



**McCARE Global**  
Healthcare Services

**CROSSING THE BORDERS:  
NAVIGATING PATHWAYS TO  
BECOME A TRAVEL NURSE IN  
CANADA**

MARCOS "MACKY" BORDEOS, BScN RN RCIC ENC(C) CCWP



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# OBJECTIVES

1. Know the different provinces in Canada and each province's specific places which are highly sought after by travel nurses.
2. Identify the different Regulatory Bodies (Board of Nursing) in Canada
3. Explore the process of Nursing Registration
4. Navigate different Immigration Pathway to work as a travel nurse in Canada
5. Know the pay and perks of working as a Travel Nurse in Canada.

# CANADA as a country



# CANADA



## Canada Rankings

#3	OVERALL RANK	CATEGORY	SCORE	RANK
<p>#1 out of 78 in 2021</p> <p>97.8</p> <p>Overall Score</p> <p><a href="#">Read our methodology</a> to see how the scores and rankings were calculated.</p>		Adventure	56.8	#17
		Agility	88.1	#3
		Cultural Influence	55.0	#15
		Entrepreneurship	81.1	#8
		Heritage	39.9	#28
		Movers	12.8	#63
		Open for Business	76.4	#10
		Power	43.3	#12
		Quality of Life	97.9	#3
		Social Purpose	94.1	#5

SOURCE: <https://www.usnews.com/news/best-countries/canada>

# What makes CANADA unique?



**UNRIVALLED  
SCENERY**

# What makes CANADA unique?



**VARIED CLIMATE**

# What makes **CANADA** unique?



**MULTICULTURAL SOCIETY**



# What makes **CANADA** unique?

- With low crime rates and peaceful politics, peaceful living.
- Ranking above average for health, well-being, income, education, quality of life and health,
- Being safe and secure
- Scored 9.1 out of ten for security in the Better Life Index
- Accepting and welcoming to newcomers.

**HIGH QUALITY OF LIFE**

# What makes **CANADA** unique?

- 91 percent of Canadians have completed upper-secondary education.

## **BEST CANADIAN UNIVERSITIES - 2023 (PUBLISHED IN 2022)**

- McGill University, Montreal – 31 (World Ranking)
- University of Toronto, Toronto – 34
- University of British Columbia, Vancouver – 47

**WORLD-RENOWNED  
EDUCATION SYSTEM**

# Canadian Health Care System

1

## **PUBLICLY FUNDED HEALTHCARE SYSTEM**

the federal government and the 10 provincial and 3 territorial governments share responsibilities

2

## **CANADA HEALTH ACT 1984**

- Comprehensiveness
- Universality
- Portability
- Accessibility
- Public Administration

3

## **LEVELS OF HEALTH CARE**

- **PRIMARY CARE**
- **SECONDARY CARE**
- **TERTIARY CARE**





# NURSING SHORTAGE

Ontario is projected to be short **33,000 nurses** and personal support workers by **2028** -*The Canadian Press*-Mar 08, 2023

The B.C. Nurses' Union has 48,000 members, but there are currently 5,200 jobs with no one to fill them. By 2031, British Columbia will need **26,000 new nurses**

- Vancouver Sun -January 12-2023



# CANADA

Provinces  
and  
Territories



# I. ATLANTIC PROVINCES

# PROVINCES & TERRITORIES IN CANADA

In 2021, the population of Newfoundland and Labrador was estimated to be 521,758.

"the most Irish place outside Ireland."

## Top Attractions

- Signal Hill National Historic Site of Canada
- Cape Spear Lighthouse
- East Coast Trail
- Gros Morne National Park



Newfoundland  
&  
Labrador  
CANADA

# I. ATLANTIC PROVINCES

# PROVINCES & TERRITORIES IN CANADA

158,717 residents in 2019

best loved for Green Gables, golf, and  
gorgeous sandy beaches.

Charlottetown, the capital, is home to  
Victorian government buildings & the  
modern Confederation Centre of the  
Arts, with a theatre and art gallery



# I. ATLANTIC PROVINCES

# PROVINCES & TERRITORIES IN CANADA

**In 2021 census, 969,383**

**entirely surrounded by water and  
is home to over 13,000km of  
coastline, thousands of lakes, lush  
valleys, four UNESCO World  
Heritage Sites, the world's highest  
tides and whales!**

**the only place on earth that  
produces Tidal Bay wines.**



  
**NOVA SCOTIA**



# I. ATLANTIC PROVINCES

# PROVINCES & TERRITORIES IN CANADA

775,610 inhabitants (2021 census).

has more than 60 lighthouses and is famous for its inland lighthouse system that dots its inland rivers.

