dataset/76defa14-473e-41e2-abfa-60021c4d934b>.



Nurses in Canada



In December 2023, there were **52,000 RN/LPN vacancies**¹

2021 census showed there are **61,000 IENs not working as RNs/LPNs in Canada**²

[1] Statistics Canada. "Job vacancies, fourth quarter 2023", March 19, 2024 <https://www150.statcan.gc.ca/n1/daily-quotidien/240319/dq240319b-eng.htm>

[2] Statistics Canada. "Internationally Educated Health Care Professionals in Canada: Sociodemographic Characteristics and Occupational Distribution," August 23, 2023. <https://www150.statcan.gc.ca/n1/pub/36-28-0001/2023008/article/00004-eng.htm>



Family Physicians in Canada



2021 census showed there are **32,000 ITPs** are not working as Physicians in Canada¹

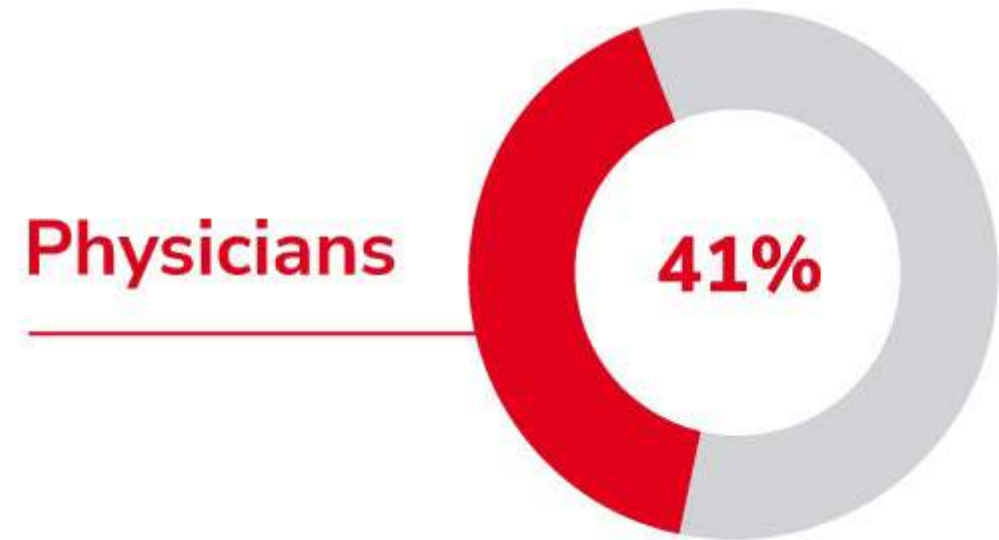
The CMA's recommended target is **7,500 net-new family physicians within five years**, and 15,000 within 10.²

[1] Statistics Canada. "Job vacancies, fourth quarter 2023", March 19, 2024 <https://www150.statcan.gc.ca/n1/daily-quotidien/240319/dq240319b-eng.htm>

[2] CMA. "Why Canada's health system needs (a lot more) team-based care" July 23, 2024 <https://www.cma.ca/our-focus/workforce-planning/why-canadas-health-system-needs-lot-more-team-based-care>



Comparison of Physicians and Nurses Working and Working in their Trained Occupations, 2021



Government of Canada, Statistics Canada. "Internationally Educated Health Care Professionals in Canada: Sociodemographic Characteristics and Occupational Distribution," August 23, 2023.
<https://www150.statcan.gc.ca/n1/pub/36-28-0001/2023008/article/00004-eng.htm>.



N4 Community of Practice Model

- Addresses the **root causes of inequities** for newcomers in accessing and experiencing health and social services
- Brings subject matter experts to **time-limited** tables to produce **evidence-based, outcome-driven, and impact-focused products**.

Preliminary Research & Stakeholder Outreach



Working Group Developed

3-6 meetings



Site Visits Stakeholder Engagement

Complete Deliverable Communications & Knowledge Mobilization



Community of Practice IEHP Structure

CoP Steering Committee
(meets quarterly)

