

Manitoba



Career Development Manitoba

Qualification Recognition, Alternative
Careers, and Training Options

July 2024



Career Development Manitoba





What Roles do Nurses in Canada Perform?

Licensed Practical
Nurses (LPN)

College of
Licensed Practical
Nurses of
Manitoba
www.clpnm.ca

Registered Nurses
(RN)

College of
Registered Nurses
of Manitoba
www.crnmb.ca

Registered
Psychiatric Nurses
(RPN)

The College of
Registered
Psychiatric Nurses
of Manitoba
www.crpnm.mb.ca



Licensed Practical Nurses

[NOC website](#)

Job Duties

- Perform nursing interventions such as taking vital signs, applying aseptic techniques including sterile dressing, ensuring infection control, monitoring nutritional intake and specimen collection
- Administer medication, observe and document effects; provide pre- and post-operative care
- Monitor established respiratory therapy and intravenous therapy
- Monitor patients' progress, evaluate and document effectiveness of nursing interventions

Employment requirements

- Completion of a vocational, college or other approved program for licensed practical nurses is required.
- Registration with a regulatory body is required in all provinces and territories.



Registered Nurses

[NOC website](#)

Job Duties

- Assess patients to identify appropriate nursing interventions
- Collaborate with healthcare teams to plan, implement, co-ordinate patient care
- Administer medications and treatments prescribed by a physician or according to established policies
- Monitor, assess, address, document and report symptoms and changes in patients' conditions
- Operate or monitor medical equipment and assist in surgery and other medical procedures
- May develop and implement discharge planning process on admission of patients

Employment requirements

- Completion of a university, college or approved registered nursing program is required.
- Additional training or experience is required to specialize in a specific area of nursing.
- Registration with a regulatory body is required in MB





Registered Psychiatric Nurses

[NOC website](#)

Job Duties

- Provide nursing care, supportive counselling and life skills programming to patients in psychiatric hospitals, mental health clinics, long-term care facilities and community-based settings.
- Administer medications and treatments as prescribed by a physician or according to established policies
- Monitor, assess, address, document and report symptoms and changes in patients' conditions

Employment requirements

- Completion of a university or college registered psychiatric nursing program is required.
- Registration with a regulatory body is required in Manitoba





Internationally-educated Nurses (IENs)



Nursing occupations are regulated in Canada

Licensure required to work as LPN, RN, or RPN

College of LPNs, RNs or RPNs are regulators

Internationally Educated Nurses in Manitoba Project

- Internationally educated nurses can begin registration /licensing process by filling out this form: <https://forms.gov.mb.ca/iens-in-manitoba/>
- This form will gather information to be used to offer support navigating the licensure pathway for IENs living in Manitoba who wish to become nurses in Manitoba.

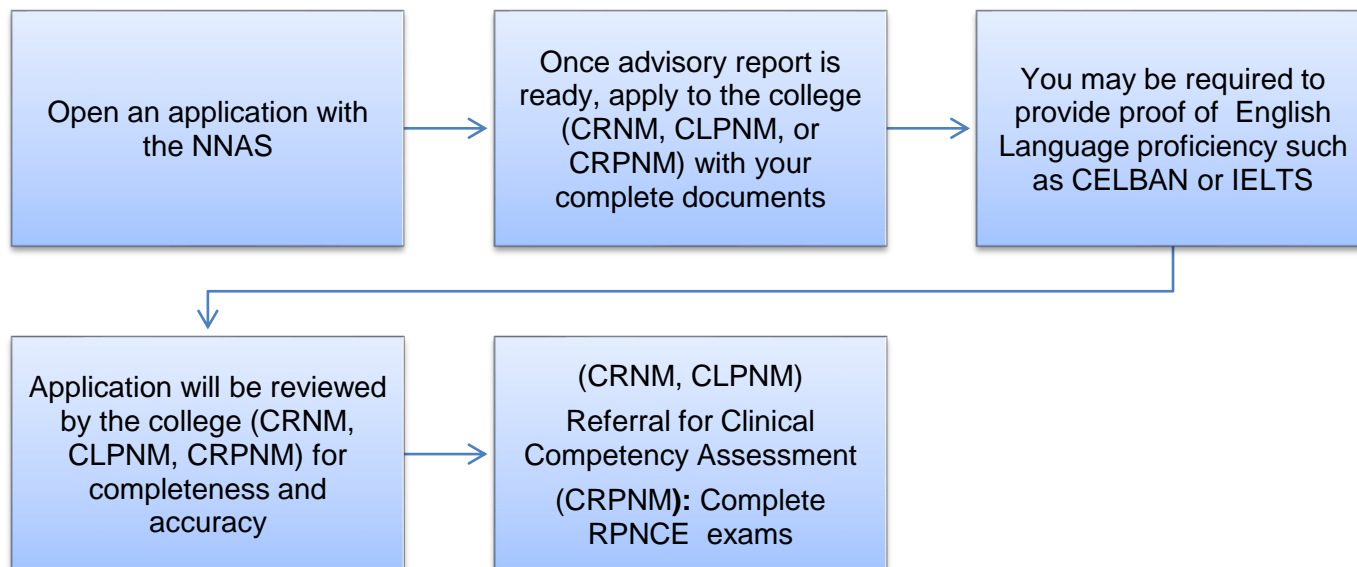
Additional Supports:

