

Guide to Resources and Support Services for Internationally Educated Nurses in Nova Scotia



Registered Nurses
Professional Development Centre



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- College of Licensed Practical Nurses of Nova Scotia
- College of Registered Nurses of Nova Scotia
- Registered Nurses Professional Development Centre
- Immigrant Services Association of Nova Scotia
- Nova Scotia Internationally Educated Nurses Multi-Stakeholder Work Group

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Acronyms

The following list provides a quick reference to the acronyms used throughout this document.

CELBAN: Canadian English Language Benchmark Assessment for Nurses

CLPNNS: College of Licensed Practical Nurses of Nova Scotia

CPNRE: Canadian Practical Nurse Registration Examination

CRNNS: College of Registered Nurses of Nova Scotia

IELTS: International English Language Testing System

IEN: Internationally Educated Nurse

ISANS: Immigrant Services Association of Nova Scotia

LPN: Licensed Practical Nurse

NCLEX-RN: National Council Licensure Examination for Registered Nurses

NNAS: National Nursing Assessment Service

NP: Nurse Practitioner

NSIIG: Nova Scotia IEN Interest Group

NSOI: Nova Scotia Office of Immigration

RN: Registered Nurse

RNPDC: Registered Nurses Professional Development Centre

SART: Self-Assessment Readiness Tools™

SECA: Substantive Equivalent Competence Assessment

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Are you Thinking About Working as a Nurse in Canada?

This guide will help you make an informed decision about your choice to live and work in Canada. It describes the processes you must complete to obtain your nursing license in Canada, and specifically, in our beautiful province of Nova Scotia. There are many organizations and agencies listed here that are committed to helping you every step of the way. This guide will help you to know when and where to look for help and support. However, we strongly encourage all interested applicants to visit each organization's website for the most current information. If there are any changes made to the licensure processes or any information outlined in this document, they will be reflected on each organization's website:

The College of Licenced Practical Nurses of Nova Scotia: www.clpnns.ca

The College of Registered Nurses of Nova Scotia: www.crnns.ca

Registered Nurses Professional Development Centre: www.rnpdc.nshealth.ca

Immigrant Services Association of Nova Scotia: www.isans.ca



Challenges you may Experience Along the Way

The Canadian nursing workforce includes nurses from around the world. Employers value their nursing skills, their cultural diversity and their multi-lingual skills. These assets help nurses treat the clients of Canada's diverse population.

Yet, evidence shows that nurses trained outside of Canada, referred to as internationally educated nurses (IENs), must overcome many challenges to obtain their nursing registration and integrate into the nursing profession here. Common challenges you may experience as an IEN include:

Pre-registration: the period before you obtain your licence to practise as either a registered nurse (RN) or licensed practical nurse (LPN):

You must:

- Meet the English language proficiency requirements
- Collect and submit all the required registration documents to the [National Nursing Assessment Service](#) (NNAS) and regulatory body application processes
- Collect and submit all the registration documents required for the regulatory body's application process
- Pass the registration examination

Post-registration: the period after you have completed all of the registration requirements and have obtained your provincial nursing licence:

You must:

- Learn how to find work in Canada
- Understand your scope and standards of practice
- Understand the Canadian healthcare system
- Understand and complete the requirements for continuing competence and annual license renewal.

Post-hire: the period early in your practice after you are hired to work as a nurse in Nova Scotia:

You must:

- Communicate effectively in the Canadian context
- Work with an intradisciplinary and interdisciplinary health team
- Understand workplace dynamics
- Understand opportunities for continuing professional development

This guide to resources and support services for IENs in Nova Scotia is designed to help you overcome the challenges at each of these phases as you work towards a successful nursing career in Nova Scotia. The support services discussed in this guide are available to you from your pre-arrival to post-arrival in Nova Scotia.

Choose to Live in Nova Scotia: “Canada’s Ocean Playground”

One of the most important decisions you must make about working in Canada is to decide where you want to live. There are many reasons to love life in Nova Scotia. Our vehicle license plates say it all, we live in “Canada’s Ocean Playground”.

