National Nursing Assessment Service:
Starting Internationally Educated Nurses on their journey to nursing practice in Canada

Agenda

1. About Canada

2. Introduction to NNAS

3. Canadian nursing regulatory bodies and nursing designations

4. The NNAS process

   - Expedited Service

   - Regular Service

5. Tips and strategies to successfully complete your NNAS application

6. Questions and answers

Housekeeping

1. All attendees will be muted for the webinar

2. Enter questions in the Q&A box, questions will be answered in the last 10 minutes of the webinar

3. Do not provide any personal information, such as your NNAS ID

4. You will receive a survey following the webinar to provide feedback

Land Acknowledgement

We would like to begin this conversation by first acknowledging that the land on which our head office is located is the traditional territory of the Wendat, the Anishnaabeg, Haudenosaunee, Métis, and the Mississaugas of the New Credit First Nation.

Today, this meeting place is still the home to many Indigenous peoples from across Turtle Island and we are grateful to have the opportunity to work on this land.

We must always remain mindful to not speak in the past tense as the effects of colonialism are very much current and ongoing and be mindful of how we continue to benefit as settlers on Indigenous lands.
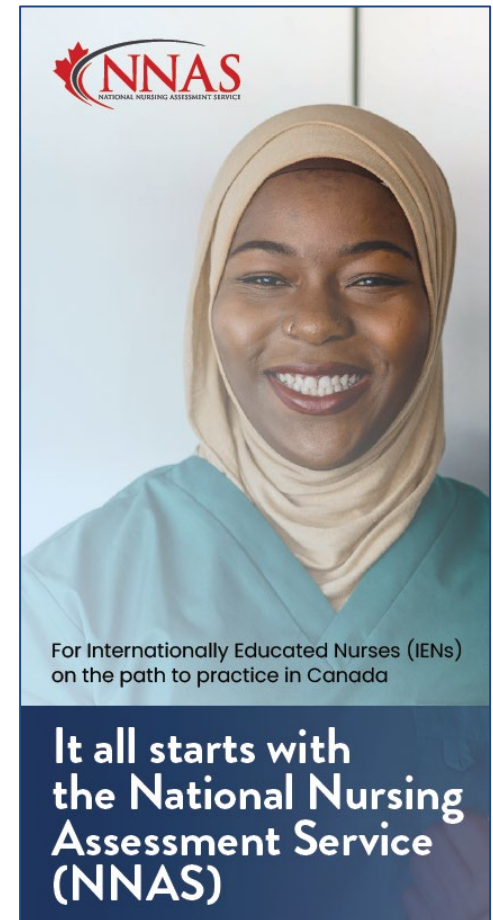
About Canada

- Canada is the second largest land mass in the world with a population of about 38 million.

- Canada consists of 10 provinces and 3 territories.

  – In addition to the Federal government of Canada, each province/territory has their own provincial/territorial government.

  – Health care delivery is at the provincial/territorial level.

- Canada has two official languages, French and English.

  – New Brunswick is the only official bilingual province, Quebec is predominately French speaking, and the three territories have official Indigenous languages in addition to French and English.

Introduction to NNAS

- Since 2014, NNAS has been the starting point for Internationally Educated Nurses (IENs) interested in being licensed or registered in Canada.

- NNAS is a credentialing service. We provide a consistent approach to collecting, verifying and storing documents that the 18 Nursing Regulatory Bodies in Canada require (excludes Quebec, Yukon, Nunavut and the Northwest Territories).

- Since April 1, 2023, issued over 15,000 advisory reports to IENs and regulatory bodies.

- NNAS does not grant licenses to practice nursing and does not have a role in making licensing decisions. Only nursing regulatory bodies have the authority to make licensing decisions.