**Employer Consultation
Project: Recruitment and
Retention of ITPs and IENs**

**ITP
Consulting
Group**

**Pathways to
Employment –
ITPs Working Group**
(meets monthly)

**Pathways to
Employment –
IENs Working Group**
(meets monthly)

**IEN
Consulting
Group**



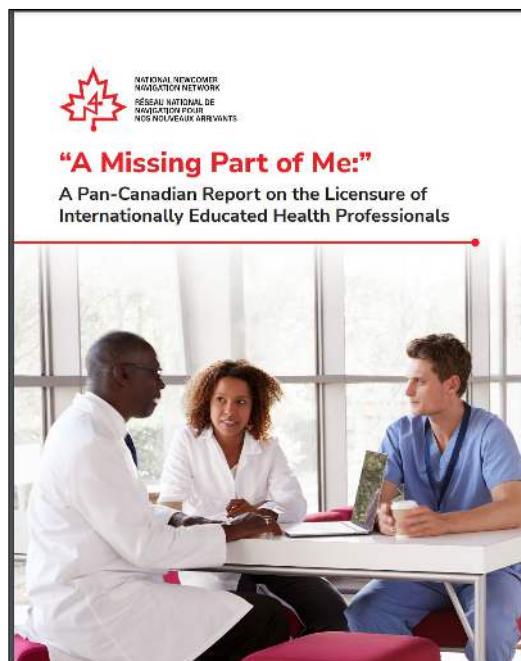
N4 IEN Working Group

N4 ITP Working Group



2023 IEHP CoP Products

Read Report



Released February 2023

Read Report



Released April 2023

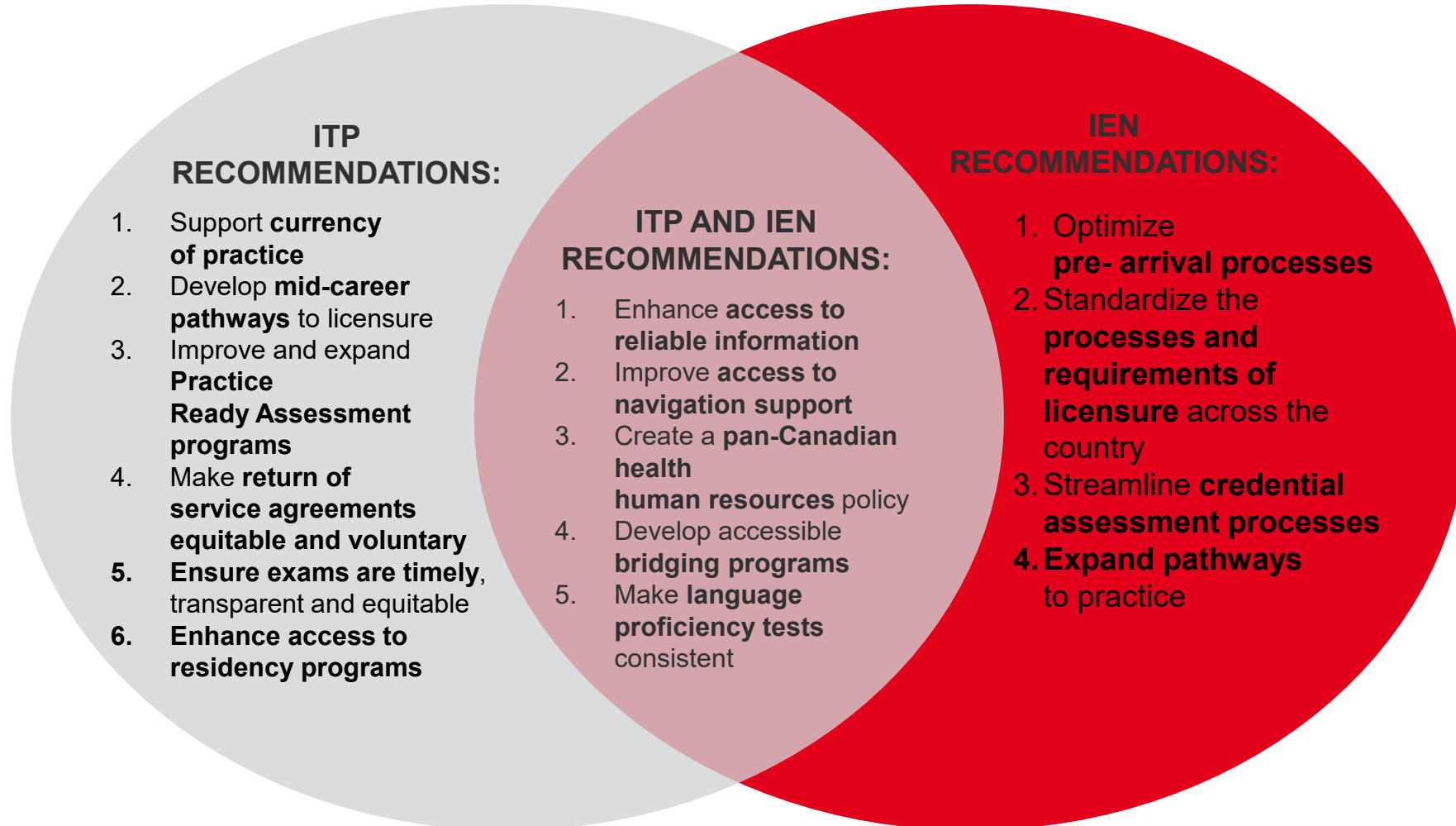
Read Report



Released April 2023



IEN and ITP Recommendations





IEHP
Resource Hub

IEHP Resource Hub

Internationally Educated Nurses (IEN)
THE PATH TO NURSING IN CANADA

Last Updated November 2023

Are you an internationally-educated nurse who would like to practice in Canada? This map shows all the steps you will need to complete. Click the links below to learn more.

To keep your residency of practice, some steps may be completed before you arrive in Canada, and reduce the amount of time between arriving in Canada and becoming licensed.

1

Pathways to Licensure for IENs

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

ALTERNATIVE PATHWAYS (FAMILY MEDICINE)

This pathway is open to physicians with completed training and an eligible specialty. Candidates must hold a family medicine specialty in their home country, be licensed to practice in the United States, and have completed a minimum of 10 years of family medicine practice. They must also have completed additional supervised training in family medicine in Canada.

1 Apply to the **College of Family Physicians of Canada** for an assessment of your training.

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

RESIDENCY

1 Obtain a **Residency Application** assessment and submit your documents for consideration.

2 Obtain a **Residency Offer** from a Canadian residency program.

3 Complete your residency training in Canada.

4 Apply to the **Medical Council of Canada** for certification (Part 3, MCCQE3).

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

APPROVED-JURISDICTION ROUTE (SPECIALISTS)

The Royal College has established the specialty education assessment program to assess specialty training and practice in specialty medicine. Successful candidates will receive a letter of approval for a period of 12 months prior to their application to the provincial regulatory body. This will allow them to complete their specialty training in Canada.