IENs who wish to begin the process of accessing support can do so through this new online portal.

Supports may include referral to language classes, assistance navigating the licensing pathway, financial assistance to support the costs associated with the licensing process, and referral to other services.



Internationally-educated Nurses (MB. Process)



Regulatory Authority Contacts for (IENs)

College of Registered Psychiatric Nurses of Manitoba (RPNs)

1854 Portage Ave.
Winnipeg, MB R3J 0G9
Phone: 204-888-4841
Ryan Shymko, Practice Consultant/Deputy Registrar
Phone: (204) 888-4841 ext. 104
Email: rshymko@crpnm.mb.ca

College of Registered Nurses of Manitoba (RNs)

890 Pembina Highway
Winnipeg, MB. R3M 2M8
Email: registration@crnm.ca
Phone: 204-774-3477
Miranda Noel, Registration Advisor
Phone: (204) 789-0661
Email: mnoel@crnm.mb.ca

College of Licensed Practical Nurses of Manitoba (LPNs)

463 St. Anne's Road,
Winnipeg MB., R2M 3C9
Email: info@clpnm.ca
Phone: 204-663-1212
Kathy Halligan, Registration Consultant
Phone: (204) 663-1212 Ext. 306
Email: khalligan@clpnm.ca



Language Requirements

Do you Speak English?

Parlez vous Français?

English language proficiency is required for certification

English and/or French is required to work in the healthcare system

English proficiency improves chances of success





Below are the language requirements for each of the regulating nursing bodies

[CRNM Language Proficiency requirements](#)

[CRPNM Language Requirements](#)

[CLPMN Language Proficiency Policy](#)