For Internationally Educated Nurses (IENs) on the path to practice in Canada

It all starts with the National Nursing Assessment Service (NNAS)

Role of NNAS and others

NNAS

- Collect and verify credentials
- Review international education and compare to Canadian nursing entry to practice competencies
- Provide credible information to the health care system

Nursing Regulatory Bodies

- Set NNAS credential requirements
- Set Canadian nursing entry to practice competencies
- Set and ensure competencies and requirements are met (e.g. language, recency of practice)
- Make licensing decisions
- Present nursing pathway options and refer IENs to next steps (such as clinical competency assessments, national exams, bridging programs, language programs)

Education / Bridging Programs

- Provide bridging education, focusing on Canadian nursing context
- Provide language and other supports
- Coordinate preceptorships and clinical placements

Employers

- Provide preceptorships and clinical placements
- Integration into workforce / employment

Canadian Nursing Regulatory Bodies

- Canada has 26 nursing regulatory bodies.

- Each regulatory body is separate from each other, even in provinces/territories with more than one.

- IENs interested in being licensed/registered in Canada must be registered with the regulatory body in the province/territory where they plan to live and work.

- Being licensed to practice nursing in one province/territory does not mean that you can practice in another province/territory without first going through that province/territory licensing process.

- Each regulatory body has their own unique processes and registration requirements for IENs. It is important to read information on their websites carefully.

Canadian Nursing Regulatory Bodies: NNAS Members

Nursing Regulatory Bodies

British Columbia
British Columbia College of Nurses and Midwives (BCCNM) – RN, LPN & RPN

Alberta
College of Registered Nurses of Alberta (CRNA) – RN

College of Licensed Practical Nurses of Alberta (CLPNA) – LPN

College of Registered Psychiatric Nurses of Alberta (CRPNA) – RPN

Saskatchewan
College of Registered Nurses of Saskatchewan (CRNS) – RN

Saskatchewan Association of Licensed Practical Nurses (SALPN) – LPN

Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) – RPN

Manitoba
College of Registered Nurses of Manitoba (CRNM) – RN

The College of Licensed Practical Nurses of Manitoba (CLPNM) – LPN

The College of Registered Psychiatric Nurses of Manitoba (CRPNM) – RPN

Ontario
College of Nurses of Ontario (CNO) – RN & LPN

Nova Scotia
Nova Scotia College of Nursing (NSCN) – RN & LPN

New Brunswick
Nurses Association of New Brunswick (NANB) – RN

Association of New Brunswick Licensed Practical Nurses (ANBLPN) – LPN

Prince Edward Island
College of Registered Nurses of Prince Edward Island (CRNPEI) – RN

College of Licensed Practical Nurses of Prince Edward Island (CLPNPEI) – LPN

Newfoundland & Labrador
College of Registered Nurses of Newfoundland & Labrador (CRNNL) – RN

College of Licensed Practical Nurses of Newfoundland & Labrador (CLPNNL) – LPN

Visit https://www.nnas.ca/board-members/ to access each nursing regulatory body's website

Excludes nursing regulatory bodies in Quebec, Yukon, Nunavut, Northwest Territories

Canadian Nursing Designations

	BC	AB	SK	MB	ON	QC	NL	NB	NS	PEI	YT	NWT	NU
RN	X	X	X	X	X	X	X	X	X	X	X	X	X
LPN/RPN	X	X	X	X	X (RPN)	X (RPN)	X	X	X	X	X	X	X
RPN	X	X	X	X									