1 Go to the **Royal College website** to check your specialty and training for eligibility.

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

PRACTICE-READY ASSESSMENT

Most provinces have practice-ready assessment for physicians who have completed their specialty training and practice in specialty medicine. These programs will assess your skills over a period of 12 months prior to your application to the provincial regulatory body. This will allow them to complete their specialty training in Canada.

1 While requirements to each province vary slightly, generally you will need to submit your documents about your education and your specialty training, along with your specialty training, and other specialty training, if applicable, and the province may be able to provide a practice-ready assessment for specialty medicine.

2 Open a **Practice-Ready Assessment** and submit your documents for consideration.

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

PRACTICE-ELIGIBILITY ROUTE (SPECIALISTS)

The pathway is for specialty training in specialty medicine. The Royal College will assess your specialty training and practice in specialty medicine. Successful candidates will receive a letter of approval for a period of 12 months prior to their application to the provincial regulatory body. This will allow them to complete their specialty training in Canada.

1 Go to the **Royal College website** to check your specialty and training for eligibility.

Pathway to Licensure for ITPs (IMGs)

Employer Toolkit + Checklist

Provincial Initiatives

Bridging Programs

Navigation Services

Settlement Services

Non-Clinical Supports

Employer Information



IEN Pathway

Last Updated November 2023



Internationally Educated Nurses (IEN) THE PATH TO NURSING IN CANADA

Are you an internationally-educated nurse who would like to practice in Canada? This map shows all the steps you will need to complete. Click the links below to learn more.

To keep your recency of practice, some steps may be completed before you arrive in Canada, and reduce the amount of time between arriving in Canada and becoming licensed.

1

Credential Assessment

Some provinces have a faster pathway for nurses licensed in approved jurisdictions. Click on the province's name below to learn more. These websites will also let you know if you can begin the process from outside Canada. If you are a nurse from an approved jurisdiction, review the links below to see how to apply directly to the regulatory authority for licensure. Otherwise, see the National Nursing Assessment Service (NNAS) website for details on their credential assessment process. If you want to work in Manitoba, Saskatchewan, Prince Edward Island, New Brunswick, Newfoundland and Labrador, British Columbia, Nova Scotia, you are eligible for the NNAS Expedited Services.



Province	Approved Jurisdictions (countries whose nursing licenses are considered equivalent)	Credential Assessment
British Columbia	Australia, New Zealand, United Kingdom, United States	NCAS
Alberta	United States, United Kingdom, Philippines, India, Jamaica, Nigeria, Australia, New Zealand, Ireland	College Connect
Saskatchewan	None	NNAS
Manitoba	None	NNAS
Ontario	None	NNAS
New Brunswick	US	NNAS
Nova Scotia	Philippines, India, Nigeria, Australia, United States, United Kingdom, New Zealand	NSCN
PEI	None	NNAS
Newfoundland & Labrador	United States, United Kingdom, Ireland, India, Philippines, Australia, New Zealand	CRNLL
NWT & Nunavut	None	NIA
Yukon	None	NCAS

Northwest Territories and Nunavut do not have their own assessment process. To work here, you must first be registered in a different Canadian province. To work in Yukon, apply through the British Columbia NCAS service and contact the regulator in Yukon to inform them. Those from approved jurisdictions can submit their documents directly to the College in their chosen province. Others will be asked to submit to a credential assessment provider.

A. Submit the requested documents

B. The advisory report will tell the nursing college whether your background matches their requirements or whether you need additional training to meet their requirements.

2

Provincial Registration

A. The nursing college will tell you the next steps, including whether you need any additional training to become licensed in their province

B. Be prepared to undergo a language assessment

Each provincial regulator will ask for proof of your language ability. Their standards are higher than the standard for immigration. They accept IELTS or CELBAN results. Check the



Northwest Territories and Nunavut do not have their own assessment process. To work here, you must first be registered in a different Canadian province. To work in Yukon, apply through the British Columbia NCAS service and contact the regulator in Yukon to inform them. Those from approved jurisdictions can submit their documents directly to the College in their chosen province. Others will be asked to submit to a credential assessment provider.

A. Submit the requested documents

B. The advisory report will tell the nursing college whether your background matches their requirements or whether you need additional training to meet their requirements.

2

Provincial Registration

A. The nursing college will tell you the next steps, including whether you need any additional training to become licensed in their province

B. Be prepared to undergo a language assessment

Each provincial regulator will ask for proof of your language ability. Their standards are higher than the standard for immigration. They accept IELTS or CELBAN results. Check the website of your chosen province's nursing college to get an understanding of what exams you will have to pass, and at what level.



3

Meet Additional Requirements

A. Take additional language training and testing if required by the college

B. Take a nursing bridging program or additional training if required by the college



4

Exams

A. The college will let you know when it is time to take the NCLEX nursing test

WWW.NCLEX.COM

B. Take jurisprudence exam (open book)

If required by your province, you will also be asked to take a jurisprudence exam which tests your understanding of Canadian nursing guidelines, laws, and practice standards in an open book format.



Practical Nursing

In some cases, your education might not match the scope



training if required by the college

4



Exams

A. The college will let you know when it is time to take the NCLEX nursing test

WWW.NCLEX.COM

B. Take jurisprudence exam (open book)

If required by your province, you will also be asked to take a jurisprudence exam which tests your understanding of Canadian nursing guidelines, laws, and practice standards in an open book format.

Practical Nursing

In some cases, your education might not match the scope of practice required to be a Registered Nurse in Canada. Many credential assessment bodies will tell you if you are eligible to become a practical nurse. Go to the link below to see all the regulators responsible for licensing practical nurses in Canada.