The Bay of Fundy is a pristine sanctuary for all kinds of rare, unusual wild creatures.



## II. CENTRAL CANADA

# PROVINCES & TERRITORIES IN CANADA

In 2022, 8,787,554  
population

only province whose official  
language is French

well known for producing maple  
syrup, for its comedy, and for making  
hockey one of the most popular sports  
in Canada.



Québec 

## II. CENTRAL CANADA

# PROVINCES & TERRITORIES IN CANADA

In 2022,  
15,386,407 population

Ontario is among the top 10  
producers in the world for nickel and  
platinum group metals

### Top Attractions in Ontario

- Niagara Falls
- The CN Tower's EdgeWalk
- Algonquin Park



Ontario



# III. PRAIRIE PROVINCES

# PROVINCES & TERRITORIES IN CANADA

1,214,618 population in  
2022 census

“Land of the Living Skies”

A prairie province fuelled by active sand dunes, golden wheat fields, majestic boreal forests, rolling farmlands, superb national parks, and an almost infinite chain of lakes.



*Saskatchewan!*

# III. PRAIRIE PROVINCES

# PROVINCES & TERRITORIES IN CANADA

1,431,792 population in  
2022 census

home to the polar bear capital of  
the world.

Winnipeg's Esplanade Riel and Canadian  
Museum For Human Rights are  
recognizable landmarks of Manitoba



**Manitoba** 

# III. PRAIRIE PROVINCES

# PROVINCES & TERRITORIES IN CANADA

4,647,178 population in 2022  
census

Home to six UNESCO-designated World  
Heritage Sites:

- the Canadian Rocky Mountain Parks
- Dinosaur Provincial Park
- Head-Smashed-In Buffalo Jump
- Waterton-Glacier International Peace  
Park
- Wood Buffalo National Park
- Writing-on-Stone Provincial Park.



Alberta

# IV. WEST COAST

# PROVINCES & TERRITORIES IN CANADA

In 2022,

5,399,118 population

## Top Attraction in BC

- Butchart Garden in Victoria. ...
- Sea-to-Sky Gondola. ...
- Royal BC Museum. ...
- Whistler Blackcomb. ...
- Victoria's Inner Harbour. ...
- Pacific Rim National Park Reserve



BRITISH  
COLUMBIA

**V.NORTH**

# PROVINCES & TERRITORIES IN CANADA

**40,692 population in 2022  
census**

**well known for its indigenous Inuit  
people's artwork, carvings and handmade  
clothing.**

## **Top Attraction in Nunavut**

- **Sirmilik National Park**
- **Dewey Soper Migratory Bird  
Sanctuary**
- **Saint Jude's Anglican Cathedralary**
- **Baffin Island**





**V.NORTH**

# PROVINCES & TERRITORIES IN CANADA

45,493 population in 2022  
census

home to Canada's first diamond mine.

## Top Attraction in Nunavut

- Northern Lights
- Great Slave Lake
- Nahanni National Park Reserve
- Ice Roads
- Wood Buffalo National Park



Government of  
Northwest Territories

**V.NORTH**

# PROVINCES & TERRITORIES IN CANADA

44,238 population in the 2022  
census

home to Canada's first diamond mine.

## Top Attraction in Nunavut

- Northern Lights
- Great Slave Lake
- Nahanni National Park Reserve
- Ice Roads
- Wood Buffalo National Park



**Yukon**

# How to become a nurse in CANADA?



# NURSING REGISTRATION & RECIPROCITY/ENDORSEMENT

In Canada, nursing is a profession that includes 3 regulated nursing groups:

- Registered Nurse (RN), Licensed
- Practical Nurse (LPN)\*, or
- Registered Psychiatric Nurse (RPN).



# NURSING REGISTRATION & RECIPROCITY/ENDORSEMENT

In **British Columbia, Ontario and Nova Scotia**, all categories of nurses are regulated by a single college.

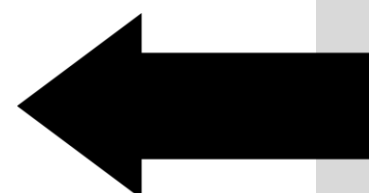
In all other provinces and territories, **each nursing category has its own regulatory body.**





## British Columbia College of Nurses & Midwives

- You graduated from an approved registered nurse (RN) nursing program
- Within the last five years you graduated from that nursing program OR practiced **1,125 hours** as a nurse (confirmed by your employer)



## How to apply

Internationally- Educated Nurses (IENs)

### Note:

- nursing education and practice in **Australia, New Zealand, the United Kingdom and the United States** as largely comparable to registered nursing practice in Canada
- BCCNM assesses most **IEN** applicants for **RN** and **LPN registration** at the same time through one application.

