

The College of Nurses of Ontario and Internationally Educated Nurses



COLLEGE OF NURSES
OF ONTARIO
ORDRE DES INFIRMIÈRES
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.

Introduction

In 2003, approximately 14,000 Internationally Educated Nurses (IENs) were members of the College of Nurses of Ontario (CNO).¹ This represents almost 10 percent of total membership. As trends have indicated a general increase in the numbers of IENs applying for registration in Ontario, these numbers are anticipated to rise.

Top five source countries for internationally educated nurses: 2003

RN	RPN
1. Philippines	1. Philippines
2. India	2. United States
3. Russia	3. General*
4. China	4. Russia
5. United States	5. India

*Miscellaneous out-of-country

Publications

CNO publishes a registration guide for international applicants and posts information on its Web site. A *Guide to the Process for Registering in the General Class* is mailed to all international applicants.

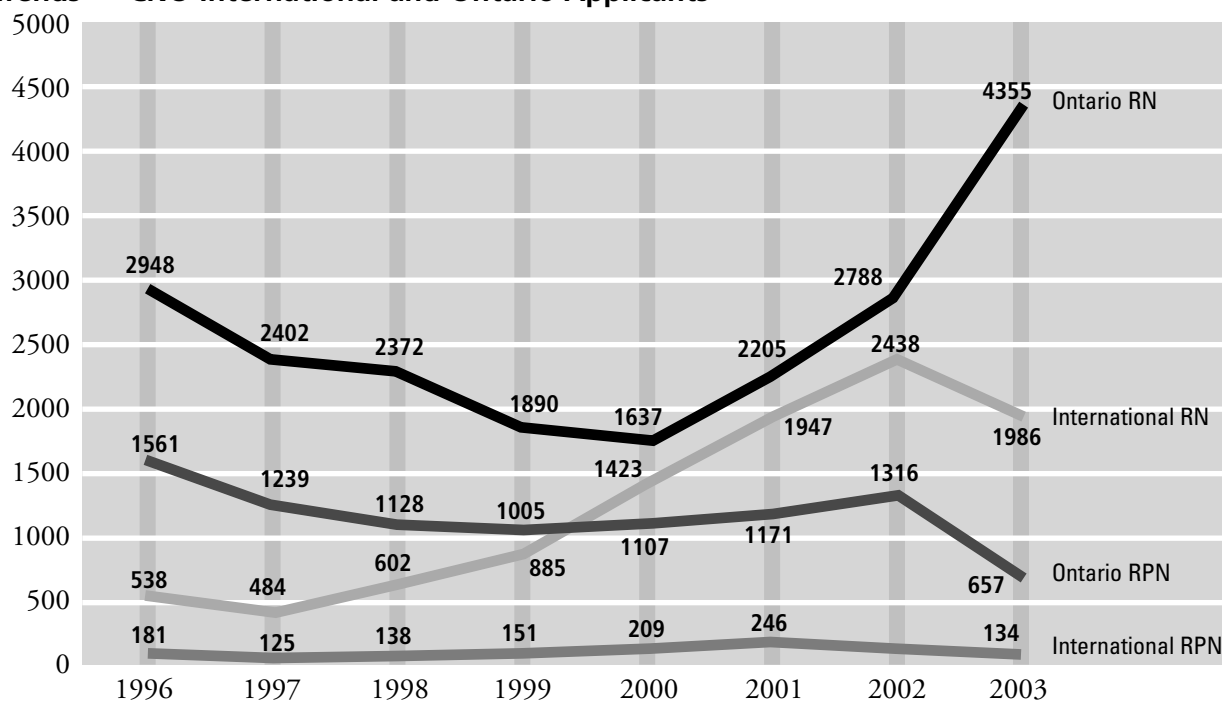
A fact sheet entitled *Internationally Trained Workers: Access to the nursing profession in Ontario* is posted on the Ontario Ministry of Training, Colleges and Universities Web site.

Registration

IENs must meet the same registration requirements as nurses who graduate from Ontario's educational institutions. The requirements are as follows:

- graduation from an acceptable nursing program;²
- evidence of recent safe nursing practice;
- passing the national RN or RPN exam;
- fluency in English or French;

Trends — CNO International and Ontario Applicants



¹ Self-reported data from the 2003 Annual Payment Form.

² Determined through assessing the program content.

- eligibility for registration in jurisdiction of completed nursing program;
- proof of Canadian Citizenship/Permanent Residency or legal authorization to work in Canada; and
- good character and suitability to practice.

In 2005, the entry-to-practice requirements for RNs will be a baccalaureate degree in nursing; the requirement for RPNs is anticipated to be a college diploma in nursing. This change will not affect CNO members registered prior to 2005. Applicants who graduated from, and were registered as RNs or RPNs in, another Canadian jurisdiction prior to 2005 will also not be required to meet the new requirements.

Changes to entry-to-practice requirements may mean that more IENs will need to complete bridging or upgrading programs to meet the new requirements. These programs also provide IENs with orientation to Ontario nursing practice and usually include English as a Second Language instruction.

The College of Nurses of Ontario is actively involved in advising on bridging/upgrading projects being proposed or developed through the following college and university collaborations:

- Algonquin College/University of Ottawa;
- George Brown College/Ryerson University;
- Centennial College/Ryerson University; and
- Mohawk College/McMaster University.

Collaborative efforts

CNO has actively collaborated with the Creating Access to Regulated Employment (CARE) for Nurses project since its inception. This project has succeeded in greatly increasing the pass rate for IENs on the Canadian Registered Nurse Examination.⁴ The program has about 300 participants from 50 countries.

CNO is a member of the Steering Committee for Ontario Regulators for Access, a group seeking to increase access for internationally educated professionals. CNO is also on the Council and participates in the Licensing Bridge Working Group of the Toronto Region Immigrant Employment Council (TRIEC). TRIEC is an initiative that aims to increase the integration of skilled immigrants into the Toronto labour market.

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⁴ As of April 2004, the pass rate for CARE participants was over 83 percent (based on first and repeat writes), as opposed to a 48 percent pass rate in 2003 (based on first writes only) for IENs who were not CARE participants.