[LINK: NURSE REGULATORS](#)



Psychiatric Nursing

British Columbia, Alberta, Saskatchewan, Manitoba and the Yukon Territory recognize Registered Psychiatric Nurses. First, review your eligibility at the regulator of your choice from the table below. Apply to the regulator, using NNAS as your credential assessment provider.

You will then need to write the Registered Psychiatric Nurse of Canada Examination (RPNCE).

[LINK: ALBERTA](#)

[LINK: SASKATCHEWAN](#)

[LINK: BRITISH COLUMBIA](#)

[LINK: MANITOBA](#)



NATIONAL NEWCOMER
NAVIGATION NETWORK
RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS

newcomernavigation.ca
newcomernavigation.ca/contact

This infographic was created by N4 using publicly available information. N4 is not able to provide personalized navigation. For more information about provincial navigation programs, see our page, [Navigator Services for IEHPS](#).

ITP Pathways



Last Updated: December 2023

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

PRACTICE-READY ASSESSMENT

Most provinces have a practice-ready assessment for physicians who have completed their postgraduate training and practiced independently abroad. These programs will assess your skills over a period of 12 weeks (for family physicians) to six months (for specialists). You will then complete a return of service in a rural area or other area of high need.

While requirements in each province vary slightly, generally you will need to: submit required documents about your education and post-graduate training, show that you have practiced independently, prove English language proficiency, pass the NAC and MCCQE1 exams, and show recency/currency of practice. In Alberta and Manitoba, you may be able to receive a practice-ready assessment for specialty medicine.

1

Open a [PhysiciansApply](#) account and upload your documents for verification



2

Pass the [Medical Council of Canada Qualifying Examination Part 1 \(MCCQE1\)](#)



3

Pass the [NAC Examination](#)



4

Receive your [Licentiate of the Medical Council of Canada \(LMCC\)](#)



5

Take the language test required by the provincial regulator of your choice



6

Apply to your [chosen regulatory authority](#) for eligibility

In some provinces (Alberta, Newfoundland & Labrador) you will need to find an employer willing to sponsor you



7

Pass the [Therapeutics Decision-](#)



Last Updated: December 2023

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

RESIDENCY

1

Open a [PhysiciansApply](#) account and upload your documents for verification



2

Pass the [Medical Council of Canada Qualifying Examination Part 1 \(MCCQE1\)](#)



3

Pass the [NAC Examination](#)



4

Prove language proficiency



5

Apply for postgraduate training through the [Canadian Resident Matching Services \(CaRMS\)](#)



4. You can apply once a year

5. Considerations for your application and interview process:

- I. Interview practice
 - a. Understand that ideally you will have no gap, or only a short gap, in clinical practice
- II. Consider learning about the Canadian health care system through a quality course, volunteering or job shadowing

6

As an IMG, you will have to sign a return of service agreement



7

Your program will guide you through the process of licensure as a Canadian physician



Last Updated: December 2023

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

APPROVED-JURISDICTION ROUTE (SPECIALISTS)

The Royal College has evaluated the specialty education from certain programs in some countries (Australia and New Zealand, Hong Kong, Singapore, South Africa, Switzerland, United Kingdom and Ireland). If you graduated from a school on the list within the timeframe listed, you can apply for assessment by registering with the Royal College and submitting your application through their online platform.

1

Go to the [Royal College website](#) to check your jurisdiction and training for eligibility



2

Send the required documents to the Royal College to apply for the assessment of training



3

If successful, you will receive a letter of eligibility



4

Specialists will receive a restricted license.* Within three years you must:



- a. open a [PhysiciansApply](#) account
- b. pass the [Medical Council of Canada Qualifying Examination Part 1 \(MCCQE1\)](#)
- c. receive your [Licentiate of the Medical Council of Canada \(LMCC\)](#)
- d. take the Royal College specialist exam

*Depending on the province, this may be called a provisional or restricted license

5

You can then apply for full licensure from your chosen [provincial regulatory authority](#)

License to practice



Last Updated: December 2023

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

PRACTICE ELIGIBILITY ROUTE (SPECIALISTS)

This pathway is for primary specialists, not subspecialists. If you have specialty education or training not on the approved-jurisdiction list, you may be able to complete the Royal College's practice eligibility route. For this route, you must determine that your training is "substantially equivalent" to the Canadian specialty training. Your credentials will be reviewed, and if you meet the criteria, you will take the Royal College specialty exam.

1

Go to the [Royal College website](#) to check your eligibility against their criteria



2

If successful, you will receive a letter of eligibility



3

Apply for the Royal College certification exam, offered once a year



You will have five years to pass the exam

4

Pass the [Medical Council of Canada Qualifying Examination Part 1 \(MCCQE1\)](#)



5

Receive your [Licentiate of the Medical Council of Canada \(LMCC\)](#)



6

In some provinces, you can work on a defined licensure with your letter of eligibility from the Royal College and your LMCC



7

Work for two years after passing your exam on a provisional license



Last Updated: December 2023

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

ALTERNATIVE PATHWAYS (FAMILY MEDICINE)

This pathway is open to a physician with recognized training and certification outside Canada. If you received your family medicine education in Australia, Ireland, the United Kingdom or the United States, you can apply to become a member of the CFPC. Provincial regulators will use this to issue you a license to practice. You will need to have completed sufficient postgraduate training in family medicine/general practice.