- RN – Registered Nurse
- LPN/RPN – Licensed Practical Nurse / Registered Practical Nurse
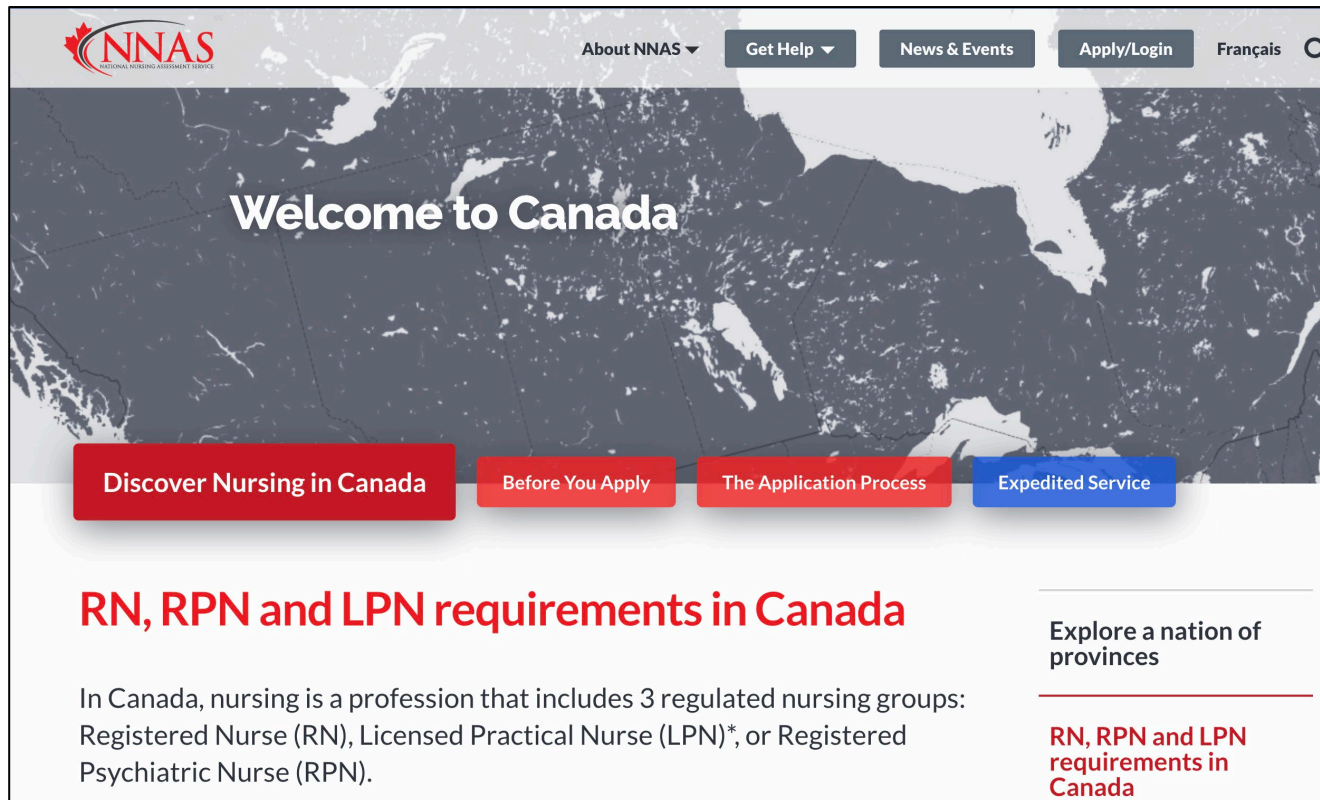- RPN – Registered Psychiatric Nurse

Canadian Nursing Designations

- Registered Nurse (RN)
  - 4-year baccalaureate program

- Licensed Practical Nurse (LPN)/ Registered Practical Nurse (RPN)
  - 2-year diploma program

- Registered Psychiatric Nurse (RPN)
  - 4-year baccalaureate program or 2.5-year diploma program in some provinces

Canadian Nursing Designations

- Learn more at https://www.nnas.ca/nursing-requirements-in-canada/

Registered Nurse Wages in Canada
These wages were updated on November 16th, 2022 and are based on the 2016 version of the National Occupational Classification (NOC).