Located on Canada’s east coast, this small but mighty maritime province has great geography and a friendly people who enjoy an “east coast” lifestyle, which is generally a more relaxed way of life.

Here you will find 7500 km of beautiful coastline, lush fertile valleys, hundreds of lakes and rivers, and an abundance of delicious food from both the land and sea. Four distinct seasons of the year offer opportunities for outdoor sport and recreational activities.

Summer watersports give way to winter skating, sledding and skiing. The Cabot Trail in Cape Breton is world famous for its autumn leaf colours. Other major centres are not far away and are easily accessible by car, ferry or airline.

Almost one million people call Nova Scotia home and about one third of them live in the capital city of Halifax. The rest live in small towns and villages throughout the province.

Nova Scotia’s oldest inhabitants are the Mi’kmaq, one of Canada’s indigenous people. European settlers started to arrive more than four hundred years ago. Today, immigrants to Nova Scotia come from all over the world.

There is much more than natural beauty here. You will find a rich cultural environment that celebrates food, music, art and entertainment. The province offers many services, supports and amenities. Publicly-funded healthcare, grades primary-12 education and community services are available to all residents. Nova Scotia has eight universities and three of those offer a school of nursing. The provincial community college system has multiple campuses which offer many programs including a practical nursing diploma.



Practising Nursing in a Canadian Province

Nova Scotia offers you many opportunities for an exciting nursing career. But first, you must become licensed to practise either as a licensed practical nurse (LPN) or as a registered nurse (RN) in the province. When you have your license, you can find employment in a variety of settings.

UNDERSTANDING THE DIFFERENCES BETWEEN AN LPN AND AN RN

Licensed practical nurses and registered nurses are both self-regulated nursing professions in Canada. There are similarities in their practice environments but there are also significant differences in their educational training and scopes of practice.

Licensed Practical Nurse Practice

- Licensed practical nurses are self-regulated healthcare professionals who have core nursing knowledge to care independently for clients with an established plan of care. An integral part of the health care team, LPNs are accountable to provide safe, competent, ethical and compassionate care to individuals, families and communities.

- Licensed practical nurses complete a two-year diploma program at a college level before they are eligible to write the national exam and qualify for licensure.
- [Learn more about Nova Scotia LPNs' scope of practice here.](#)

Registered Nurse Practice

- Registered nurses are self-regulated healthcare professionals who work independently and collaboratively with others. Registered nurses consistently practise safely, compassionately, competently and ethically in diverse practice settings. They work with a variety of clients at different levels throughout the continuum of health and illness. Registered nurses contribute to the healthcare system through direct practice, education, administration, research, regulation and policy.
- Registered Nurses complete a four-year baccalaureate program at the university level before they are eligible to write the national exam and qualify for licensure.
- [Learn more about Nova Scotia RNs' scope of practice here.](#)

Each nursing group has its own regulatory body or “college” in Nova Scotia. The two nursing regulatory bodies are the [College of Licensed Practical Nurses of Nova Scotia](#) (CLPNNS) and the [College of Registered Nurses of Nova Scotia](#) (CRNNS). The colleges are responsible for issuing licenses and monitoring those who hold a license.

The College of Licensed Practical Nurses of Nova Scotia is the licensing body for more than 4,000 LPNs in Nova Scotia. For more information about LPNs, [click here](#).

The College of Registered Nurses of Nova Scotia is the licensing body for about 10,000 RNs and 160 nurse practitioners (NPs) in Nova Scotia. As an internationally educated nurse practitioner, you must first obtain an RN registration and licensure before you can obtain licence as an NP in the province. For more information about RNs, [click here](#).

Are you an LPN or an RN?

After reading this material, you may decide which nursing profession is more similar to your own practice.

Use the online [Self Assessment Readiness Tools™ \(SART\)](#) for LPNs and RNs to help you determine whether your knowledge, skills and education are more similar to those of a LPN or RN. This is an important step as you proceed through the licensure process.

