

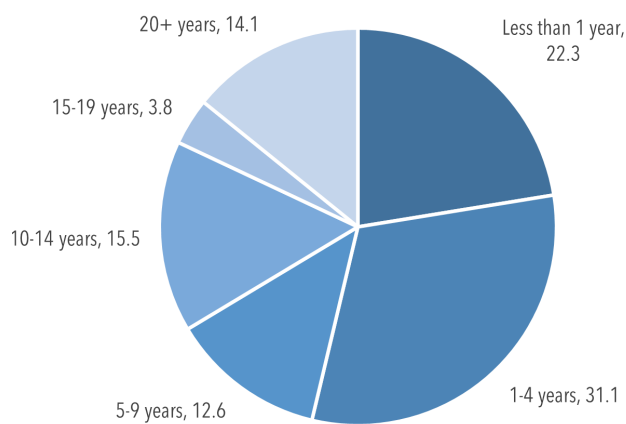
Profile of IENs Currently Registered in Newfoundland & Labrador

- Internationally Educated Nurses (IENs) are RNs who receive their basic nursing education outside of Canada. In the 2021-22 licensure year, there were 6,429 registered nurses with a practicing license in NL. Of these, 103 (1.6%) were internationally educated. This represents a 13.2% increase compared to five years ago when there were 91 IENs with a practicing license.
- Of the 91 IENs registered in 2016-17, only 47 still had a practicing license in 2021-22. This represents a 48.9% decrease.

Thirty-two of the IENs who were not licensed in 2021-22 had either resigned or were lapsed for at least one licensure year.

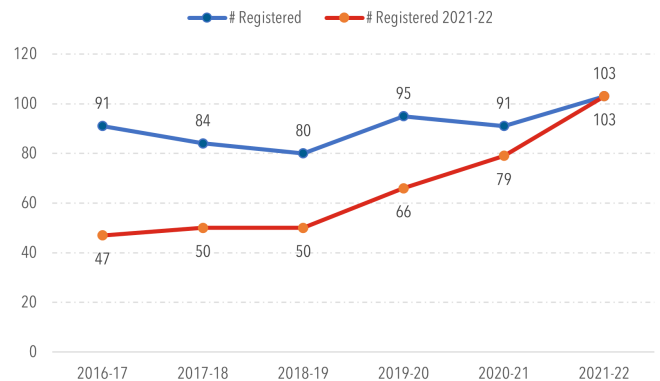
- Twenty-three IENs (22.3%) were newly registered in NL in 2021-22. More than half of IENs (53.4%) have been registered in NL for less than five years.

Number of Years IENs Have Been Registered with NL



- Six out of 10 IENs (60.2%) graduated 15 or more years ago. The length of time since graduation for the IENs newly registered in 2021-22 ranged from 3 to 30 years.
- The average age of IENs is 43.9. This is slightly higher than the average age of all practicing RNs (42.7 years).

Number of Internationally Educated Nurses in NL



- In 2021-22 the majority of IENs were educated in the Philippines (32.0%), India (16.5%), United Kingdom (12.6%), United States (8.7%) and Jamaica (6.8%).

This represents a shift in demographics compared to five years ago when the majority of IENs were educated in the United Kingdom (28.6%), India (18.7%), Philippines (14.3%), United States (8.8%) and Nigeria (4.4%).

Country of Education of IENs in NL (2021-22)

Country of Education	n	% of IENs
Philippines	33	32.0
India	17	16.5
United Kingdom	13	12.6
United States	9	8.7
Jamaica	7	6.8
European Countries	9	8.7
African Countries	7	6.8
Other Countries	8	7.8

European Countries: Bulgaria, France, Netherlands, Norway, Republic of Ireland, Switzerland

African Countries: Nigeria, Kenya, Sierra Leone, Republic of South Africa

Other Countries: Australia, Iran, Jordan, Lebanon, New Zealand, Saint Lucia, Singapore, United Arab Emirates

IEN Application Process

Register with NNAS
Complete forms
Pay fees



Submit Documents

- Proof of Identity
- Verification of Education
- Verification of Registration
- General suitability/safety to practice
- Language Proficiency*



NNAS determines validity/
authenticity of documents



NNAS evaluates file

- comparability to Canadian standards
- determine gaps

Advisory Report issued



IEN applies to CRNNL

Pay fees

Submit Certificate(s) of Conduct



Review advisory report

- IEN may be required to complete Competency-Based Assessment or Bridging education to remediate gaps



Notify IEN if updated
documentation is required

- verification of registration
- employment references



Provisional Registration
granted for up to 3 years

IEN may apply for an
Interim License



IEN is eligible to write the
NCLEX-RN exam



Eligible for registration on
successful completion of
NCLEX-RN

* Language Proficiency: <https://crnnl.ca/site/uploads/2022/05/english-language-proficiency.pdf>

For more information:

CRNNL Registration: <https://crnnl.ca/registration-renewal/registration/internationally-educated-nurse-ien/>

NNAS: <https://www.nnas.ca/>