Community/Area	Low ($/hour)	Median ($/hour)	High ($/hour)
Canada	27.03	40.00	49.00
Nunavut	32.00	54.50	60.00
Northwest Territories	39.00	50.12	60.00
Yukon Territory	40.00	49.00	52.00
British Columbia	31.00	42.00	48.00
Alberta	33.30	45.00	50.59
Saskatchewan	35.00	45.00	49.30
Manitoba	32.00	42.00	48.00
Ontario	26.00	38.92	48.00
Quebec	24.25	37.00	45.44
New Brunswick	32.00	39.57	45.00
Nova Scotia	27.00	39.00	44.50
Prince Edward Island	26.69	40.00	45.00
Newfoundland and Labrador	30.00	40.83	45.18

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https://www.jobbank.gc.ca/marketreport/wages-occupation/993/ca

NNAS Application Process

- NNAS currently has two application processes for IENs:
  - Expedited Service – New!
  - Regular Service

- Both are based on requirements that meet the needs of nursing regulatory bodies in Canada as part of the first steps of becoming licensed or registered as a nurse in Canada.

- NNAS is the only organization in Canada that provides IENs with access to all nursing regulatory bodies in Canada (except Quebec, Yukon, Nunavut and the Northwest Territories).

What is the New NNAS Expedited Service?

- NNAS launched a new Expedited Service for IENs effective June 28, 2023.

- Designed to provide a **simple, fast and safe** way to review the credentials of IENs.

- In partnership with participating nursing regulatory bodies and based on a streamlined application process.

- For IENs looking to obtain licensure for Registered Nurse (RN) or Licensed Practical Nurse (LPN) in Canada.

- Once all documents are received, an Advisory Report for both LPN and RN professions will be released within 5 business days.

- Reduced fee of $750 CDN; Advisory Report can be sent to any regulatory body participating in the Expedited Service at no additional cost (if your application has not been closed).

What is the NNAS Regular Service?

- Our regular service has been offered for nearly 10 years.

- In partnership with participating nursing regulatory bodies to review the credentials of IENs.

- For IENs looking to obtain licensure as Registered Nurse (RN), Licensed Practical Nurse (LPN) or Registered Psychiatric Nurse (RPN) in Canada.

- Additional documentation required compared to Expedited Service.

- Once all documents are received, an Advisory Report will be released within 12 weeks.

- Fee is $650 USD; Additional nursing professions and additional nursing regulatory bodies can be selected for additional fees.

  - Evaluation for an additional nursing profession is $220 USD (if your application has not been closed)
  - Advisory Report (same profession) to an additional regulatory body is $55 USD (if your application has not been closed)

Who is Eligible to Apply?

Expedited Service	Regular Service
Completed a post-secondary **nursing** education program (university or college) outside of Canada.	Completed a post-secondary <u>nursing</u> education program (university or college) outside of Canada.
Have been licensed as a nurse outside of Canada.	Never worked as a licensed nurse in Canada in the profession to which you are applying.
Will be applying for licensure as an RN or LPN with a regulator who is participating in the Expedited Service: • Nurses Association of New Brunswick • Association of New Brunswick Licensed Practical Nurses (as of December 6, 2023) • College of Registered Nurses and Midwives of PEI • College of Registered Nurses of Saskatchewan • Saskatchewan Association of Licensed Practical Nurses • College of Licensed Practical Nurses of Manitoba • College of Licensed Practical Nurses of Newfoundland & Labrador • College of Registered Nurses of Newfoundland & Labrador • Nova Scotia College of Nursing • British Columbia College of Nurses and Midwives (for RN and LPN)	Will be applying for licensure as an RN, LPN or RPN with a regulator who is participating in the Regular Service: • College of Licensed Practical Nurses of Alberta • College of Licensed Practical Nurses of Prince Edward Island • College of Registered Nurses of Alberta • College of Registered Nurses of Manitoba • College of Registered Nurses of Ontario • College of Registered Psychiatric Nurses of Alberta • College of Registered Psychiatric Nurses of Manitoba • Registered Psychiatric Nurses Association of Saskatchewan • British Columbia College of Nurses and Midwives (for RPN only)