Nursing Registration in Canada

To become a nurse in Canada, every applicant must:

- have completed an approved post-secondary nursing program
- meet the entry-level nursing competency requirements
- pass the national nursing registration examination
- fulfill all other registration requirements of the regulatory body

As an IEN, you must also:

- complete the NNAS application process
- prove your English language proficiency

NNAS APPLICATION PROCESS FOR IENS

The National Nursing Assessment Service (NNAS) is a partnership of most Canadian nursing regulatory bodies to evaluate the applications of IENs in a timely and consistent manner.

The National Nursing Assessment Service receives, reviews, verifies, evaluates, and stores the applicant's documents to ensure that each nurse's file contains all the documents that the regulatory body requires.

Quebec and the Territories do not use the NNAS process but rather use their own procedure. As an applicant for a license in Nova Scotia, you must apply to NNAS.

On your NNAS application form, you will choose the regulatory body in Nova Scotia to which you plan to apply. You may apply to both CLPNNS and CRNNS at the same time if you qualify to do so.

After you have submitted your application with the required documents and paid the applicable fees, NNAS will evaluate your application file. The reviewer will determine the authenticity of your documents and compare your education to the Canadian standard. When this step is completed, NNAS will provide you with an advisory report which contains the results of this evaluation. The National Nursing Assessment Service will also send a copy of your report to the regulatory body that you have chosen.

If the report states that you have met the licensing requirements, you can apply to the regulatory body(s). Note that NNAS does not apply to the regulator on your behalf. You must do this yourself.

It is your responsibility to submit the required documents, pay applicable fees, and monitor your application to NNAS throughout the process.

For more detailed information about the NNAS process, visit the [NNAS website](#).

ENGLISH LANGUAGE PROFICIENCY

Your success in the application process for a nursing license will depend on your language proficiency. In Nova Scotia, you must demonstrate proficiency in English. Among other factors, you may be required to complete an English language proficiency test if you completed your nursing training in a language other than English.

The approved English language tests include the [International English Language Testing System \(IELTS\)](#) and the [Canadian English Language Benchmark Assessment for Nurses \(CELBAN\)](#).

Please see the required minimum test scores in the table below:

Test Component	IELTS (Academic)	CELBAN
Speaking	7.0	8
Listening	7.5	10
Reading	6.5	8
Writing	7.0	7
Overall	7.0	N/A

Applying to a Nova Scotia Nursing Regulatory Body

At this point in your application progress, you have successfully completed the NNAS process and have your advisory report. You can now apply directly to the regulatory body of your choice and pay the application fee.

The College of Licensed Practical Nurses of Nova Scotia and the College of Registered Nurses of Nova Scotia have different registration and licensure requirements for the IEN application process.

- To start the LPN application process [click here](#).
- To watch the IEN informational video for LPN applicants [click here](#).
- To start the RN application process, [click here](#).

What is the Next Step After Applying to CRNNS or CLPNNS?

THE REGULATOR'S REVIEW OF YOUR APPLICATION

After you submit your application to the regulatory body, the regulator will review it to see if your training and experience meet the entry to practice requirements for a nursing license.

Nursing education differs worldwide in its requirements, content, and delivery. Your nursing program may not have included all of the content taught in the Nova Scotia program. When CRNNS and CLPNNS assess your nursing program, they may find that you have some missing education or “educational gaps”. If you did not fill these educational gaps through continuing education or nursing experience, CLPNNS or CRNNS may ask you complete a competence assessment. This assessment will demonstrate whether you meet the entry-level requirement for nursing in Nova Scotia.

SUBSTANTIVE EQUIVALENT COMPETENCE ASSESSMENT FOR LPN REGISTRATION

The College of Licensed Practical Nurses of Nova Scotia may inform you that you must complete a Substantive Equivalent Competence Assessment (SECA) to demonstrate you have the competencies required to practise as an entry-level LPN in Nova Scotia. This assessment may include theory, laboratory, and clinical components. Your SECA outcome will determine whether you are eligible to write the [Canadian Practical Nurse Registration Examination \(CPNRE\)](#), or if you need to complete remedial education first.