1

Apply to the [College of Family Physicians of Canada](#) for an assessment of your training



2

CFPC may grant you certification without an examination
Otherwise, take the examination



3

Practice on a restricted license issued by your chosen provincial regulatory authority



4

Within three years you must:

- a. Pass the [Medical Council of Canada Qualifying Examination Part 1 \(MCCQE1\)](#)
- b. Receive your [Licentiate of the Medical Council of Canada \(LMCC\)](#)



5


You can then apply for full licensure from your chosen [provincial regulatory authority](#)



License to practice

Approved Jurisdiction Route (Specialists)

Last Updated December 2023



Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

APPROVED-JURISDICTION ROUTE (SPECIALISTS)

The Royal College has evaluated the specialty education from certain programs in some countries (Australia and New Zealand, Hong Kong, Singapore, South Africa, Switzerland, United Kingdom and Ireland). If you graduated from a school on the list within the timeframe listed, you can apply for assessment by registering with the Royal College and submitting your application through their online platform.


- 1**

Go to the [Royal College website](#) to check your jurisdiction and training for eligibility



- 2**

Send the required documents to the Royal College to apply for the assessment of training


In Ontario, apply directly to the [College of Physicians and Surgeons of Ontario \(CPSO\)](#)


- 3**

If successful, you will receive a letter of eligibility


- 4**


Specialists will receive a restricted license.*
Within three years you must:

 - open a [PhysiciansApply](#) account
 - pass the [Medical Council of Canada Qualifying Examination Part 1 \(MCCQE1\)](#)

In Ontario, apply directly to the [College of Physicians and Surgeons of Ontario \(CPSO\)](#)

- 3**


If successful, you will receive a letter of eligibility


- 4**

Specialists will receive a restricted license.*
Within three years you must:

 - open a [PhysiciansApply](#) account
 - pass the [Medical Council of Canada Qualifying Examination Part 1 \(MCCQE1\)](#)
 - receive your [Licentiate of the Medical Council of Canada \(LMCC\)](#)
 - take the Royal College specialist exam

*Depending on the province, this may be called a provisional or restricted license



- 5**

You can then apply for full licensure from your chosen [provincial regulatory authority](#)

License to practice

[newcomernavigation.ca](#)
[newcomernavigation.ca/contact](#)

This infographic was created by N4 using publicly available information. N4 is not liable to provide personalized navigation, for more information about provincial navigation programs, see our page [Navigation Services](#).


NATIONAL NEWCOMER
NAVIGATION NETWORK
RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS



Practice Eligibility Route (Specialist)



Last Updated December 2023

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

PRACTICE ELIGIBILITY ROUTE (SPECIALISTS)

This pathway is for primary specialists, not subspecialists. If you have specialty education or training not on the approved-jurisdiction list, you may be able to complete the Royal College's practice eligibility route. For this route, you must determine that your training is 'substantially equivalent' to the Canadian specialty training. Your credentials will be reviewed, and if you meet the criteria, you will take the Royal College specialty exam.

1

Go to the **Royal College website to check your eligibility against their criteria**

This route can be costly, so take the time now to check the duration of your training and the rotations you completed against the Royal College requirements



2

If successful, you will receive a letter of eligibility



3

Apply for the Royal College certification exam, offered once a year

You will have five years to pass the exam



4

Pass the **Medical Council of Canada Qualifying Examination Part 1 (MCCQE1)**



6

In some provinces, you can work on a defined licensure with your letter of eligibility from the Royal College and your LMCC



7

Work for two years after passing your exam on a provisional license



8

Take the Royal College assessment of practice



9

You can then apply for full licensure from your chosen **provincial regulatory authority**



License to practice

newcomernavigation.ca
newcomernavigation.ca/contact

This infographic was created by N4 using publicly available information. N4 is not able to provide personalized nextsteps. For more information about provincial navigation programs, see our page: [navigation-services](#)



NATIONAL NEWCOMER
NAVIGATION NETWORK
RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS



Residency Pathway



Last Updated December 2023

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

RESIDENCY

1

Open a [PhysiciansApply](#) account and upload your documents for verification



2

Pass the [Medical Council of Canada Qualifying Examination Part 1 \(MCCQE1\)](#)



3

Pass the [NAC Examination](#)



4

Prove language proficiency



5

Apply for postgraduate training through the [Canadian Resident Matching Services \(CaRMS\)](#)



a. You can apply once a year

5

Apply for postgraduate training through the [Canadian Resident Matching Services \(CaRMS\)](#)



- You can apply once a year
- Considerations for your application and interview process:
 - Interview practice
 - Understand that ideally you will have no gap, or only a short gap, in clinical practice
 - Consider learning about the Canadian health care system through a quality course, volunteering or job shadowing

6

As an IMG, you will have to sign a return of service agreement



7

Your program will guide you through the process of licensure as a Canadian physician



License to practice

[newcomernavigation.ca](#)
[newcomernavigation.ca/contact](#)

This infographic was created by RR using publicly available information. RR is unable to provide personalized navigation. For more information about providing, navigating programs, see our page [Navigation Services](#)



NATIONAL NEWCOMER
NAVIGATION NETWORK
RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS



Practice Ready Assessment Pathway



Last Updated December 2023

Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

PRACTICE-READY ASSESSMENT

Most provinces have a practice-ready assessment for physicians who have completed their postgraduate training and practiced independently abroad. These programs will assess your skills over a period of 12 weeks (for family physicians) to six months (for specialists). You will then complete a return of service in a rural area or other area of high need.

While requirements in each province vary slightly, generally you will need to: submit required documents about your education and post-graduate training, show that you have practiced independently, prove English language proficiency, pass the NAC and MCCQE1 exams, and show recency/currency of practice. In Alberta and Manitoba, you may be able to receive a practice-ready assessment for specialty medicine.

