

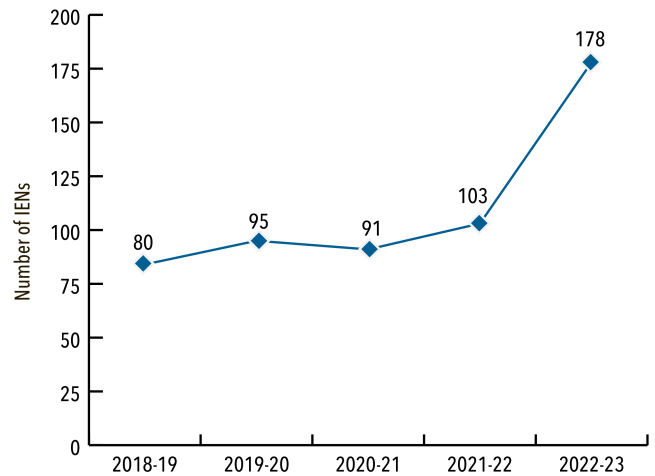
**Profile of IENs Registered in Newfoundland & Labrador (April 1, 2022 - March 31, 2023)**

- Internationally Educated Nurses (IENs) are RNs who receive their basic nursing education outside of Canada. In the 2022-23 licensure year, there were 6,771 registered nurses with a practicing license. Of these, 178 (2.6%) were internationally educated (Fig. 1). This represents a 122% increase compared to five years ago when there were 80 IENs with a practicing license.
- Eighty-seven IENs were newly registered in NL. The majority of IENs who were newly registered (79.3%) were also registered in another Canadian jurisdiction.

**Employment**

- Most IENs reported that their primary employer was in NL (50.8%), with the majority of those employed by Eastern Health (Fig. 2). Just over one-quarter reported that they were not currently employed in nursing (26.8%). Another 22.3% reported that their primary employer was outside NL.<sup>1</sup>
- The majority of IENs employed in NL were employed full-time (78.0%) and most were in direct care positions (76.9%). IENs worked primarily in hospitals (48.4%), long-term care (30.8%) and community health/health centres (5.5%)

**Fig. 1 Number of Internationally Educated Nurses**



**Country of Education**

- In 2022-23 the majority of IENs were educated in the Philippines (41.0%), India (14.6%), United Kingdom (8.4%), Nigeria (7.9%) and United States (6.7%).

**Country of Education of IENs in NL (2022-23)**

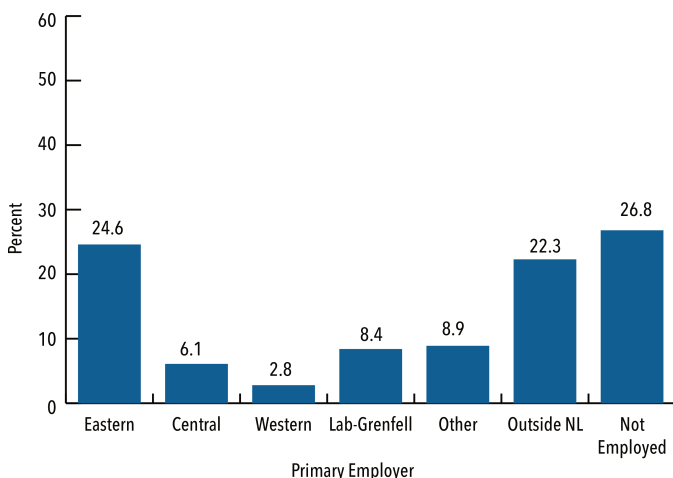
Country of Education	n	% of IENs
Philippines	73	41.0
India	26	14.6
United Kingdom	15	8.4
Nigeria	14	7.9
United States	12	6.7
Jamaica	5	2.8
European Countries	14	7.9
African Countries	8	4.5
Other Countries	12	6.7

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

African Countries: Ghana, Guyana, Kenya, Sierra Leone, Republic of South Africa

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

**Fig. 2 Primary Employer of Internationally Educated Nurses**



<sup>1</sup> This could include IENs who were employed as travel nurses, those providing care from another jurisdiction through telehealth, and those who were relocating to NL but had not yet updated their employment information.

## IEN Application Statistics

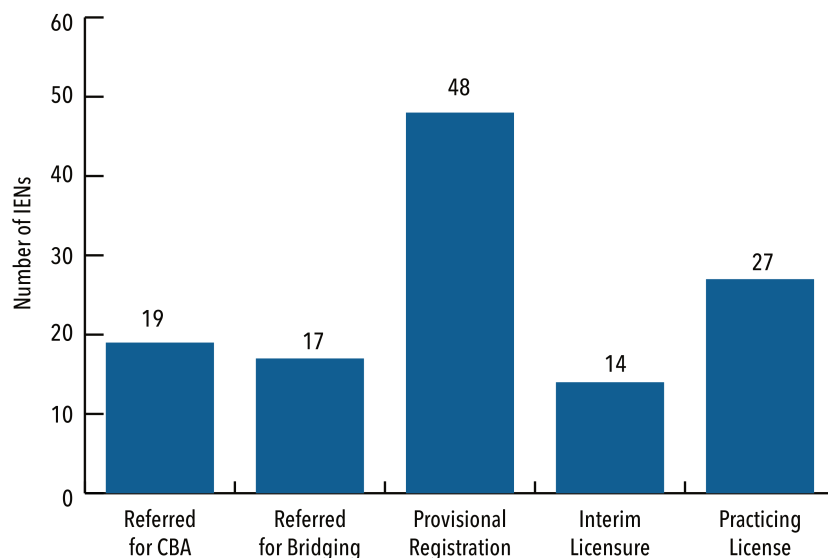
- In the 2022-23 licensure year there were 72 applications received from IENs, an increase of over 300% compared to the previous year.
- The five-year average number of IEN applications is 44.
- There are a number of possible outcomes following the review of an IEN application, including:
  - referral for a competency-based assessment
  - referral to a bridging education program to address education or competency gaps
  - provisional registration
  - granted an interim license
  - granted full licensure

Number of IEN Applications

Year	# Applications
2018-19	58
2019-20	43
2020-21	32
2021-22	17
2022-23	72

The application outcomes in 2022-23 were as follows:

IEN Application Outcomes (2022-23)



*Note that these numbers may reflect outcomes for applicants who applied prior to 2022-23 as the process may span more than one licensure year.*

## IEN Application Streamlining

- Throughout the year the College continued to take steps to streamline the application process, including:
  - Participating in a national project to modernize the English language proficiency (ELP) benchmarks. Updating College policy on ELP exemptions to include completion of a Canadian graduate academic program. Moving the ELP component of licensure to after the NNAS assessment/report.
  - Obtaining funding from Government (Immigration) to establish a Nursing Community Assessment Service (NCAS) center at the CNS. NCAS is a competency-based assessment that will identify if an applicant has the necessary competence to meet Canadian standards.
  - Establishing the Supervised Practice Experience Partnership (SPEP) Program to address gaps in currency of practice for IENs and nurses who wish to re-enter the profession.
  - Approving a reduction in College administrative fee within the provisional licensure process for IENs to make it equal to NL and other Canadian applicants' fees.
  - Establishing a new category for interim licensure such that IENs who meet all other requirements for registration, but their nursing education program was not at the generalist level may be granted an interim licence with restrictions allowing them to practise in a defined area until they complete bridging education for missing content area(s).