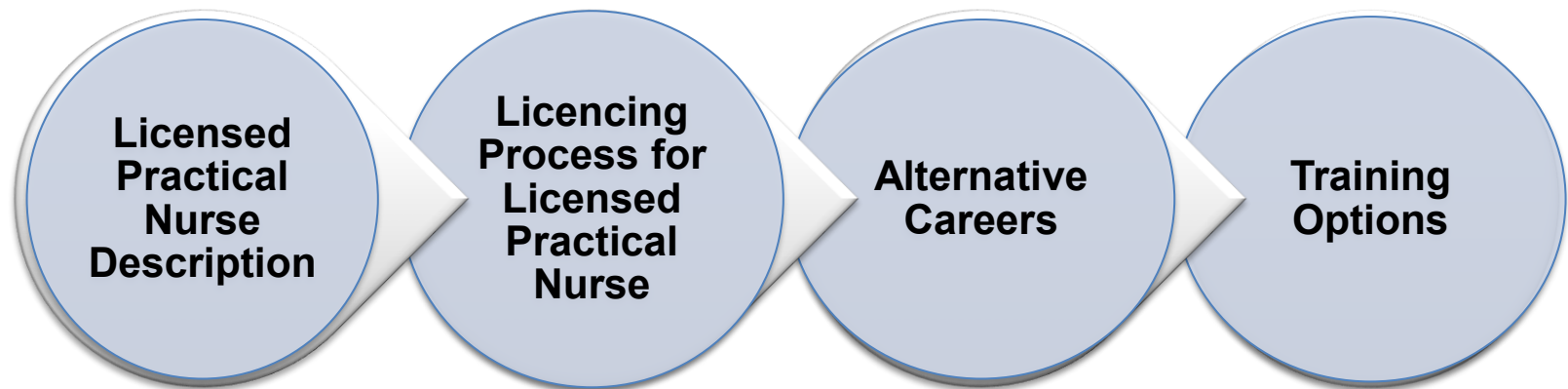


## **Licensed Practical Nurse (LPNs)**

Foreign Credential Recognition, Alternative  
Careers, and Training Options

# Career Development Manitoba



## 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

## Licensed Practical Nurses

[NOC website](#)



### 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.

## Internationally-educated Nurses (IENs)



Nursing occupations are regulated in Canada



Licensure is required to work as LPN



College of Licensed Practical Nurses of Manitoba (CLPNM)

## Internationally Educated Nurses in Manitoba Project

- Internationally educated LPNs 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 LPNs in Manitoba.