1

Open a [PhysiciansApply](#) account and upload your documents for verification



2



Pass the [Medical Council of Canada Qualifying Examination Part 1 \(MCCQE1\)](#)

3

Pass the [NAC Examination](#)



4



Receive your [Licentiate of the Medical Council of Canada \(LMCC\)](#)

1

Open a [PhysiciansApply](#) account and upload your documents for verification



2



Pass the [Medical Council of Canada Qualifying Examination Part 1 \(MCCQE1\)](#)

3



Pass the [NAC Examination](#)

4



Receive your [Licentiate of the Medical Council of Canada \(LMCC\)](#)

5

Take the language test required by the provincial regulator of your choice



6



Apply to your [chosen regulatory authority](#) for eligibility

In some provinces (Alberta, Newfoundland & Labrador) you will need to find an employer willing to sponsor you

7

Pass the [Therapeutics Decision-Making Examination \(TDMC\)](#)



Alternative Pathways

Last Updated December 2023



Internationally Trained Physicians (ITP)
Pathways to Practice in Canada

ALTERNATIVE PATHWAYS (FAMILY MEDICINE)

This pathway is open to a physician with recognized training and certification outside Canada. If you received your family medicine education in Australia, Ireland, the United Kingdom or the United States, you can apply to become a member of the CFPC. Provincial regulators will use this to issue you a license to practice. You will need to have completed sufficient postgraduate training in family medicine/general practice.

1

Apply to the **College of Family Physicians of Canada** for an assessment of your training



2



CFPC may grant you certification without an examination
Otherwise, take the examination

3

Practice on a restricted license issued by your chosen provincial regulatory authority



4



Within three years you must:

- Pass the **Medical Council of Canada Qualifying Examination Part 1 (MCCQE1)**
- Receive your **Licentiate of the Medical Council of Canada (LMCC)**

2



CFPC may grant you certification without an examination

Otherwise, take the examination

3

Practice on a restricted license issued by your chosen provincial regulatory authority



4



Within three years you must:

- Pass the **Medical Council of Canada Qualifying Examination Part 1 (MCCQE1)**
- Receive your **Licentiate of the Medical Council of Canada (LMCC)**

5

You can then apply for full licensure from your chosen **provincial regulatory authority**



License to practice

newcomernavigation.ca
newcomernavigation.ca/contact

This infographic was created by NI using publicly available information. NI is not able to provide personalized navigation. For more information about provincial navigation programs, see our page: [Navigation Services](#)



NATIONAL NEWCOMER
NAVIGATION NETWORK
RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS



Curated Partner IEHP Resources

These resources support IEHPs along the pathway to optimal employment



Navigation Support



F/P/T Initiatives



Bridging Programs



Settlement Services



Non-Clinical Support



Employment Information



Financial Supports



IEHP-Led Groups



Mentorship



Navigation Services

Formal and trusted government funded navigation services.

Nursing

Alberta	+
British Columbia	+
Manitoba	+
New Brunswick	+
Nova Scotia	+
Ontario	+
Saskatchewan	+



Federal, Provincial and Territorial Initiatives

Initiative opportunities provided by Canadian employers, healthcare organizations, and academic institutions to help Internationally Educated Health Care Professionals who must fill theoretical or practical gaps in their learning.

Nursing

British Columbia -

HealthMatch Financial Supports

HealthMatchBC, the Province of British Columbia assists IENs pursuing nursing registration with the College of Nurses and Midwives with financial support through a combination of bursaries and fee waivers to offset the costs of an IEN's international credential assessment, English language testing, skill evaluation and educational upgrading. Financial supports for IENs range from \$400 to approximately \$16,000 depending on the assessments and/or upgrading required. In exchange for the fee waivers and bursary there is a 12 month Return of Service (ROS) agreement (or 24 months if the IEN prefers to work part-time).

[Learn More](#)

Manitoba +

Newfoundland and Labrador +

Nova Scotia +

Ontario +

Saskatchewan +



Bridging Programs

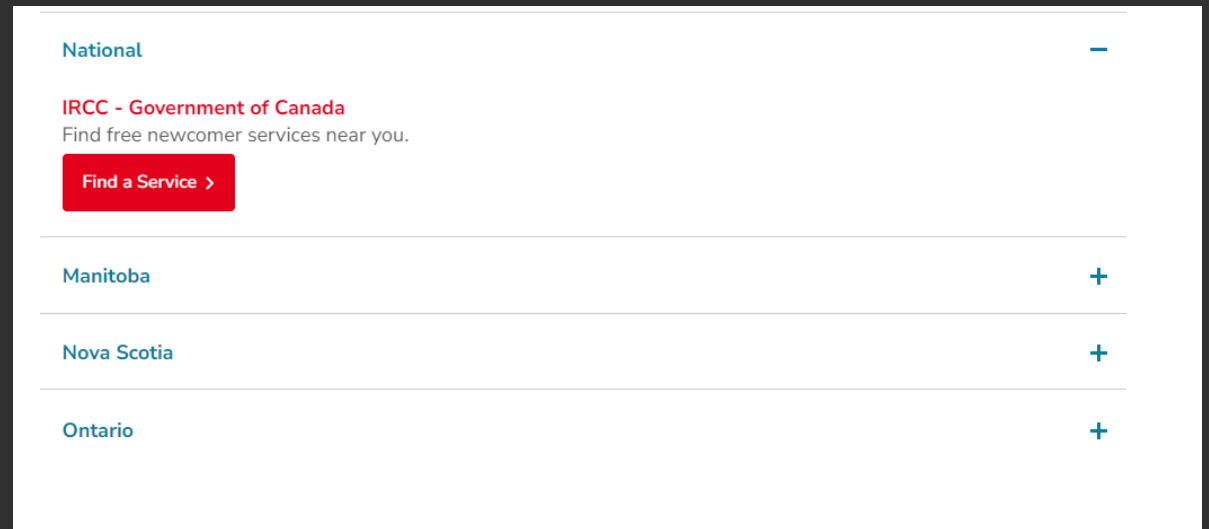
IEHPs may be required to complete a bridging program to address gaps and/or differences in education and competencies to register to practice in Canada and successfully integrate into the Canadian healthcare system. IEHPs should follow the regulators' instructions on which bridging program and courses to take. The following programs are for information only regarding which programs have been recommended by regulators.