Language Training Options for IENs

RRC Language Training Centre

300-123 Main Street, Winnipeg

Phone: 204-945-6151

Email: eal@rrc.ca

Website: <https://www.rrc.ca/ltc/>

Occupation-Specific Language Learning for Health Professionals

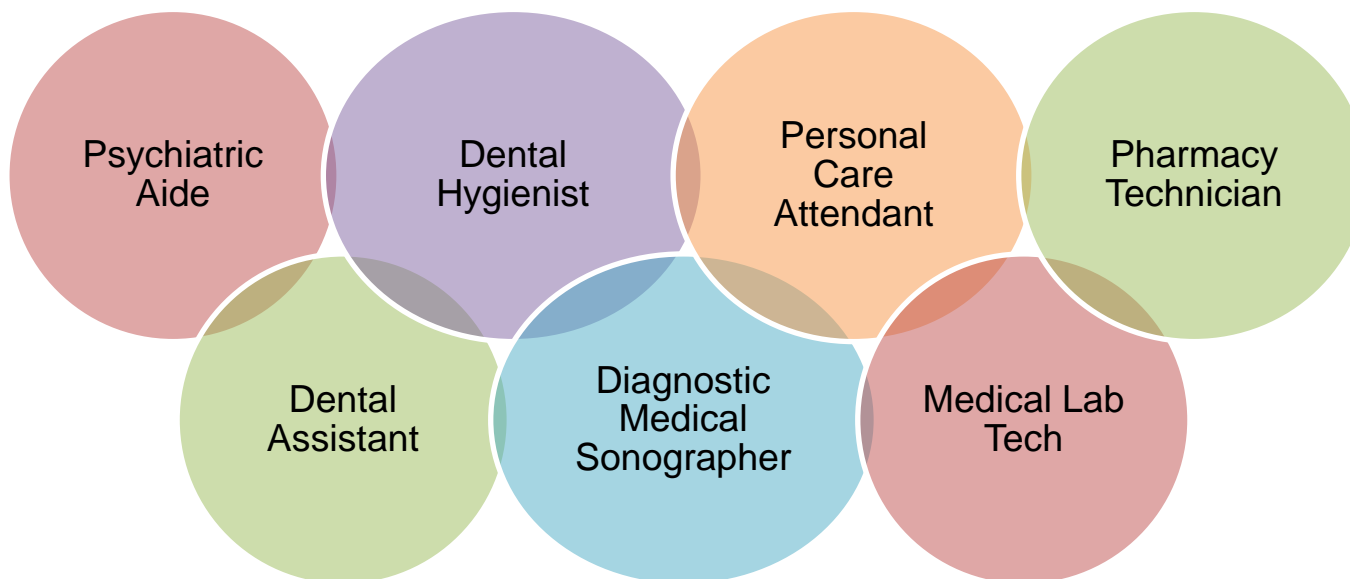


Alternative Careers for Nurses





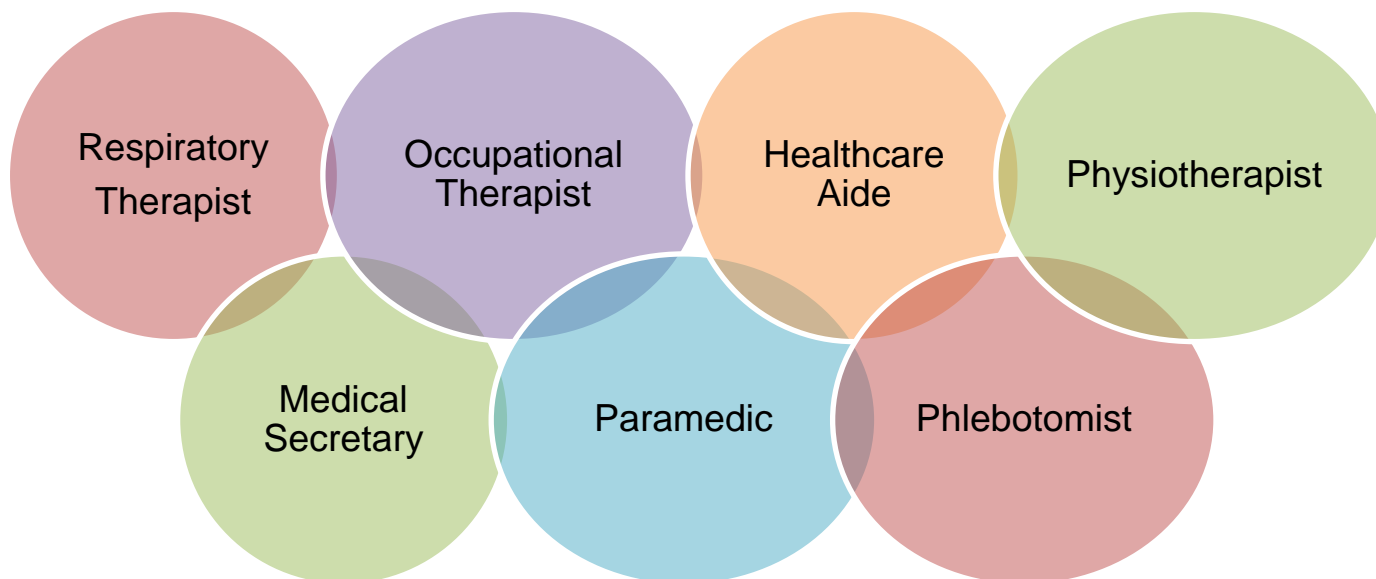
Alternative Careers for LPNs



For more information visit [NOC website](#)