Licensed Practical Nurse remedial education may include the completion of a theory course, a clinical course, a combination of both, or a practical nursing re-entry program. The College of Licensed Practical Nurses of Nova Scotia will provide directions to you about how you can access the required additional education.

Please note that you are responsible for any applicable fees and/or remedial education costs.

For more information about SECA, [click here](#).

COMPETENCE ASSESSMENT FOR RN REGISTRATION

If CRNNS finds educational gaps in your nursing program, you may be required to complete a competence assessment and any associated bridging education at the [Registered Nurses Professional Development Centre \(RNPDC\)](#). The purpose of this assessment is to determine whether you have the entry-level competencies expected of RNs in Nova Scotia. The competence assessment includes both theory and clinical components and may range from one to five days. The results of the competence assessment are used by CRNNS to determine whether you will be a) eligible to write the National Council Licensure Examination for Registered Nurses (NCLEX-RN), b) required to complete bridging education, or c) ineligible for registration.

Registered nurse bridging education may range from the completion of a theory course and/or a clinical course to completing a Canadian baccalaureate degree in nursing. Once CRNNS has given you the list of courses you are required to complete, you must contact RNPDC to discuss how to start your education. Please note that you are responsible for any applicable fees associated with the competence assessment and/or bridging education.

For more information about RN competence assessment, [click here](#).

For more information about RN bridging education, [click here](#).

NATIONAL REGISTRATION EXAMINATION

All nurses in Nova Scotia, including IENs, must pass the national registration examination before they can become registered and licensed. The regulatory body will evaluate your education and inform you if you are eligible to write the exam.

For LPN applicants, you must complete the CPNRE. [Click here for more information](#).

For RN applicants, you must complete the NCLEX-RN. [Click here for more information](#).

NOVA SCOTIA JURISPRUDENCE EXAMINATION

Everyone registering as an LPN or RN in Nova Scotia for the first time is required to complete a jurisprudence examination. Nursing jurisprudence is the application and interpretation of legal rules as they relate to the practice of nursing, obligations nurses have to their clients, and relationships nurses have with other health care professionals. The purpose of the exam is to measure your awareness of provincial and regulatory policies and any provincial and federal laws related to nursing practice in Nova Scotia.

For IENs seeking LPN registration, you must complete the [jurisprudence learning module and examination](#) before you can be licensed. It is an open book, online exam that consists of 54 questions.

For IENs seeking RN registration, you must complete the [jurisprudence exam](#). It is an open book, online exam that consists of approximately 100 questions. For more information, [click here](#).

CURRENCY OF PRACTICE REQUIREMENT

Please note that you are required to meet the currency of practice requirement before you are eligible for registration. The currency of practice requirement refers to hourly requirements of nursing practice as an RN or LPN.

CLPNNS Currency of Practice Requirement

All IENs who apply for practical nursing registration and licensure must demonstrate that they meet one of the following:

- worked at least 1000 hours as a nurse in the five licensure years immediately before their application for entry in the active-practising roster; (CLPNNS' licensure year is from November 1 to October 31)
- worked at least 500 hours as a nurse in the licensure year immediately before their application for entry in the active-practising roster
- graduated from a nursing program that meets the requirements for registration in the five licensure years preceding their application:
 - a Nova Scotia nursing education program
 - a Canadian nursing program
 - a practical nurse re-entry program
 - an international nursing program
- completed a competence assessment and/or remedial education in the past five licensure years
- be enrolled in and attending a post-secondary practical nursing program approved by the Executive Director and Registrar and have met all other requirements for licensure at the time they enrolled

CRNNS Currency of Practice Requirement

All IENs who apply for registered nurse registration and licensure must demonstrate that they meet one of the following:

- worked at least 1125 hours as a registered nurse in the five licensure years immediately before their application for entry in the active-practising roster (CRNNS' licensure year is from November 1 to October 31)
- worked at least 450 hours as a registered nurse in the licensure year immediately before their application for entry in the active-practising roster
- graduated from a program that meets the requirements for registration/licensure in the five licensure years preceding their application:
 - a Nova Scotia nursing education program

- a Canadian nursing program
- a registered nurse re-entry program
- an international nursing program
- completed a competence assessment and bridging education in the past five licensure years
- be enrolled in and attending a nursing program approved by the CEO and Registrar and have met all other requirements for licensure at the time they enrolled in a post-RN baccalaureate degree program in nursing or a masters/doctorate degree program in nursing

Support Services Available to IENs in Nova Scotia

The following chart lists support services available to IENs and the providers who offer the services.

Support	Provided By
An understanding of the role and responsibilities of an LPN and RN in Nova Scotia and Canada	The College of Licensed Practical Nurses of Nova Scotia and the College of Registered Nurses of Nova Scotia
Licensed practical nurse examination support	The College of Licensed Practical Nurses of Nova Scotia through the IEN “Pathway to Success” program
Registered nurse examination support	Registered Nurses Professional Development Centre
Licensed practical nurse remedial education	The College of Licensed Practical Nurses of Nova Scotia and Nova Scotia Community College
Registered nurse bridging programs	Registered Nurses Professional Development Centre
Orientation to the Canadian Health Care System program	Registered Nurses Professional Development Centre
Communication support (in-class and online)	Immigrant Services Association of Nova Scotia
Access to employment specialists for help navigating the pathways to licensure, finding work and immigration information	Immigrant Services Association of Nova Scotia
Career Pathway Loan Fund	Immigrant Services Association of Nova Scotia
Support for community integration	Various community groups (See page 15 for more information)
Professional mentorship	Immigrant Services Association of Nova Scotia and other IENs (See the next page for more information)
Peer mentorship	Other IENs (See page 12 for more information)

Where to Access Support Services in Nova Scotia

- [College of Licensed Practical Nurses of Nova Scotia](#)
- [College of Registered Nurses of Nova Scotia](#)
- [Registered Nurses Professional Development Centre](#)
- [Immigrant Services Association of Nova Scotia](#)
- [Nova Scotia Office of Immigration \(NSOI\)](#)
- [Peer Support on Social Media](#)

When to Access Support Services

PRE-ARRIVAL SUPPORT SERVICES (BEFORE YOU COME TO CANADA)

Start the registration process before you arrive:

- Contact NNAS to start your nursing registration in Canada
- After you have obtained your advisory report from NNAS, you may:
 - Contact CLPNNS to start your LPN registration in Nova Scotia. The regulator will advise you if you need to complete an additional assessment or education for your LPN registration, and provide information about how to proceed

and/or

- Contact CRNNS to start your RN registration in Nova Scotia. The regulator will advise you if you need to complete a competency assessment and/or bridging program for your RN registration, and provide information about how to proceed

Please note that you may choose to start your RN and LPN registration at the same time. If you are still uncertain which regulatory body you should apply to, view the [Self Assessment Readiness Tools™ \(SART™\)](#) to decide whether your training and experience is more similar to a LPN or RN.

Start to prepare for employment and improve your job search skills:

- The [Immigrant Services Association of Nova Scotia](#) offers a variety of pre-arrival support services for new immigrants. These services include:
 - Employment counselling and information about the licensure process
 - Job search strategies
 - Orientation to the Canadian workplace culture
 - Facilitated and self-directed communication courses
 - Access to professional mentors
 - Link to resources
- To access ISANS pre-arrival support services, [click here](#).

Before you move to Nova Scotia, you can learn more about working in Atlantic Canada here. For more information on living and working in Nova Scotia, [click here](#).

Start to connect with other IENs:

- You can [connect with other Nova Scotia IENs](#) on Social Media. [Click here](#) to start chatting.
- You can also connect with other IENs through the Nova Scotia IENs Interest Group (NSIIG). Send an email to novascotia.iennetwork@gmail.com for more information.