Step-by-Step Guide

1: **Create your NNAS Account**

2: Complete Your Application Form

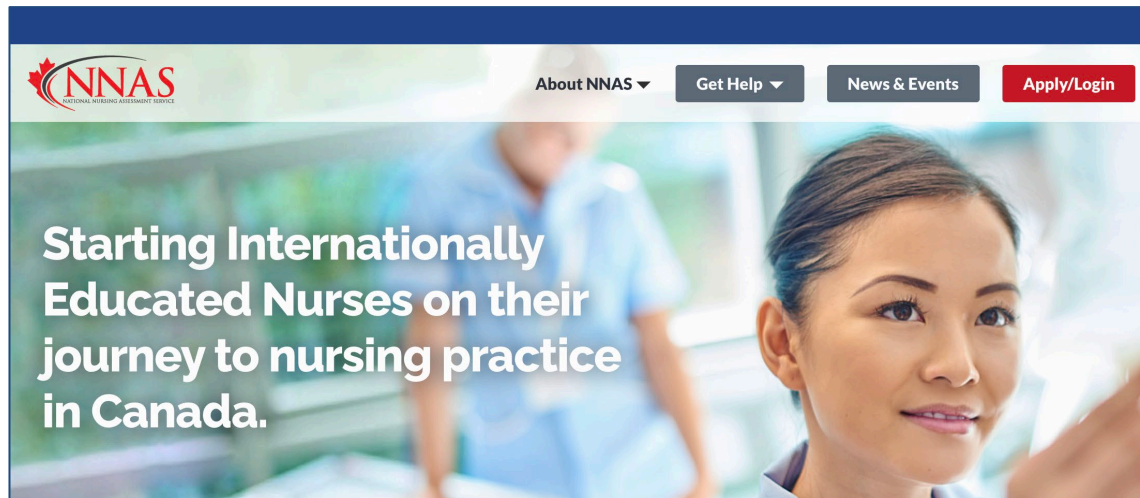**3: Submit Your Required Documents**

4: Monitor the Status of Your Application and Advisory Report

Step-by-Step Guide

Step One: **Create your NNAS Account**

- Go to www.nnas.ca and click on the apply/login link.

- Follow the instructions to create an account and start your application.

- Read and agree to the Terms & Conditions.

Step-by-Step Guide

Step Two: Complete your Application Form

- Disclose all information fully.

- Incomplete or fraudulent information or documentation may result in the application being delayed or cancelled.

- All required documents must be submitted within a 12-month period.

Application – Select Nursing Regulatory Body

Application – Personal Information

Application - Education

Application / Part A: Education

Your NNAS ID

Your Application Number _____ Expedited Service

Part A: Education - Nursing Education

The information required in this part of the application process describes your nursing education. Please disclose all information. NNAS or the regulatory bod(ies) to which you apply reserve the right to request educational documentation even if it is not required as part of your NNAS application.

The Nursing Regulatory Bodies you selected require applicants to submit a Course-by-Course Assessment/Evaluation Report from an organization approved by IRCC. This report can also be used for the immigration process to Canada. Once you have this completed, you will need to send a form to the organization. This form will give the organization permission to send your Course-by-Course Assessment/Evaluation directly to NNAS.

Name of country where you completed your initial nursing education* ⑦

| Philippines | ⌄ |

Have you completed an ECA report from an approved agency?*

| Yes | ⌄ |

Which of the following approved agencies issued your ECA report:* ⑦

| Comparative Education Service (CES) | ⌄ |

Navigation sidebar:
- Dashboard
- My Account
- Application
  - Overview
  - Part A: Education
  - Part B: Registration
  - Part C: Examination
  - Part D: Conditions
  - Part E: Employment
  - Part F: Payment
- Correspondence
- Test Results
- Contact Us
- Log Out