# How to apply

Internationally- Educated Nurses (IENs)

## Steps:

1. Apply to NCAS - Nursing Community Assessment Service

<https://www.ncasbc.ca>

- English language proficiency
- Educational credentials; and
- Nursing skills and knowledge through a competency assessment (if required).

Applicants educated in **Australia, New Zealand, the United Kingdom or the United States** may not have to complete a competency assessment

Steps:

## How to apply

Internationally- Educated Nurses (IENs)

### 2 Apply to BCCNM

- Create an account
- Submit employer and registration verification

### 3. Completion of Requirements

- BCCNM document evaluation
- NCAS submit to BCCNM applicants NCAS application package
- Additional course work( if recommended)
- Criminal record check





# How to apply

Internationally- Educated Nurses (IENs)

## Steps:

### 4. Provisional Registration and Registration Exam

- NCLEX -RN, REx -PN ( required)
- Provisional license registration (want to work while meeting their outstanding registration requirements)

### 5. Practicing Registration Granted

# Substantial Equivalence Registered Nurse (RN) Applicants

1.



## CREATE YOUR ACCOUNT

### Requirement

Demographic Information  
*Policy 3.02*

### Process & Evidence Accepted

- You will need to use your photo ID to validate your identity using our online verification process.
  - If the online process is unsuccessful, you will need to submit photo ID to [registration@nurses.ab.ca](mailto:registration@nurses.ab.ca)
- The cost of this is included in the application fee.

2.



## CONFIRM COMPETENCY

### Requirement

Registration Exam  
*Policy 3.03*

### Process & Evidence Accepted

- You need to submit **ONE** of the following successful exam results to [registration@nurses.ab.ca](mailto:registration@nurses.ab.ca)
- Your National Council of State Boards of Nursing (NCSBN) Candidate Report showing completion of exam, **or**;
  - Verification of Registration from the United States.
  - The cost of this is payable by the applicant.

**Requirement**

Post-Secondary Education  
*Policy 3.04*

**Process & Evidence Accepted**

You need to submit **ONE** of the following successful, equivalent post-secondary education results to [registration@nurses.ab.ca](mailto:registration@nurses.ab.ca)

- Verification of registration from one of Australia, India, Ireland, Jamaica, New Zealand, Nigeria, Philippines, United Kingdom, or United States
- Education Credential Assessment from one of the following:
  - International Qualifications Assessment Service (IQAS)
  - World Education Services (WES)
  - Comparative Education Service (CES) – University of Toronto School of Continuing Studies
  - International Credential Assessment Service (ICAS) of Canada
  - International Credential Evaluation Service (ICES) – British Columbia Institute of Technology
- NNAS credential recognition report showing comparable or somewhat comparable.
- \$ The cost of this is payable by the applicant.

**Requirement**

English Language Proficiency  
*Policy 3.05*

**Process & Evidence Accepted**

You need to submit **ONE** of the following to [registration@nurses.ab.ca](mailto:registration@nurses.ab.ca)

- NCSBN National Council Licensure Examination Registered Nurse (NCLEX-RN) Candidate Report
- Official transcripts showing university program completion in English *(for programs that are minimum two years length)*
- National Nursing Assessment Service (NNAS), Nursing Community Assessment Service (NCAS) or other credential recognition report
- Employment verification
- Canadian English Language Benchmark Assessment for Nurses (CELBAN) or International English Language Testing System (IELTS) test results from within the last two years meeting cut scores
- \$ The cost of this is payable by the applicant.

3.



DEMONSTRATE YOUR ELIGIBILITY

**Requirement**

Currency of Practice  
*Policy 3.06*

**Process & Evidence Accepted**

- You are required to attest to questions in College Connect, confirming you meet the currency of practice requirements.
  - You do not need to submit anything by email for this requirement.
  - More details can be found here: [bit.ly/41NQ2p4](https://bit.ly/41NQ2p4).
- There is no cost for this requirement.

**Requirement**

Good Character  
*Policy 3.08*

**Process & Evidence Accepted**

You are required to attest to questions in College Connect, confirming you meet the good character requirements.

**If you are currently living in Canada:**

- You are required to complete a criminal record check online in College Connect via our third-party service.
  - The results of this will be sent directly to the CRNA. You are not required to do anything further.
- The cost of this criminal record check is included in the application fee.

**If you currently living outside of Canada:**

- You are required to obtain a criminal record check locally and submit it to [registration@nurses.ab.ca](mailto:registration@nurses.ab.ca).
- The cost of this is payable by the applicant.