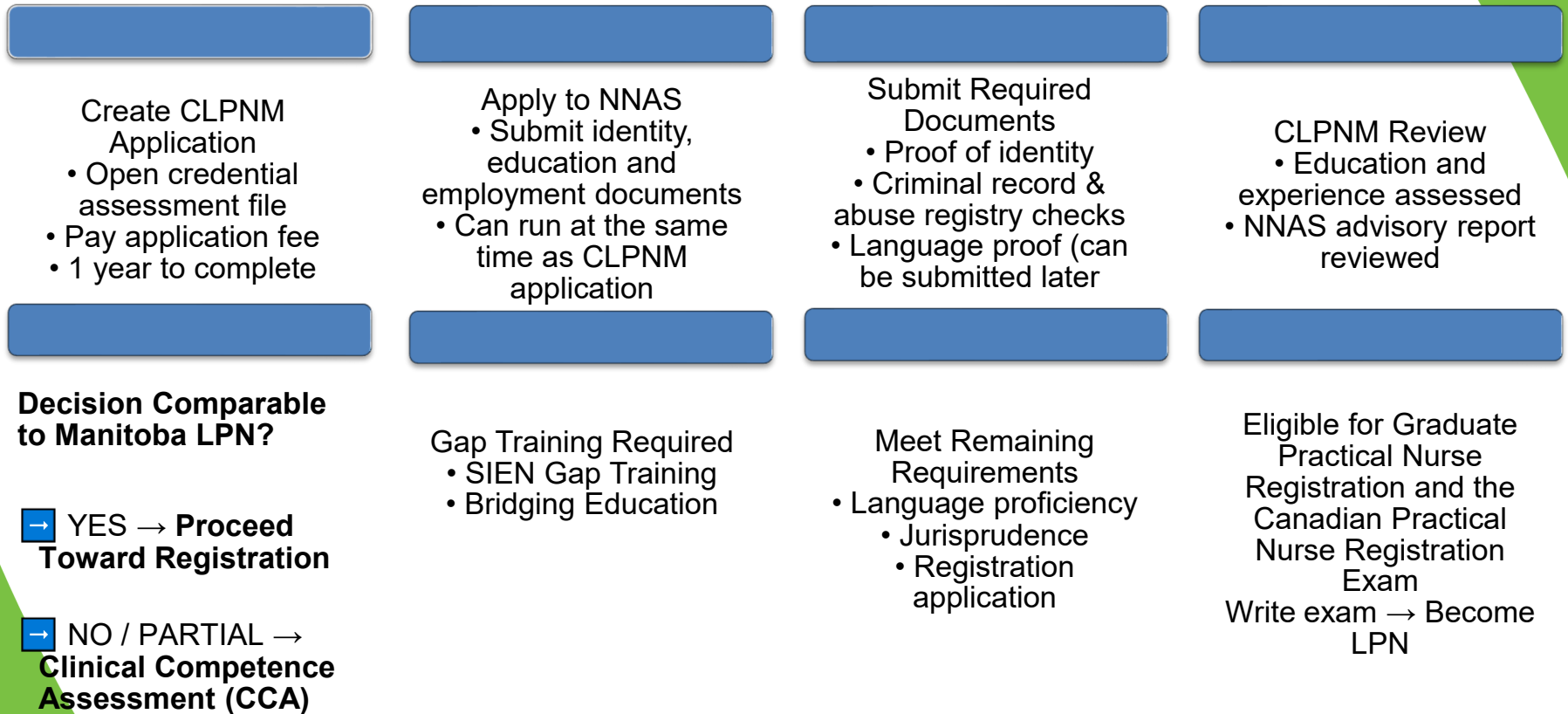
### **Additional Supports:**

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.

## Different Pathways to Registration

## Steps in the Credential Assessment Application Process



## Language Proficiency Requirement

Test	Listening	Reading	Writing	Speaking
<b>CELBAN</b>	9	8	7	8
<b>IELTS Academic</b>	7.0	6.5	6.5	7.0
<b>IELTS General</b>	7.0	7.0	7.0	7.0
<b>OET</b>	B (350)	C+ (330)	C+ (320)	B (350)

## Alternatives to Language Testing

### 1. Nursing Education in English or French

You may meet the language requirement if:

- Your nursing program included in-person clinical experience
- The language of instruction and evaluation (theory, lab, clinical, simulation) was English or French
- A school representative completes and signs the verification form

#### **Evidence Required:**

[Language of Instruction Verification Form](#)

## Alternatives to Language Testing

### 2. Recent Healthcare Employment in Manitoba

You may meet the language requirement if:

- You are currently employed, or worked within the past 6 months, for an eligible Manitoba healthcare employer
- Your role involved direct communication with patients, families, and healthcare team members
- A regulated healthcare professional who supervised you confirms your language proficiency

#### **Evidence Required:**

[Employer Language Attestation Form](#)

## Alternatives to Language Testing

CLPNM has introduced some alternatives to language tests

	<b>You may meet the CLPNM's language proficiency requirement if:</b>	<b>Evidence required:</b>
Did you graduate from an English or French-language nursing education program?	<ul style="list-style-type: none"> <li>The program included in-person clinical experience.</li> <li>The language of instruction and evaluation in all components of the program (theory, lab, clinical, virtual simulation) was English or French.</li> <li>An authorized representative of the nursing school completes, signs and seals the CLPNM's Language of Instruction Verification Form.</li> </ul>	<a href="#">Language of Instruction Verification Form</a>
Do you, or have you recently, worked in a health care setting in Manitoba?	<ul style="list-style-type: none"> <li>You are currently employed, or were employed within the past six (6) months, by an eligible Manitoba health care employer.</li> </ul>	<a href="#">Employer Language Attestation Form</a>
	<ul style="list-style-type: none"> <li>Your position involved direct communication with patients, families and other members of the health care team.</li> <li>An eligible regulated health care professional, who recently supervised you, attests to your language proficiency.</li> </ul>	Please <a href="#">contact us</a> to discuss your eligibility for this option.

## Clinical Competence Assessment

The Clinical Competence Assessment (CCA) is an evaluation (Objective Structured Clinical Evaluations (OSCE) and Written Exam) used by CLPNM to determine whether an internationally educated nurse has the knowledge, skills, and clinical judgment required to practice safely as a Licensed Practical Nurse (LPN) in Manitoba.

It helps identify whether an applicant can move directly toward registration or needs additional training.

### What does the CCA assess?

- Nursing knowledge
- Clinical skills and procedures
- Clinical decision-making
- Communication and documentation
- Patient safety and professional practice

### The assessment may include:

- Simulation scenarios
- Skills demonstrations
- Written or oral components
- Case discussions

## The Supervised Internationally Educated Nurse (SIEN) Gap Training program

The SIEN Gap Training Program provides eligible internationally educated nurses the opportunity to gain paid, supervised nursing experience( 360 hours) with a Manitoba health employer while completing required bridging education through Assiniboine College.