Application – License/Registration

Application - Examination

Application - Conditions

Application - Employment

Application / Part E: Employment

Dashboard
My Account
Application
Overview
Part A: Education
Part B: Registration
Part C: Examination
Part D: Conditions
Part E: Employment
Part F: Payment

Your NNAS ID:

Your Application Number: Expedited Service

Part E: Employment - Nursing Practise/Employment

This section asks for information about your employment as a nurse. This includes information about where you have worked and the hours you have worked as a nurse over the past five years. Although you are not required to arrange for your employer to provide any documentation to NNAS, NNAS or the regulatory bod(ies) to which you apply reserve the right to request any information from your employers)

Employer Name	Job Title	Date when you started employment	Date when you ended employment
Hospital A (Current Employer)	Registered Nurse	18-01-2021	

Application – Terms and Conditions / Payment

Application / Part F: Payment

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- Test Results
- Contact Us
- Log Out

Your NNAS ID:

Your Application Number: Expedited Service

Part F: Payment - Payment

Please review the terms and conditions:

Applicant Terms and Conditions

Please read this document carefully. You must understand and agree with it to continue with your NNAS application.

Privacy

NNAS is committed to maintaining the accuracy, confidentiality, and security of the personal information it receives. NNAS's Privacy Policy governs the actions that relate to the collection, use and disclosure of your personal information. You should review the Privacy Policy before accepting these terms. A copy is available **here** .

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Location of Information and Documents

NNAS has a legal agreement with CGFNS International, Inc. (Commission on Graduates of Foreign Nursing Schools) in Philadelphia, Pennsylvania, USA. CGFNS International has an important role in your application for registration as a

Step-by-Step Guide
Step Three: Submit your Required Documents

	Expedited Service	Regular Service
Identification	**Two forms of notarized identification** – Applicant directly uploads in Applicant Portal	**Two forms of notarized identification** – Applicant directly uploads in Applicant Portal
Education	**Course-by-Course Assessment Report** – Send to NNAS by official authorized to provide report. Applicants responsible for cost. • CES • ICAS • WES Course-by-course reports are valid for 5 years from date of issue *Educational transcripts will be accepted for existing NNAS applicants who have already submitted or requested educational transcripts be sent to NNAS from their educational institution.*	**Nursing education form, official transcript and syllabus/course description** – Sent to NNAS by educational institution
License	**First and current nursing registration/license** – Sent to NNAS by official authorized to provide registration/ licensing information *Applicants must disclose all nursing licenses/registrations held*	**All nursing licenses/registrations held** – Sent to NNAS by official authorized to provide registration/ licensing information
Employment	**Documentation not required** *Applicants must still disclose employment from last five years*	**Nursing practice/employment form** – Employers for all nursing positions held during the last five years must complete and submit employment form

Step-by-Step Guide

Step Three: Submit your Required Documents

- Specific to College of Nurses of Ontario (Regular Service):

    - Effective February 9, 2023, NNAS will release Advisory Reports without requiring a curricular assessment to applicants who have written and passed the National Council Licensure Examination for Registered Nurses (NCLEX-RN) on or after April 1, 2013.

    - Applicants will be asked to fill in required information on NCLEX-RN in the Examination Section in the application form. NNAS will verify your results and include this in your Advisory Report.

Step-by-Step Guide

Step Four: Monitoring the Status of Your Application and Advisory Report

Expedited Service	Regular Service
Single Expedited Advisory Report for both RN and LPN professions will be released within **5 business days** of all documents being received.	Advisory Report specific to the nursing profession (RN, or LPN, or RPN) will be released within **12 weeks** of all documents being received.
Expedited Advisory Report will **not** include an individual curricular assessment.	Advisory Report will include an individual curricular assessment which compares the nursing curriculum completed to the Canadian entry to practice competencies. • Curriculum will be described as being comparable, somewhat comparable and non-comparable. • Curriculum assessment results <u>do not</u> represent a decision. The regulatory body (or bodies) to which you apply will review your Advisory Report and make their decision based on your entire application.