4.



PREPARE FOR PRACTICE IN ALBERTA

**Requirement**

Jurisprudence  
*Policy 3.10*

**Process & Evidence Accepted**

- ☐ You are required to complete the two e-learning modules in College Connect.
  - The results of these modules will be sent directly to the CRNA. You are not required to do anything further.
- 💰 The cost of this is included in the application fee.

**Requirement**

Liability  
Insurance  
*Policy 3.11*

**Process & Evidence Accepted**

You are required to obtain CNPS professional liability protection. There are two options for this purchase:

- ☐ **Option 1:**
  - Obtain a membership with the Alberta Association of Nurses (AAN) for \$50 | [albertanursing.ca](http://albertanursing.ca)
  - You can then obtain CNPS coverage at a discounted rate of \$68. | [bit.ly/3oL37kl](http://bit.ly/3oL37kl)
- ☐ **Option 2:**
  - Obtain CNPS coverage directly. The cost of this option is \$88. | [cnps.ca/crna-registrants](http://cnps.ca/crna-registrants)

Proof of purchase of CNPS coverage will be sent directly to the CRNA. You are not required to do anything further.

- 💰 The cost of this is payable by the applicant.


5.



## PAY AND DECLARE

### Process & Evidence Accepted

To complete and submit your application:

- Make payment through one of the convenient options provided.
- Review your application and confirm its accuracy.
-  This is when you pay the permit fee. The cost of this is payable by the applicant.



## Step One:

Fill up a survey to match you to comprehensive immigration, settlement, and employment supports

*Nova Scotia's New Application Pathway for Nurses from Seven Countries.*

**Philippines, India, Nigeria,  
Australia, US, UK or New  
Zealand**

NOVA SCOTIA  
COLLEGE OF  
NURSING



## Step Two:

Choose your pathway

- **Expedited pathway:**
- **Non-expedited pathway:**



## **Expedited Pathway:**

1. Verification of Nursing Practice
2. Pay application fee
3. Submit criminal record check
4. Take NCLEX exam or submit exam verification
5. Review the RN Jurisprudence





## Designated Countries Pathway

IENs who were educated and who are currently licensed in good standing in USA, UK, Ireland, India, Philippines, Australia or New Zealand are eligible to apply for registration in Newfoundland & Labrador using the designated countries pathway.

## Eligibility Criteria- **Designated Countries Pathway** **Required Documents**

- a. Two (2) government issued identification documents.
- b. Change of Name documentation such as marriage certificate and/or legal change of name document (if applicable)
- c. A current Criminal Record Check (<6 months old). Please see the CRC Factsheet for additional information.
- d. Educational Credential Assessment (ECA)

## Additional Documents

- English Language Proficiency (ELP)
- Verification of Registration
- NCLEX-RN Exam
- Nursing Employment History
- Nursing Practice Hours

## Decision:

- Eligible for Registration (Practicing License)
- Eligible for Provisional Registration (Interim License) No NCLEX

## **Step 1: Register with the IEN Navigation Service**

**Step 2: Follow the process according to the country where you completed your nursing education**

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**Zone 1: Candidates educated in USA**

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**Zone 2: Candidates educated in New Zealand, Australia, United Kingdom or Ireland**

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**Zone 3: Candidates educated in France, Hong Kong, or Belgium**

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**Zone 4: Candidates educated in United Arab Emirates (UAE), India, Philippines, Morocco, Lebanon, or Switzerland.**

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**Zone 5: Candidates educated in all other countries**

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**General Requirements:** ( varies depending on zone)

1. Apply to the National Nursing Assessment Service (NNAS)

2. Complete the NANB application

Once you have received your NNAS Advisory Report, you may apply to NANB.

3. Pay applicable fees

4. Demonstrate Currency of Practice

**5. Demonstrated success on the entry-to-practice exam (NCLEX-RN).**

## Beginning Your Application

- Open an account to NNAS
- NNAS will provide evaluation report to CNO
- Open an account to CNO

Ontario



COLLEGE OF NURSES  
OF ONTARIO

ORDRE DES INFIRMIÈRES  
ET INFIRMIERS DE L'ONTARIO

## Registration Requirements

1. Nursing Education
2. Evidence of Nursing Practice
3. Registration Examination (NCLEX)
4. Jurisprudence Examination
5. Language Proficiency
6. Authorization to Work
7. Criminal Record Check
8. Health and Conduct



# Immigration Pathway

## International Mobility Program: Canada-United States-Mexico Agreement (CUSMA)

- Facilitates temporary entry for business persons who are citizens of the **U.S., Mexico and Canada** and who are involved in the trade of goods or services, or in investment activities.





