



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

2025 PROGRESS REPORT

Licensure & Optimal Employment of Internationally Educated Nurses




This report provides an update on the status of the 2023 Internationally Educated Nurses (IEN) Working group recommendations and a synopsis of the 2025 focus as we work towards advancing the optimal employment of IENs in Canada.

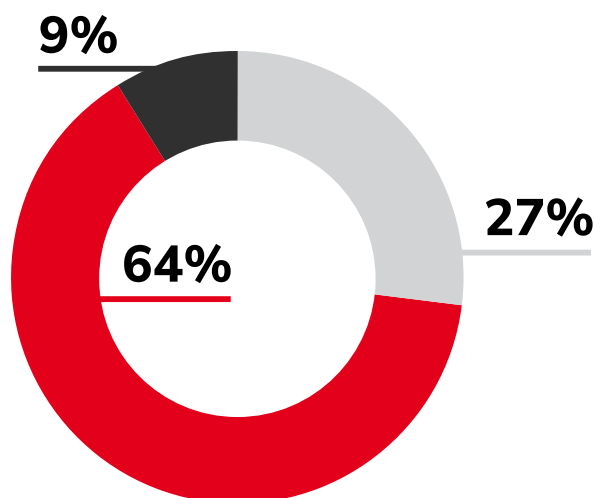
BACKGROUND

In 2022, IRCC expanded N4's mandate to address the barriers to licensure and optimal employment faced by internationally educated health professionals. After an extensive stakeholder engagement, N4 produced [A Missing Part of Me: A Pan-Canadian Report on the Licensure of Internationally Educated Health Professionals](#); an overview of the current state. To drive system-level change, N4 leveraged its [Community of Practice model](#) to form a working group of key decision-makers along the IEN pathway to licensure. N4 facilitated six monthly meetings to support the formation of key recommendations for system change and summarized that work in the 2023 [Welcoming IENs into the Canadian Health Care Sector: Recommendations for Change](#) report. Over the next year, N4 led detailed communications and knowledge mobilization plans to foster uptake of the recommendations. The IEN Working Group chose to continue quarterly meetings to support continued intersectoral collaboration in addition to providing strategic guidance to N4's work.

STATUS OF RECOMMENDATIONS

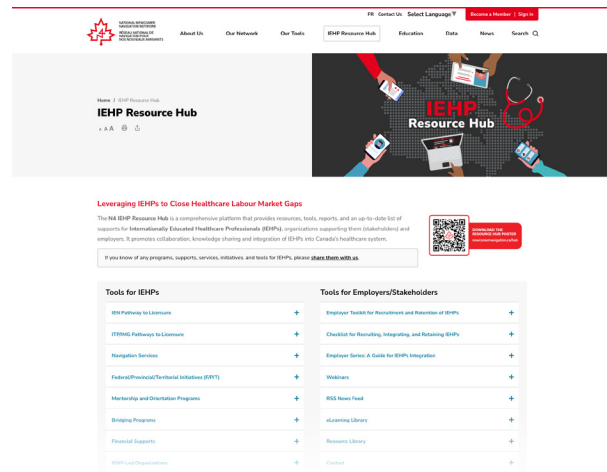
The 2023 IEN report made 22 recommendations for system change. Since then, six have been implemented and two are no longer relevant due to other system changes.

-  Complete (6)
-  Outstanding (14)
-  No Longer Relevant (2)



IMPLEMENTED

In order to foster an understanding of the pathways and supports to IEN licensure, N4 created a **Resource Hub** which brings together up to date, accurate information to a single source. The Hub is maintained to ensure it reflects any changes in the IEN landscape. Regulators have updated their guidance and policies around language proficiency tests and the collection of documentation, and credential recognition providers have streamlined much of their process, resulting in more rapid licensing of IENs.



2025 CALLS TO ACTION

There are still many system changes necessary to fully optimize the optimal employment of Canada's IENs. Health Canada's 2025 **Caring for Canadians: Canada's Future Health Workforce** report warns that the education system is unable to meet our nursing workforce demand, confirming that IENs will continue to play a crucial role in meeting the health needs of Canadians. To move the IEN licensure landscape into a more equitable state:

Nurse regulators should continue to work to harmonize licensure requirements and make available more pathways for IENs to practice by:

- Creating a pan-Canadian nursing license
- Recognizing licenses (in addition to training) from approved jurisdictions
- Expanding and adapting the temporary license class to include IENs
- Implementing mandatory accreditation standards for bridging programs
- Pausing the expiry date of a language test once the IEN's licensure application is in progress

IRCC should utilize the information collected about newcomers before and at arrival to:

- Increase support for IENs so they understand what steps and requirements in the licensure process can be completed pre-arrival
- Establish referral pathways to IEN navigational supports

In collaboration with regulators and other partners, provincial governments should:

- Adopt "as of right" rules within provincial legislation
- Establish 1:1 IEN specific navigational supports in each province
- Expand and adapt supervised clinical practice programs to be offered in all provinces and in all practice settings
- Provide needs-based financial supports to IENs to remove barriers

Employers should actively engage in recruitment of IENs already in country, in particular by:

- Developing mechanisms to identify and onboard underemployed IENs working in health care roles and set them on a pathway to nurse licensure

CONTACT

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