- Advisory report will automatically be sent to the regulatory body (or bodies) you have selected. Download a copy for your records and proceed with applying to the regulatory body (or bodies) of your choice.

Applicant Portal – Monitoring the Status of Your Application

Applicant Portal – Monitoring Status of Your Application

💬 Order Requirements

Your NNAS ID

Your Application Number

Status: Waiting For Required Items

These are the requirements to complete your order.

Requirement	Description	Status	Status Explanation
Professional School Documents	AUSTRALIAN CATHOLIC UNIVERSITY, NORTH SYDNEY July 2010	Waived	No documentation is necessary to fulfill this requirement as an evaluation of your application determined that this requirement is superfluous to the NNAS program, that this requirement does not apply to you or that you have met standards that would allow you to be exempted from this requirement. No further action is required for this requirement.
Employer Verification Documents	Hospital A	Waived	No documentation is necessary to fulfill this requirement as an evaluation of your application determined that this requirement is superfluous to the NNAS program, that this requirement does not apply to you or that you have met standards that would allow you to be exempted from this requirement. No further action is required for this requirement.
Educational Credential Assessment		Waiting For Initial Documentation	No documents have yet been received by NNAS in support of this particular requirement. NNAS is still waiting on the necessary documents for evaluation.
Identity Documents		Waiting For Initial Documentation	No documents have yet been received by NNAS in support of this particular requirement. NNAS is still waiting on the necessary documents for evaluation. ⊕ Upload Identity Documents
License/Registration Documents	123456	Waiting For Initial Documentation	No documents have yet been received by NNAS in support of this particular requirement. NNAS is still waiting on the necessary documents for evaluation.
Application		Meets Requirements	A document has been received and evaluated and it has been determined that this requirement has been fulfilled and sufficient information has been received to report on this requirement in the NNAS Advisory Report. No further information is needed regarding this requirement.
Payment In Full		Meets Requirements	A document has been received and evaluated and it has been determined that this requirement has been fulfilled and sufficient information has been received to report on this requirement in the NNAS Advisory Report. No further information is needed regarding this requirement.

Tips and Strategies

- Begin the NNAS process before or at the same time you are starting the immigration process.

- Review NNAS Applicant Handbooks and NNAS resources; reach out with any questions.

- Disclose all information requested.

- Make sure third parties send in documentation before you arrive in Canada; follow-up regularly.

- All documentation submitted must be in English or French depending on the requirement of the regulatory body you intend to apply. Consider extra time and fees needed for document translation.

- Proactively monitor progress.

Tips and Strategies

- Focus on the province where you will be living and working.

- Each regulatory body will have unique processes, policies and requirements. Visit regulatory body websites to:

  - Become familiar with regulatory process, policies and requirements.

  - Become familiar with any additional fees related to becoming licensed/registered, which may include:
    - Application fees
    - Registration fees
    - Jurisprudence exam fees
    - Language proficiency test fees
    - Competency assessment fees
    - Bridging program fees
    - National exam fees

Tips and Strategies

- Seek out credible, trustworthy information.

  - Reach out to NNAS directly for questions about your NNAS application process.

    - NNAS will only communicate with applicants themselves; we will not provide any information to other third parties (unless an applicant has given permission).

  - Explore the range of free settlement services available to support newcomers. Visit the Government of Canada's *"Find free newcomer services near you"*: https://ircc.canada.ca/english/newcomers/services/index.asp

  - Seek support from other organizations that support internationally trained health professionals with immigrating to Canada, such as CARE Centre for Internationally Educated Nurses: https://care4nurses.org/

  - If you choose to use an Immigration Consultant, visit the College of Immigration and Citizenship Consultant to learn more and to find a credible immigration consultant: https://college-ic.ca/

  - Read more about protecting yourself from fraud: https://www.canada.ca/en/immigration-refugees-citizenship/services/protect-fraud.html

Tips and Strategies

- Search information on microloans available for internationally trained professionals to help overcome financial barriers to obtain their license/registration in Canada.