Nursing	
New Brunswick	+
Newfoundland and Labrador	+
Ontario	+
Prince Edward Island (PEI)	+



Settlement Services

Settlement professionals are free and can help you look for a job, get a language assessment, register for language classes, sign up your kids for school, and learn about community services.



The screenshot shows a web interface for finding settlement services. At the top, there is a 'National' section with a minus sign, indicating it is expanded. Below this, the text reads 'IRCC - Government of Canada' and 'Find free newcomer services near you.' A red button labeled 'Find a Service >' is positioned below the text. Underneath, there is a list of provinces with plus signs, indicating they are collapsed: 'Manitoba', 'Nova Scotia', and 'Ontario'.

National	-
IRCC - Government of Canada Find free newcomer services near you.	
Find a Service >	
Manitoba	+
Nova Scotia	+
Ontario	+



Non-Clinical Support

These organizations provided support to gain non-clinical skills through training, mentorship, and peer-led supports.

[CARE - Centre for Internationally Educated Nurses](#)



[N4 - National Newcomer Navigation Network](#)



Employment Information

List of websites with job openings within the healthcare sector in Canada, valuable for IEHPs upon receiving licensure to practice in Canada.

Nursing

Organization/Institution	Location	Link
HealthCareCAN	(National)	Open
Government of Canada	(National)	Open
Nursing Careers Canada	(National)	Open
Alberta Health Services	Alberta	Open
Nursing Jobs BC	British Columbia	Open
Manitoba Healthcare Providers Network	Manitoba	Open
Winnipeg Regional Health Authority	Manitoba	Open
Horizon Health Network	New Brunswick	Open
Department of Health and Community Services	Newfoundland and Labrador	Open
Registered Nurses Association	Northwest Territories, Nunavut	Open
Nova Scotia Health Authority (NSHA)	Nova Scotia	Open
Nunavut Nurses	Nunavut	Open
Nursing Careers Canada	Ontario	Open



Financial Supports

Financial support provided by organizations across Canada to help Internationally Educated Health Care Professionals who must fill theoretical or practical gaps in their learning.

All IEHPs	+
IEN - Internationally Educated Nurses	+



IEHP-Led Organizations

Initiatives provided by organizations across Canada to help Internationally Educated Health Care Professionals who must fill theoretical or practical gaps in their learning.

ITP (IMG) - Internationally Trained Physicians



IEN - Internationally Educated Nurses





N4 / SPU IEHPs Online Program

**Fostering Canadian Integration for
Internationally Educated Health Professionals
(IEHPs): From Learning to Action**

.....

Free (funded by IRCC) · Certificate of Attendance ·
Limited Spots · 100% Online · Circle of Support · Live
Sessions (recorded for watching anytime, anywhere)
400+ candidates have completed this program!

TO LEARN MORE:

newcomernavigation.ca/iehp-program



**As an ITP/IMG who successfully
matched through CaRMS, Azeez
shares invaluable insights on
how the N4/SPU IEHP Online
Program paved the way for his
long-term success and seamless
integration in Canada.**

Fostering Canadian Integration for IEHPs: From Learning to Action

ONLINE PROGRAM | 2022-2024

8 COHORTS

69 Countries of Origin for the 432 Participants



N4 IEHP Conversation Cafe

**Internationally Educated Health Care
Professional, let's continue the journey!**

Dive into N4's IEHP Conversation Café, where connections flourish and knowledge blooms.

This is a fantastic opportunity to grow your network, share your experiences, learn about useful tools and resources, and engage in peer-to-peer support within our community.

TO LEARN MORE:

newcomernavigation.ca/conversation-cafe



N4 Recorded Learning Events

Webinars

- **90+** Webinars Hosted
- Example of Topics
 - Interpersonal communication
 - Integration into the Canadian workplace
 - Hope and agency as an IEHP
 - Building resilience
 - Fostering community integration of IEHPs
 - Indigenous health

Professional Development Series

- Three-part Professional Development Series on Trauma-Informed Care
- 3 workshops on Professional Boundaries for frontline Staff
- Ethicist-led Case-Based Learning Events



Resource & eLearning Libraries



Digital libraries of curated resources and eLearning courses to enhance sector capacity in promoting newcomer equity

- Trusted content
- Enhance access / reduce duplication
- Just in Time / Self-Paced



