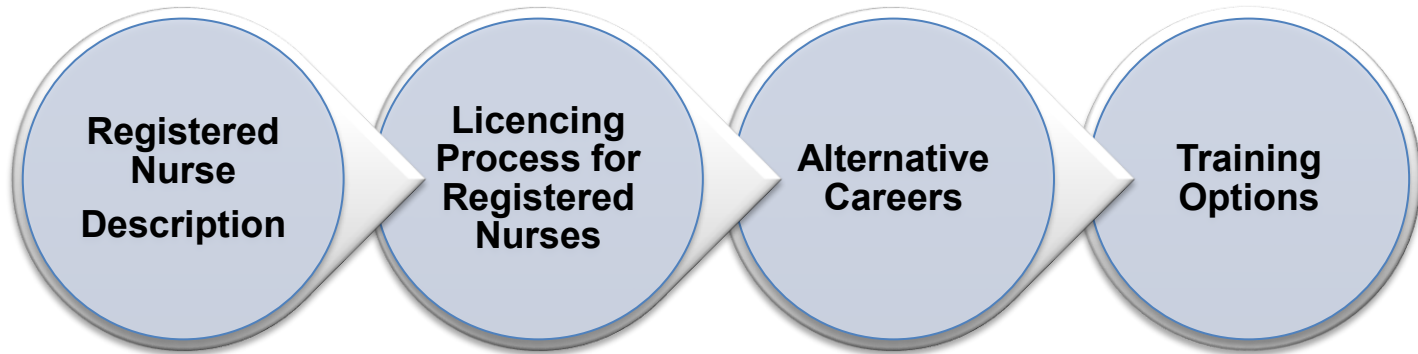


Registered Nurse (RN)

Foreign Credential Recognition, Alternative Careers,
and Training Options

Career Development Manitoba

Manitoba



Registered Nurses

[NOC website](#)



Job Duties

- Assess patients to identify appropriate nursing interventions
- Collaborate with members of an interdisciplinary health team to plan, implement, coordinate and evaluate patient care in consultation with patients and their families
- Administer medications and treatments as prescribed by a physician or according to established policies and protocols
- Monitor, assess, address, document and report symptoms and changes in patients' conditions
- Operate or monitor medical apparatus or equipment
- Assist in surgery and other medical procedures
- May supervise licensed practical nurses and other nursing staff
- May develop and implement discharge planning process on admission of patients
- May teach and counsel patients and their families on health-related issues in collaboration with other health care providers.

Registered Nurses

[NOC website](#)



Employment requirements

- Completion of a university, college or other approved registered nursing program is required.
- Additional academic training or experience is required to specialize in a specific area of nursing.
- A master's or doctoral degree in nursing is usually required for clinical nurse specialists, clinical nurses, nursing consultants and nursing researchers.
- Registration with a regulatory body is required in all provinces and territories.

Registered Nurse (RN)



Nursing occupations
are regulated in
Canada



Licensure is required
to work as RN



College of
Registered Nurses of
Manitoba (CRNM)

Manitoba Internationally Educated Nurses Program

- Internationally educated nurses (IEN) 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 RNs in Manitoba.

Additional Supports:

- IENs who wish to begin the process of accessing support and 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.

CRNM Pathway Coordinator

- Pathway coordinator is the central point of contact for applicants.
- The intention is to provide one-on-one support to applicants who have not yet initiated their formal application, guiding them through the multi-step process.



Different Pathways to Registration

Internationally Educated Nurses (IEN): Standard Pathway

- IEN educational credential assessment (ECA) pathway is available to nurses educated outside of Canada who wish to practice in Manitoba.
- Open a file with [NNAS](#)
- Create a profile with [CRNM](#)
- **Interprovincial (Endorsement) Pathway**
 - The endorsement application pathway is available to practical nurses who are currently registered in another Canadian jurisdiction.
 - [Endorsement Application Requirements Fact Sheets](#)

Steps in the Credential Assessment Application Process

Apply for an educational credential assessment (ECA) with accepted service providers.

- Complete application
- Submit identity information, education and employment documents.
- Pay application fee

Submit Required Documents

- Proof of identity
- Criminal record & abuse registry checks
- Education and experience assessed
- Results to be forwarded to CRNM.

Create a CRNM (Profile) account once the assessment is received.

- Provide a valid government-issued ID with a photo.
- Complete and upload the application form.
- Pay application fees.

Meet Additional requirements

- ECA report completed.
- Any verification of registration
- Complete background checks.
- English language proficiency.

Steps in the Credential Assessment Application Process

File Review

Decision Comparable to Manitoba RNs?

→ YES → Clinical Competence Assessment (CCA)

→ NO / PARTIAL → Not Eligible to proceed in registration process (File closed).

Additional File Assessment to determine NREP option eligibility.

- English language proficiency.
- Completion of NCLEX.

Additional criteria met?

→ YES → Option to complete NREP instead of CCA.

Clinical Competence Assessment (CCA) and Outcomes

- Gap Assessment

→ Requirements are met → **Continue to NCLEX-RN or RN Registration**

→ Gaps Identified → **Complete identified remedial education gaps.**

- Nurse re-entry program
 - Entry level nursing program approved by college.

Apply for RN Registration

- Completed NCLEX results.
- Email sent to confirm registration.
- Complete any additional outstanding requirements.

Application for Educational Credential Assessment (ECA)

- Application for ECA must come from an accepted service provider and sent directly to college.
 - Must be a course-by-course report type.
 - Once assessment is completed, then can apply to CRNM.
- **Accepted providers:**
 - National Nursing Assessment Service (NNAS).
 - Comparative Education Service (CES).
 - International Credential Assessment Service of Canada (ICAS).
 - World Education Service (WES).