## CUSMA Professional Work Permit for Registered Nurses

### Eligibility Requirements:

✓ **Citizenship:** foreign nationals must be either **American or Mexican Citizens**

✓ **Educational Requirements:** must have a nursing or closely related diploma/degree

✓ **Licensing Requirement:** to be authorized to enter Canada as a registered nurse, a **license issued by the province of destination is necessary**

✓ **Job Offer:** must have an Offer of Employment/Employment Agreement between the foreign national and the Canadian entity.

✓ **Admissible to Canada:** the foreign national must be admissible to Canada (no criminal inadmissibility or bans from entering Canada)

**LMIA Exempt Offer of Employment:**



## CUSMA Professional Work Permit for Registered Nurses

### Supporting Documents:

- ✓ A copy of the foreign national's passport
- ✓ A copy of the foreign national's diploma in Nursing in a closely related field
- ✓ License issued by the province of destination
- ✓ Curriculum Vitae/Resume for the foreign national
- ✓ Employment agreement / Offer of Employment between the foreign national and the Canadian entity
- ✓ A letter from the Canadian entity in support of the work permit application
- ✓ Confirmation of submission of LMIA Exempt Offer of Employment

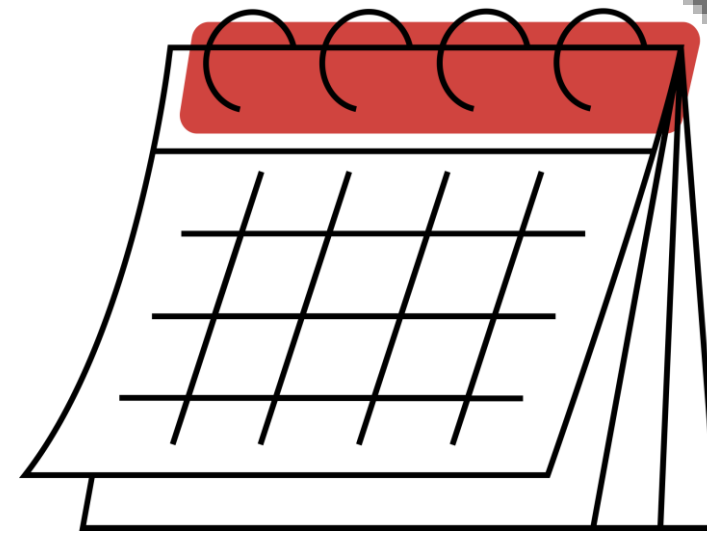
# Application Process



A foreign national can apply at the port of entry (Canadian airport or land border) for a CUSMA-based Professional work permit.



The foreign national must bring with them the work permit application package and the work permit will be processed and issued at the port of entry. Can take hours to process depending on how busy the port of entry is.



- A CUSMA-based Professional Work Permit can be issued for up to **3 years;**
- However, if the offer of employment is for a shorter duration then the **work permit will coincide with the duration of employment**

# Perks and Benefits



# UNITED NURSES OF ALBERTA (UNA)



HOURLY RATE

CAD	US
\$39-52	\$30-40

**SICK PAY  
TIME**

VACATION PAY



- Canadian Pension Plan
- Employment Insurance
- Workers Compensation

(dependent on years of experience)



# AGENCY PAY

HOURLY RATE

CAD	US
\$60-70	\$45-53
\$70-85	\$53-64

SICK PAY TIME

General Nurse  
Specialized Nurse

VACATION PAY

- Canadian Pension Plan
- Employment Insurance
- Workers Compensation

PER DIEM	CAD	US
12hrs SHIFT	\$60	\$45
8hrs SHIFT	\$40	\$30
*working days		

- Free flight
- Free Accommodation
- Paid Travel Time



BRITISH  
COLUMBIA

# British Columbia Nursing Union (BCNU)



HOURLY RATE

CAD

US

\$40-54

\$30-41

SICK PAY TIME

VACATION PAY



- Canadian Pension Plan
- Employment Insurance
- Workers Compensation

(dependent on years of experience)



BRITISH COLUMBIA

# AGENCY PAY

## HOURLY RATE

CAD	US
\$45-55	\$34-41

## SICK PAY TIME

## VACATION PAY

- Canadian Pension Plan
- Employment Insurance
- Workers Compensation

- Free flight
- Free Accommodation
- Paid Travel Time

PER DIEM	CAD	US
12hrs SHIFT	\$60	\$45
*working days		



# QUESTIONS?