  - Atlantic Immigration Career Loan Fund (AICLF) - https://aiclf.ca/

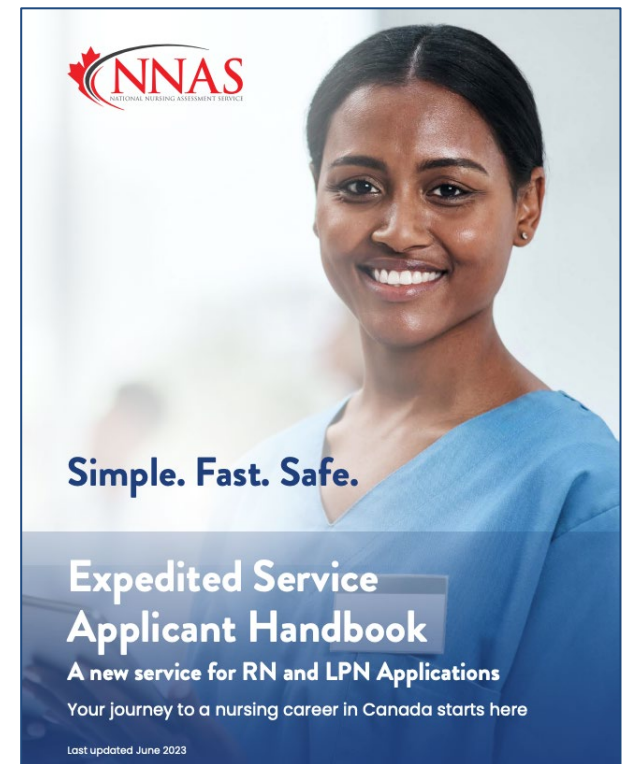 - Windmill Microlending - https://windmillmicrolending.org/for-nurses/

Provincial Government Supports

* Information subject to change. Refer to websites for most accurate information

Provinces	NNAS Expedited Service	NNAS Regular Service	Provincial Government Websites	Provincial Government IEN Navigation Services	Provincial Government Financial Incentives
British Columbia	BCCNM (RN & LPN)	BCCNM (RPN)	https://www.gov.bc.ca/	✓	✓
Alberta		CRNA CLPNA CRPNA	https://www.alberta.ca/		✓
Saskatchewan	SALPN CRNS	RPNAS	https://www.saskatchewan.ca/	✓	✓
Manitoba	CLPNM	CRNM CRPNM	https://www.gov.mb.ca/	✓	✓
Ontario		CNO	https://www.ontario.ca/		✓
New Brunswick	NANB	ANBLPN	https://www.gnb.ca/	✓	✓
Nova Socia	NSCN		https://www.novascotia.ca/		
Prince Edward Island	CRNMPEI	CLPNPEI	https://www.princeedwardisland.ca/		✓
Newfoundland & Labrador	CRNNL CLPNNL		https://www.gov.nl.ca/		

NNAS Contact Information and Support

- NNAS website: https://www.nnas.ca
  - Expedited Service: https://www.nnas.ca/expedited-service/
  - Regular Service: https://www.nnas.ca/application-process-overview/

- Applicant Support (first point of contact):
  - **support@nnas.ca**
  - 1-855-977-1898 (toll-free)
  - Mon – Fri, 8 am – 4 pm eastern

- New! Applicant Navigator Team
  - Available to provide additional support and find solutions to applicants experiencing unique challenges
  - **applicantnavigator@nnas.ca**

Simple. Fast. Safe.

Expedited Service Applicant Handbook
A new service for RN and LPN Applications
Your journey to a nursing career in Canada starts here

Last updated June 2023

Questions?