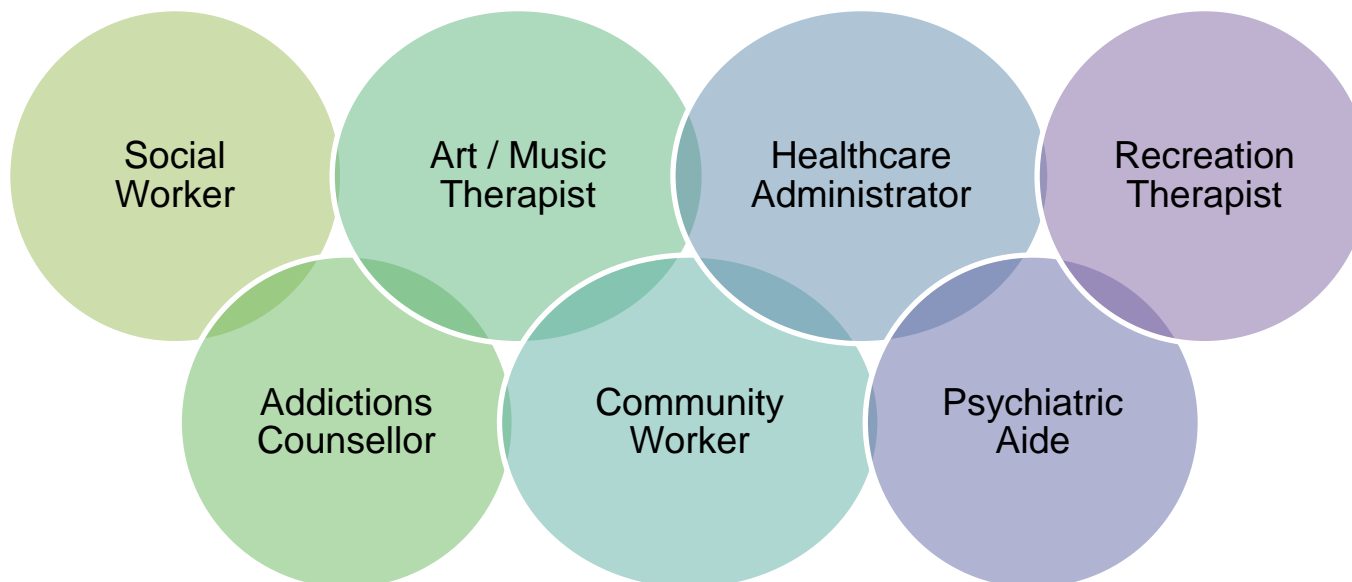
Alternative Careers for RNs



For more information visit [NOC website](#)



Alternative Careers - RPNs



For more information visit [NOC website](#)



Diploma Pathways to LPNs

RRC

- Red River College, Practical Nursing Diploma, Winnipeg

ACC

- Assiniboine Community College, Practical Nursing Diploma, Brandon

UCN

Diploma Swan River/The-Pas



Bachelors Degree Pathways to RNs

- **University of Manitoba
Bachelors in Nursing**
- **Brandon University, Bachelor
in Nursing Program**
- **Red River College, ACCESS
Program**
- **Red River College, Bachelor in
Nursing Program**
- **University College of the North,
Bachelors in Nursing**
- **Université de Saint-Boniface
Undergraduate Degree**
- **École technique et
professionnelle, Bachelors
Degree Program**



Training Options for Related Careers

- **Manitoba Institute of Trades and Technology**

- Health Care Aide and Unit Clerk
- Health Care Aide and PSW
- Medical Office Assistant
- Pharmacy Technician Diploma
- Rehabilitation Assistant

- **Healthcare Aide**

- Red River College
- Assiniboine Community College
- Robertson College

- **Disability Awareness Training / Independent Living Attendants (ILRC, Portage Place)**

RRC Micro-Credential Courses

- COVID-19 Vaccine Administration Course (8Hrs)
- Health Care Support Worker Course (5Days)
- Laboratory Essentials for COVID-19 Testing (11Hrs)

- **First Aid/CPR Training**

- Manitoba Start
- Winnipeg Red Cross
- Saint Johns Ambulance
- Other community organizations



Training Options for Related Careers

Uncertified Health Care Aide Bridging Program

- Applications to the Uncertified Healthcare Aide Bridging Program will be processed through the Service Delivery Organization (SDO) in which you are employed.

