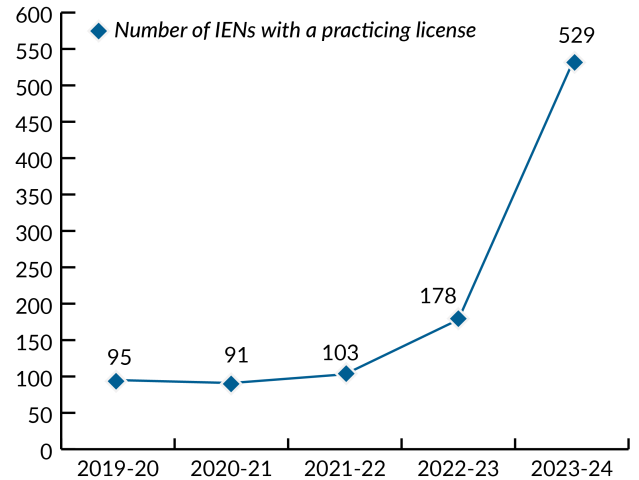


Profile of IENs Registered in Newfoundland & Labrador (April 1, 2023 - March 31, 2024)

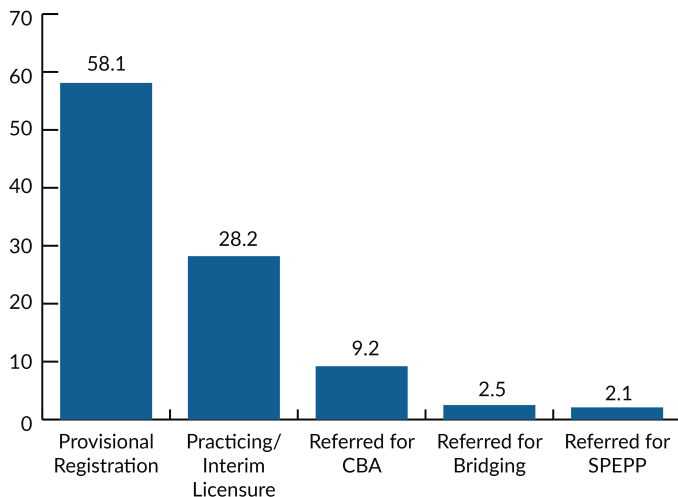
- Internationally Educated Nurses (IENs) are RNs who receive their basic nursing education outside of Canada. In the 2023-24 licensure year, there were 7,702 RNs with a practicing license. Of these, 529 (6.9%) were internationally educated. This represents a 456% increase compared to five years ago.
- In 2023-24, seven-out-of-10 IENs (71.4%) were newly licensed in NL, most of these (71.9%) were also registered in another Canadian jurisdiction.
- Just over half of IENs (55.6%) reported an address within NL. The remaining 38.2 % had an address in another Canadian province and 6.2% were outside Canada.



IEN Applications

- In the 2023-24 licensure year there were 580 complete applications from IENs. This represents an increase of over 700% compared to the previous licensure year.
- College staff completed reviews of 721 IEN applications.¹ The outcomes were as follows:

Year	# Applications
2019-20	43
2020-21	32
2021-22	17
2022-23	72
2023-24	580



CBA: Competency-based Assessment
SPEPP: [Supervised Practice Experience Partnership Program](#)

¹ Note:

- Outcomes for applicants who applied prior to 2023-24 are included as the application/review process may span more than one licensure year.
- IENs applicants who are registered in another jurisdiction are not included in the outcome count.

Country of Education

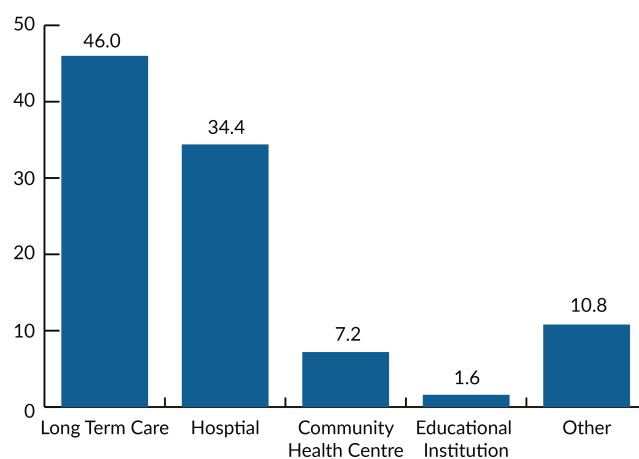
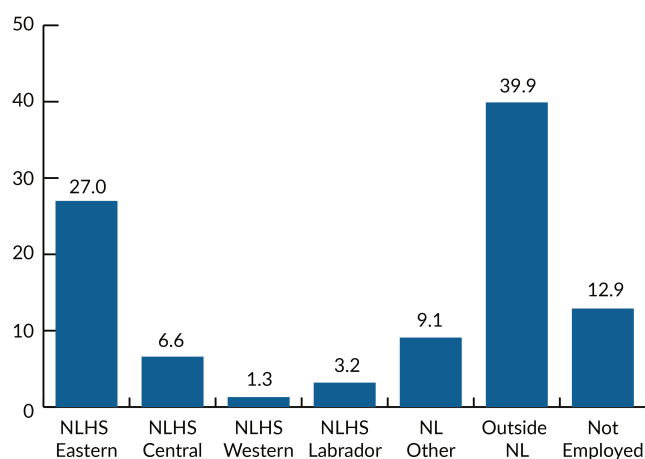
- In 2023-24 the majority of IENs with a practicing license were educated in the Philippines (43.3%), India (29.3%), Nigeria (6.4%), United States (5.1%) and United Kingdom (2.5%).

Country of Education	n	% of IENs
Philippines	229	43.3
India	155	29.3
Nigeria	34	6.4
United States	27	5.1
United Kingdom	13	2.5
Iran	6	1.1
Jamaica	6	1.1
Australia	5	0.9
Ghana	5	0.9
Kenya	5	0.9
Other Countries	29	8.3%

Other Countries: Belgium, Bulgaria, Cameroon, China, Finland, France, Guyana, Hong Kong, Ireland, Israel, Italy, Jordan, Lebanon, Malaysia, Nepal, Netherlands, New Zealand, Norway, Pakistan, Poland, Singapore, South Africa, Sri Lanka, Sudan, Switzerland, Tanzania, United Arab Emirates, Zambia, Zimbabwe

Employment ²

- Most IENs reported that their primary employer was in NL (47.3%), with the majority employed by NL Health Services (38.2%). Another 39.9% reported that their primary employer was outside NL³ and approximately one-in-eight (12.9%) reported that they were not currently employed in nursing.
- The vast majority of IENs who reported having an NL employer (n=250) were employed full-time (90.0%) and most were in staff nurse positions (80.4%).
- IENs worked primarily in long-term care (46.0%), hospitals (34.4%), and community health/health centres (7.2%).



² Employment data are self-reported and should be interpreted with caution.

³ 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.