Language Proficiency Requirement

- Applicant is required to meet minimum scores in reading, writing, listening, and speaking on an approved English language proficiency test.
- Must submit language test results to the college within 2 years.
- Test results will remain valid until the applicant receives final decision from college.

Test	Listening	Reading	Writing	Speaking
CELBAN	9	8	7	8
IELTS Academic <i>** TOTAL: No less than 7.0</i>	7.0	6.5	6.5	7.0
IELTS General	7.0	7.0	7.0	7.0
OET	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](#)

Clinical Competence Assessment

The Clinical Competence Assessment (CCA) is an evaluation (Objective Structured Clinical Evaluations (OSCE) and Written Exam) used by CRNM to determine whether an internationally educated nurse has the knowledge, skills, and clinical judgment required to practice safely as a Registered Nurse (RN) 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

Nurse Re-Entry Program (NREP) at RRC Polytech – RRC Polytech

This is the primary program for nurses needing to bridge competency gaps to meet Manitoba registration standards. It is a full-time program often required for IENs and includes both theoretical and clinical components.

12-14-month Post-Graduate Certificate program.

The program consists of 4 core courses and 1 practicum course.

- Additional courses are available based on the learning needs of applicants to meet entry level competencies for registered nurses in Manitoba.

[RRC Polytech – Nurse Re-Entry Program](#)

Continuing Education / Refresher Education

Continuing education may be required if:

- If CCA shows partial demonstration of required RN competencies; CRNM may recommend further education to address gaps.

Additional education may include completing a refresher program at Red River College Polytech or a Council-approved basic nursing education program.

- [CRNM Approved Accredited Nursing Programs](#).

Nursing Programs in Manitoba for Internationally Educated Nurses (IENs)

University of Manitoba – [Bachelor of Nursing \(BN\)](#)

Red River College – [Nursing Program](#)

Université de Saint-Boniface – [Baccalaureate Program](#)

Brandon University – [Bachelor of Nursing Program](#)

College of Registered Nurses of Manitoba

General Enquiries



E-mail: info@crnm.mb.ca

Telephone: 204-774-3477

Karina Alvarado

Registration Pathway Coordinator

Telephone : 204-774-3477 Ext. 671 or Email :

kalvarado@crnm.mb.ca

Toll Free (Manitoba) 1-800-665-2027 Ext. 671

Address

210 Commerce Drive
Winnipeg, MB R3P 2W1



Online: <http://www.crnmb.ca>

Alternative Careers for RN's



Career Development Manitoba

Manitoba



Health Care
Aide

Health Unit
Clerk

Doctor's Office
Receptionist

Health Policy
Research
Analyst

Homecare
worker

Medical Office
Assistant/
Medical
Administrative
Assistant

Rehabilitation
Assistant

Health Educator

Health Coach

Career Development Manitoba



Psychiatric Aide

Dental Hygienist

Personal Care
Attendant

Pharmacy
Technician

Medical Laboratory
Technician

Dental Assistant

Diagnostic Medical
Sonographer

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	HCATraining@sharedhealthmb.ca	Apply Here
Interlake-Eastern RHA	lr@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

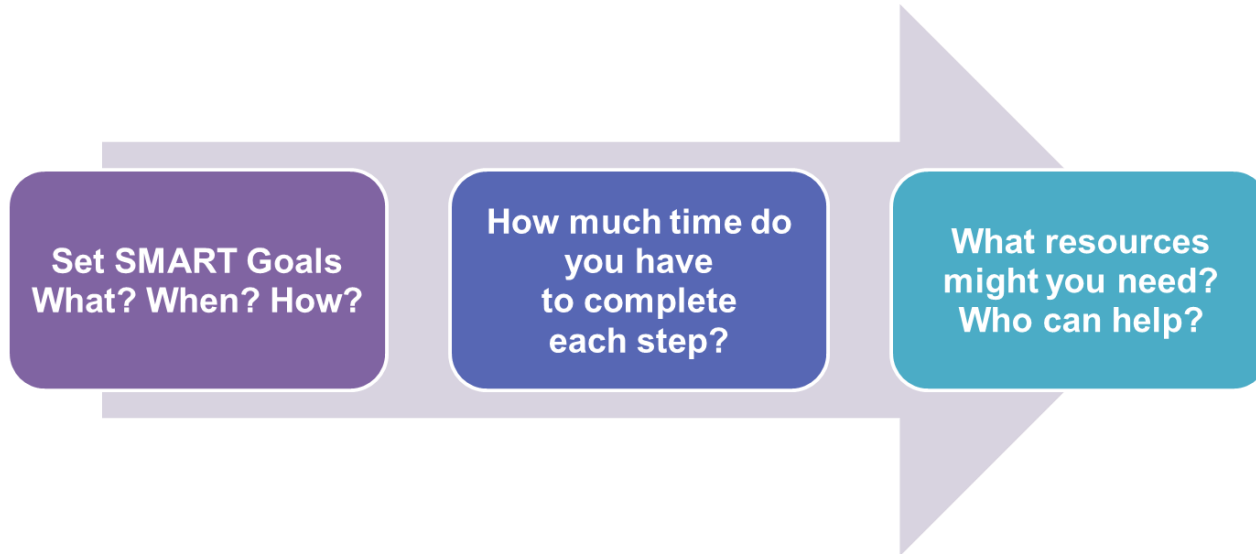
Upgrade or maintain your skills

Develop skills for managing your career

Reflecting on Barriers and Strengths



Setting Short and Long-term Goals



Career Development Manitoba



If you require additional information about qualification recognition, please contact the FCR Navigator at fc@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!