2,950+

Online
resources

21%

in French

560+

eLearning
materials

33%

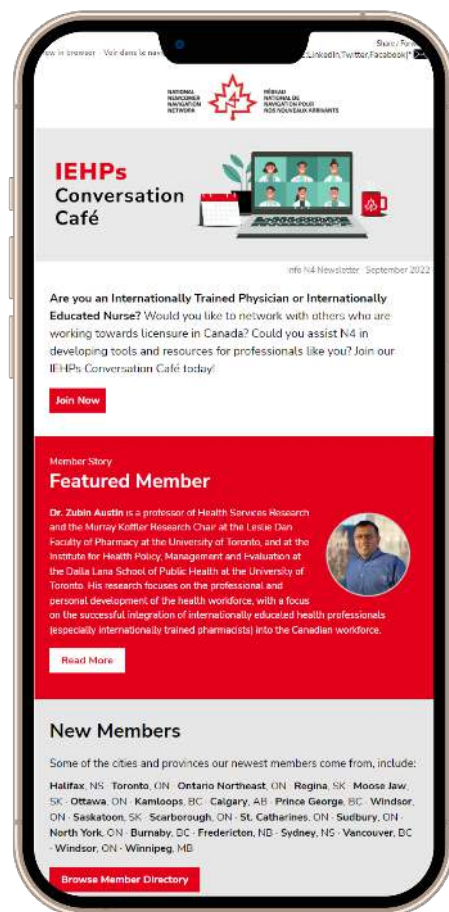
in French

Resource toolkit has
been accessed

152,400+ times



RSS Feed & Newsletters



RSS Feed

[SUBSCRIBE](#)

Monthly Newsletter

7,500+ Subscribers

[SUBSCRIBE](#)

IEHP Newsletter

2,600+ Subscribers

[SUBSCRIBE](#)



Other N4 Activities to Improve the Pathway for IEHPs

- Adding to the Hub
 - Financial supports
 - Peer-led support groups
 - Mentorship programs
 - Impact Stories
- Scorecards for Provincial Ministries of Health
- Briefing Notes for Regulators (Colleges)
- Working with the new Health Workforce Canada organization to ensure their work includes IENs
- Employer toolkit to recruit Canadian IENs working outside nursing roles, support them towards becoming nurses, and create a sense of belonging in the workplace
- N4 Quarterly Working Group meetings continue to advance change
- Consulting IEHPs via an email group



IEHP next steps ...

1. Sign up to be a member – it's free!
2. Use our Hub to access the pathways and all the supports available to IEHPs
3. Sign up to the IEHP Newsletter, RSS News Feed
4. Access the continuous education offerings
5. Sign-up to be on our IEHP virtual consulting list
6. Consider signing up for our IEHP On-line Program
7. Don't give up! Canada needs IEHPs.



Become Involved



Watch our webinars

Watch on-demand webinars, 100% free.
newcomernavigation.ca/webinars



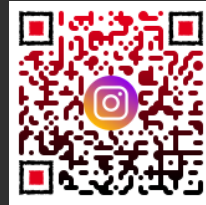
Monthly Newsletter

Catch up on all the news from N4 and our partners.
newcomernavigation.ca/newsletter-sign-up



RSS Feed

Inventory of vetted knowledge hubs of organizations involved in the recruitment and retention of IEHPs.
<https://www.newcomernavigation.ca/Modules/FeedAggregator/index.aspx?lang=en>



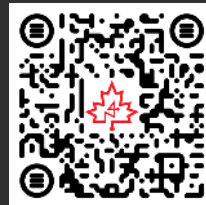
Follow N4 on Instagram

[instagram.com/newcomernav](https://www.instagram.com/newcomernav)



Follow N4 on LinkedIn

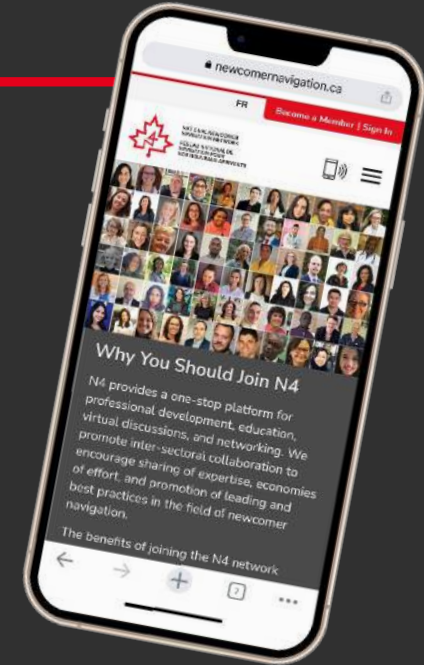
[linkedin.com/company/newcomernavigation](https://www.linkedin.com/company/newcomernavigation)



N4 Mobile App

Download on the App Store:
newcomernavigation.ca/ios

Get it on Google Play:
newcomernavigation.ca/android



Let's continue the journey together

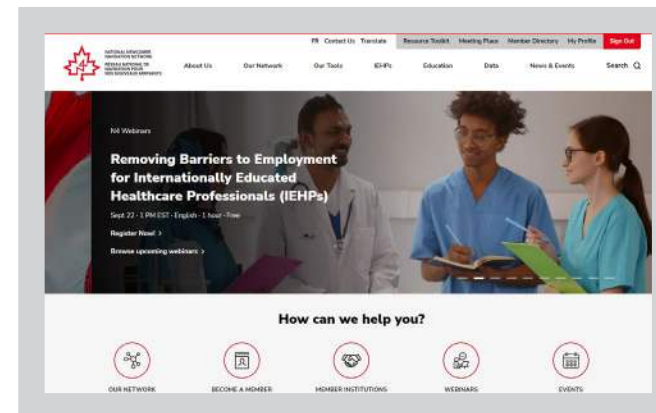
newcomernavigation.ca/join

Christine Kouri
Director
ckouri@cheo.on.ca

Sahar Zohni
Manager of Operations, Planning and Performance
szohni@cheo.on.ca



Join the N4 Network
It's quick, easy and free!
newcomernavigation.ca/join





Questions or Comments?