Prepare to take an English language proficiency test:

The approved English language tests include IELTS and CELBAN.

- [Click here](#) for more information about IELTS.
- [Click here](#) for more information about CELBAN.
- You can also access the [CELBAN Readiness Self-Assessment](#)

PRE-REGISTRATION SUPPORT SERVICES (BEFORE YOU BECOME LICENSED)

Remember that you must be licensed before you accept work as a nurse in Nova Scotia.

Get help to prepare for LPN registration:

The College of Licensed Practical Nurses of Nova Scotia offers an award winning “Pathway to Success for IENs” program. This unique training program was developed by CLPNNS in partnership with the Nova Scotia Community College to assist IENs through their LPN licensure process. The program of three courses are focused on the knowledge, skills, and abilities that are expected of LPNs in Nova Scotia. The courses include:

- Review of Concepts and Competencies for LPNs
- Introduction to the LPN Scope of Practice in Nova Scotia
- Canadian Practical Nurse Registration Examination Preparation

As of April 2017, this program is funded by the [Nova Scotia Office of Immigration](#) and is offered at no cost to IENs. For more information about the “Pathway to Success for IENs” program, [click here](#).

Get help with bridging support to RN registration:

The Registered Nurses Professional Development Centre (RNPDC) is the assessment and educational centre for IENs seeking RN registration. The College of Registered Nurses of Nova Scotia assesses your documents to determine whether you are required to complete a competence assessment and/or bridging education. The Registered Nurses Professional Development Centre offers the programs. Contact RNPDC if you have been told that you need to complete a competence assessment or bridging education for your RN application.

Learn about the Canadian health care system:

The Registered Nurses Professional Development Centre offers an Orientation to the Canadian Health Care System for Internationally Educated Health Professionals. This education program focuses on an orientation to the Canadian healthcare system at the federal and provincial levels. It includes key concepts and principles of professional practice you need to work as a health care professional in Canada. Content covered includes the following:

- Canadian Health Care System: Federal / Provincial
- Canadian Health Care Professionals and their Practice
- Culture, Diversity and Cultural Competence
- Safety and Quality Improvement in Health Care
- Ethical and Legal Issues in Health Care
- Current Health Care Issues in Canada

For more information on how you can access this course, [click here](#).

Get ready to work:

Immigrant Services Association of Nova Scotia offers a variety of pre-registration supports for new immigrants. These services include:

- Employment counselling
- Communication for healthcare professionals
- Job search workshops onsite and online
- Access to professional mentors
- Work placements in related occupations
- Career pathway loan fund, a low interest loan plan to help with professional registration costs
- International English Language Testing System (IELTS) preparation
- Pre-bridging Nursing Education Course

Contact [ISANS](#) to access these programs and services.

Study for registration exam:

Nova Scotia schools and community libraries offer access to all community, university, and college libraries in the province through their Novanet system. There is no charge for this service. Use your Novanet library card to borrow books and resources online from your home.

Contact any [Nova Scotia Library](#) across the province for information about how to apply for your [Novanet Library Card](#).

POST-REGISTRATION SUPPORT SERVICES (AFTER YOU BECOME LICENSED)

There are a variety of ways you can prepare for finding work in Nova Scotia after you become licensed. For example, consider exploring opportunities for job shadowing with potential employers and participating in workplace integration opportunities if they are available.

Get help to find employment

Immigrant Services Association of Nova Scotia provides a variety of post-registration services including:

- Access to employment specialists
- Job search strategies
- Help with your resume writing and interview techniques
- Practice interviews
- Access to professional mentors

Contact [ISANS](#) to access these services.

Looking for work in Nova Scotia

You can practice in a variety of settings in Nova Scotia. These settings include:

- Acute care
- Community practice
- Nursing homes/Long-term care
- Home care

Nursing employers in Nova Scotia

Some of the nursing employers in the province include the Nova Scotia Health Authority (NSHA), the IWK Health Centre, the Victorian Order of Nursing, and many long-term care settings.