## Practical Nursing Qualification Recognition (PNQR) Program Assiniboine College

The PNQR program includes courses that occur in the classroom and online. You must be able to attend AC's Winnipeg campus and have the ability to access some classes online.

The PNQR program consists of the following ten-week courses:

- Professional Communication
- Nursing Skills Review
- Pharmacology Review
- Physical Health Assessment

The PNQR also includes two practicums:

- Long Term Care—three weeks
- Acute Care—four weeks

## Continuing Education / Refresher Education

Continuing education may be required if:

- In the CCA, the applicant was only able to demonstrate some nursing knowledge, skills and judgement that are required for an entry-level LPN
- Skill gaps cannot be solely addressed by the PNQR program or the SIEN Gap Training program
- CLPNM may refer you to additional education to help refresh some of your fundamental knowledge of nursing.
- The list below is an example of some of the courses Assinobine College (AC) Continuing Education department
  - Health Care Systems • Pharmacology Theory • Pharmacology Lab • Pharmacology Clinical • Physical Health Assessment • Health Prevention / Promotion Theory • Health Promotion Clinical • Community Nursing • Community Setting Clinical • Maternal and Newborn Nursing Theory • Maternal and Newborn Clinical • Pediatric Nursing Theory • Pediatric Nursing Clinical • Dosage Calculations for Nurses

# Diploma in Practical Nursing (DPN)

If an internationally educated nurse has significant competency gaps that cannot be addressed through SIEN gap training, the PNQR program, or refresher education, they may be referred to the Diploma in Practical Nursing (DPN) program.

The following post-secondary institutions in Manitoba offer the DPN program:

- Assiniboine College: <https://assiniboine.net/programs/practical-nursing>
- Université de Saint-Boniface (French program): <https://ustboniface.ca/diplome-sciencesinfirmieres-auxiliaires>
- University College of the North: <https://www.ucn.ca/dpn/>
- Timeline: approximately two years

## Regulatory Authority Contact for LPNs

### General Enquiries

E-mail: [info@clpnm.ca](mailto:info@clpnm.ca)

Telephone: 204-663-1212



### Address

463 St. Anne's Road

Winnipeg, MB R2M 3C9

### Kathy Halligan

Registration Consultant

Telephone : 204- 663-1212 Ext 306 or

Email : [khalligan@clpnm.ca](mailto:khalligan@clpnm.ca)



Online: <https://clpnm.ca>

## Alternative Careers for LPNs



# Career Development Manitoba

Manitoba



Psychiatric  
Aide

Dental  
Hygienist

Personal  
Care  
Attendant

Pharmacy  
Technician

Dental  
Assistant

Diagnostic  
Medical  
Sonographer

Medical  
Lab Tech

# Career Development Manitoba

Manitoba



Health Care  
Aide

Doctor's  
Office  
Receptionist

Home-care  
worker

Rehabilitation  
Assistant

Health Unit  
Clerk

Health Policy  
Research  
Analyst

Medical  
Device  
Reprocessing  
Technician

## Alternative Training Options



# Career Development Manitoba



Health Unit Clerk

Medical Device Reprocessing Technician

Medical Laboratory

Health Care Aide

Health Services Leadership and Management

Occupational Health and Safety

Offered at Red River College Polytechnic

## First Aid Training

Manitoba Start

St. John's Ambulance

Winnipeg Red Cross

## Support Worker Training

Disability and Community Support – Red River College Polytechnic

Personal Attendant Community Education (PACE)  
Independent Resource Centre

## Health Care Aide Bridging Program

Assiniboine Community College Challenge Program

Herzing Career College

Louis Riel Vocational College HCA Bridging Program

Robertson College HCA Bridging Program

St. James-Assiniboia HCA Bridging Program

## 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	<a href="mailto:HCATraining@sharedhealthmb.ca">HCATraining@sharedhealthmb.ca</a>	<a href="#">Apply Here</a>
Interlake-Eastern RHA	<a href="mailto:lr@ierha.ca">lr@ierha.ca</a>	<a href="#">Apply Here</a>
Prairie Mountain Health	<a href="mailto:pmhcareers@pmh-mb.ca">pmhcareers@pmh-mb.ca</a>	<a href="#">Apply Here</a>
Southern Health - Sante Sud	<a href="mailto:HumanResources@southernhealth.ca">HumanResources@southernhealth.ca</a>	<a href="#">Apply Here</a>
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**