Service Delivery Organization	Contact Information	Application Form
Shared Health / WRHA	HCATraining@sharedhealthmb.ca	Apply Here
Interlake-Eastern RHA	Ir@ierha.ca	Apply Here
Prairie Mountain Health	pmhcareers@pmh-mb.ca	Apply Here
Southern Health – Sante Sud	HumanResources@southernhealth.ca	Apply Here
Northern Health Region	Work is underway with the Northern Health Region and the University College in the North to develop a strategy that will enhance opportunities for Health Care Aide training that is tailored to the specific needs of North. More details about this plan will be shared when finalized.	



Career Planning Can Help You

Enter the workforce

Plan for education

Deal with changing workplace demands

Anticipate trends or changes

Upgrade or maintain your skills

Develop skills for managing your career



Reflecting on Barriers and Strengths





Setting Short and Long-term Goals

**Set SMART
Goals**
What? When?
How?

**How much time
do you have
to complete
each step?**

**What resources
might you
need?**
Who can help?

Career and Education Plan

Name and Client ID: Thanna Jones (12345)

Short Term Goal 1
Home Support Worker

Short Term Goal 2
Healthcare Aide

Long Term Goal
Registered Nurse

Achieving and Maintaining Long-Term Employment

- Maintaining long term employment and Career Management – An ongoing process:
 - Continuous learning – develop new skills or refine existing skills
 - Professional development – take courses, attend workshops, read, network, volunteer
 - Balancing work and life – reflect on values, priorities and life circumstance
- Other: Attend qualifications recognition & networking events at Manitoba Start

Researching Post Secondary Training

- Research education and training options Date: May 28, 2021
- Identify post-secondary institution Date: May 28, 2021
- Verify admissions requirements Date: May 28, 2021
- Research funding options (Employment MB, SEED Recognition Counts, Student Aid, etc.) Date: May 28, 2021
- Other: Attend SEED Winnipeg Webinar, register on Manitoba Start website Date: May 28, 2021

Qualification Recognition

- Research your regulated profession or trade Date: Jun 11, 2021
- Contact regulatory body Date: Jun 11, 2021
- Identify necessary requirements (language level, transcript, syllabus, etc.) Date: Jun 11, 2021
- Research Funding Options (Immigrant Access fund, Employment MB, SEED Recognition Counts, MB Student Aid, bursaries, financial institutions, etc.) Date: Jun 11, 2021
- Other: Research specific regulatory information, connect NNAS and CRNM, CLPNM Date: Jun 18, 2021

Skill Development

- Research job specific training (First Aid/CPR, fork lift, security guard license, etc.) Date: May 3, 2021
- Complete ASSESS assessments sent by facilitator/coach; consider computer training Date: May 3, 2021
- Consider volunteering (visit www.volunteermanitoba.ca) Date: May 3, 2021
- Language assessment at WELARC Date: May 10, 2021
- Obtain Driver's license Date: May 28, 2021
- Other: Complete First Aid/CPR Training and security checks; attend WELARC for language assessment Date: May 10, 2021

Job Search Preparation

- Complete Career Development Workshop at Manitoba Start Date: Apr 30, 2021
 - Finalize marketing materials (resume, cover letter, references) Date: May 7, 2021
 - Apply for Security Clearance Checks (criminal record check, child abuse registry, adult abuse registry, immunizations record) Date: May 3, 2021
 - Other: Date: May 3, 2021
- Prepare a list of home care agencies/healthcare organizations to apply after finalizing resume and cover letter with my career coach

Thank you!

If you require additional information about qualification recognition, please contact your Career Coach.

If you are not currently a Manitoba Start client, register with us:

- Call front desk at 204-944-8833
- Visit in person
- Complete our online [registration form](#) to receive career development support.

Good luck with your career planning and work search!