Visit the websites below to view Nova Scotia nursing job postings:

- [Nova Scotia Health Authority & the IWK](#)
- [Career Beacon](#)
- [Nursing Homes in Nova Scotia](#)
- [Home Care Agencies in Nova Scotia](#)

Please note that there are other available federal and provincial government job search sites.

POST-EMPLOYMENT AND PRACTICE SUPPORT SERVICES

Many agencies, organizations and groups are available to support your nursing practice:

- Regularly check the CLPNNS and CRNNS websites for the most current information.
- Contact the professional practice consultants at CLPNNS or CRNNS if you have a question about nursing practice.
- Volunteer on CLPNNS and/or CRNNS committees and attend their annual general meetings.
- Contact unit managers, clinical leaders, clinical nurse educators for practice-related supports as needed.
- Contact your union representatives from [Nova Scotia Nurses Union](#), [Nova Scotia Government & General Employees Union](#), and other unions for post-employment support as needed.
- Connect with other IENs in person or through the Nova Scotia IEN social media platform for peer support.

COMMUNITY SUPPORTS

In Nova Scotia, we understand that moving to a new country with a different culture, food, and expectations can be stressful. There are many community organizations to help you integrate into the cultural atmosphere in Nova Scotia. Some of these community support organizations include:

- [Immigrant Services Association of Nova Scotia](#)
 - [YMCA](#)
 - [Filipino Association of Nova Scotia](#)
 - [Association of Nigerians in Nova Scotia](#)
 - [Indo Canadian Association of Nova Scotia](#)
 - [African Diaspora Association of the Maritimes](#)
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A Commitment From the NS IEN Multi-Stakeholder Workgroup

In Nova Scotia, we understand that many IENs continue to face difficulties obtaining nursing registration and integrating into a Canadian workplace despite considerable investments to support numerous IEN programs to facilitate successful licensure and integration. As a commitment to assist IENs' successful integration, ISANS collaborated with the Nova Scotia Department of Labour and Advanced Education to develop a unique collaborative model for systemic change in regulated occupations. This initiative is known as the Nova Scotia IEN Multi-Stakeholder Workgroup project. Many of the partners on this group contributed to the development of this guide.

The IEN Multi-Stakeholder Workgroup provides a forum to address IEN licensure challenges and works towards the effective integration of IENs into the Nova Scotia healthcare system.

Members of the IEN Multi-Stakeholder Workgroup include representatives from the following organizations:

- College of Registered Nurses of Nova Scotia
- College of Licensed Practical Nurses of Nova Scotia
- Registered Nurses Professional Development Centre
- Immigrant Services Association of Nova Scotia
- Nova Scotia Community College
- Union representatives
- Employer representation (acute care, long term care, private nursing)
- Health Association of Nova Scotia
- Internationally Educated Nurse representative(s)
- Health Human Resources Sector Council
- Nova Scotia Department of Health and Wellness
- Nova Scotia Office of Immigration
- Nova Scotia Department of Labour and Advanced Education

Members meet quarterly to:

- Identify and discuss barriers, issues, and trends affecting the licensure and workforce integration of IENs.
- Ensure pathways to licensure are fair, transparent, and timely.
- Share information on best practices, policy changes, and program development.
- Advise and support ongoing programs.
- Pursue opportunities to build and improve cultural competency skills among Workgroup members.
- Collaborate on the development and delivery of supports and programs to assist IENs with entry to the workforce and successful nursing practice.

For More Information

Contact:

- The College of Licensed Practical Nurses of Nova Scotia at info@clpnns.ca
- The College of Registered Nurses of Nova Scotia at registration@crnns.ca
- Registered Nurses Professional Development Centre at rnpdc@nshealth.ca
- Immigrant Services Association of Nova Scotia at info@isans.ca
- Nova Scotia Office of Immigration at nsnp@novascotia.ca