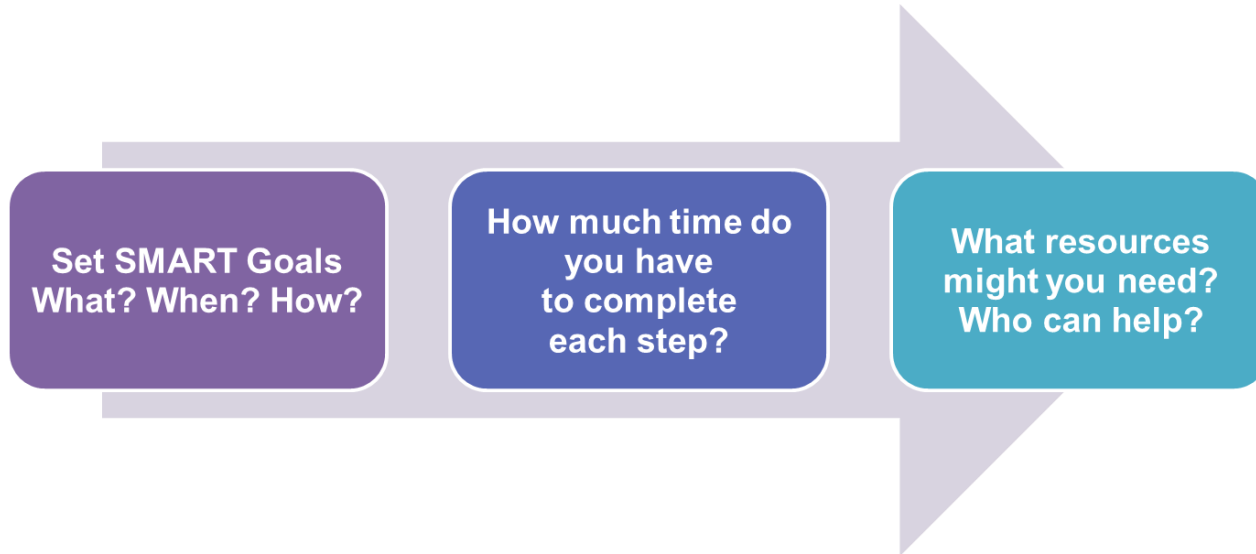
**Upgrade or maintain your skills**

**Develop skills for managing your career**

## Reflecting on Barriers and Strengths



## Setting Short and Long-term Goals



## Career and Education Plan

Name and Client ID: Giselle Costa

### Short Term Goal 1

HCA

### Short Term Goal 2

Support Worker

### Long Term Goal

LPN

#### Achieving and Maintaining Long-Term Employment

- Maintaining long term employment and Career Management – An ongoing process:
  - a. Continuous learning – develop new skills or refine existing skills
  - b. Professional development – take courses, attend workshops, read, network, volunteer
  - c. Balancing work and life – reflect on values, priorities and life circumstance
- Other: \_\_\_\_\_

#### Researching Post Secondary Training

- Research education and training options Date: \_\_\_\_\_
- Identify post-secondary institution Date: \_\_\_\_\_
- Verify admissions requirements Date: \_\_\_\_\_
- Research funding options (Employment MB, SEED Recognition Counts, Student Aid, etc.) Date: \_\_\_\_\_
- Other: \_\_\_\_\_ Date: \_\_\_\_\_

#### Qualification Recognition

- Research your regulated profession or trade Date: May 11, 2026
- Contact regulatory body Date: May 18, 2026
- Identify necessary requirements (language level, transcript, syllabus, etc.) Date: May 4, 2026
- Research Funding Options (Immigrant Access fund, Employment MB, SEED Recognition Counts, MB Student Aid, bursaries, financial institutions, etc.). Date: \_\_\_\_\_
- Other: \_\_\_\_\_ Date: \_\_\_\_\_

#### Skill Development

- Research job specific training (First Aid/CPR, fork lift, security guard license, etc.) Date: Apr 1, 2026
- Complete computer assessments sent by facilitator/coach; consider computer training Date: \_\_\_\_\_
- Consider volunteering (visit [www.volunteermanitoba.ca](http://www.volunteermanitoba.ca)) Date: Apr 13, 2026
- Language assessment at WELARC Date: Apr 27, 2026
- Obtain Driver's license Date: May 4, 2026
- Other: \_\_\_\_\_ Date: \_\_\_\_\_

#### Job Search Preparation

- Complete Career Development Workshop at Manitoba Start Date: Mar 6, 2026
- Finalize marketing materials (resume, cover letter, references) Date: Mar 13, 2026
- Apply for Security Clearance Checks (criminal record check, child abuse registry, adult abuse registry, immunizations record) Date: Mar 27, 2026
- Other: \_\_\_\_\_ Date: \_\_\_\_\_

If you require additional information about Foreign Credential Recognition, please contact a Foreign Credential Recognition Navigator at [fcr@manitobastart.com](mailto:fcr@manitobastart.com)

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!