

Guide before going to Canada for Filipino Nurses

A booklet that aims to help Filipino Nurses decide whether to take the study permit pathway to be a nurse and permanent resident in Canada or not.

This was made by a Christian Filipina Nurse who took the study stream to Canada in 2018 and graduated as Class Valedictorian in a Canadian college.

May this booklet bless you and help you in your decisions and may you not make the mistakes I made while in this journey.



<https://unsplash.com/@bantersnaps>

This booklet was curated in my waiting....

Disclaimer

Canada and its provinces have websites that include substantial information on the different means to legally come to the country. I encourage you to explore their websites to gain more knowledge and not sole rely on this booklet or hearsay.

Most of the topics written here were based on my experience and from my extensive research while finding ways to be a PR.

I am not a professional in immigration laws, not a consultant, and not affiliated with any immigration agencies.

I came here with my husband in February 2018 and studied in Vancouver under a Post- Graduate Certificate in Nursing. I wen through NNAS, took LPN exams, got nominated, worked as a nurse, now unemployed and currently waiting for our delayed PR approval. Hence, an abundance of time to compose this booklet.

I hope this will be helpful as you plan your life towards Canada.

"The heart of man plans his way, but the Lord establishes his steps." - Proverbs 16:9



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What's inside?

- **For Nurses willing to wait:**

Federal Skilled Workers Program

Provincial Nominee Program

Employer Specific Work Permit

Page 4

- **For Nurses who are in a hurry:**

Study Direct Stream / Study Permit

Page 12

- **The Nursing License Process**

NNAS

My Process in getting my LPN and

Doing my RN assessments in BC

Page 15

- **Money Talks**

Expenses and Earnings

Page 26

- **Timelines**

From NNAS to LPN License and

RN Bridging Program

Page 31

- **Other Nice-to-know Info**

Page 33

This booklet includes my experiences, tips, and links to materials I used to study.

A separate workbook which I curated for you is also available to get you organized as you work your way towards your Canadian dream.

NOTE: Click words that are underlined to launch the reference link.

LAST UPDATED: October 15, 2020 Canadian MT

01 For Nurses willing to wait

Canada has a myriad of pathways for aspiring immigrants. However, the competition gets tighter by the minute. Canada can also change their rules overnight. Hence, time is always of the essence. However, if you are not in a hurry, possibly because you are still young, gaining adequate clinical practice hours, earning well to name a few, then this pathway could be right for you.

I will discuss the following:

- Express Entry- Federal Skilled Worker
- Provincial Nominee Program
- Work Permit – Employer Specific

Canadian Experience Class (CEC) and Open work permits are 2 other pathways which one could also consider for PR. CEC only requires you to have at least 1 year of skilled work experience in Canada, after that, you can be qualified for the Express Entry Program (CEC). However, you still need a work permit for this.

Open work permits may be acquired through your spouse. Another type of open work permit is the Post- Graduate Work Permit which I will discuss in detail in the succeeding sections.

PLEASE READ MORE ON THE IRCC WEBSITE.

"But Jesus looked at them and said to them, 'With men this is impossible, but with God all things are possible.'"
- Matthew 19:26

01 For Nurses willing to wait

FEDERAL SKILLED WORKERS PROGRAM (FSW)

Personally, I think this is the most practical way to go to Canada as you would not need to spend almost a million as compared to the Study Direct Stream Program. However, this could take forever for most people.

How to Prepare:

Here is the [official Canadian website](#) to guide you how to prepare your application.

Try this [Come to Canada tool](#) to check your eligibility and which streams could be applicable to your current situation.

Here is a [points calculator](#) to help you assess your CRS score and know which criteria you can improve on to augment your points.

PROs

- Financial: You will not be spending nearly millions for this. Although you may need to show some [proof of funds for your PR \(Permanent Residency\) application](#).
- You can continue your nursing career while waiting to be invited. This entails more clinical experience for you. Or you can still go on with your normal life from wherever you currently are. You do not have to be in Canada to be in this PR pathway.
- If things change after you have submitted your profile on the IRCC website, you can still update it.
- Simple and straightforward application.

CONs

- Wait period and high CRS Points: As of October 2020, the current rounds of invitation have been conducted every 2 weeks. This changes often based on the government's needs. However, it is becoming more challenging to beat the cut-off points. The CRS points for one to be invited has steadily been above 470 points. Here is a link to the recent rounds of [Express Entry](#) invitations.
- Since it could take years for you to get invited, your points could drop as well due to the "Age factor" Criteria for Express Entry. The oldest age to get the maximum points of 100, is 29. By 30 years old, it goes down to 95 points and continues to drop by 5 every year.
- Profiles expire after 1 year. It's not a huge concern though as you can just create a new one anyway. The only concern will be the validity of your English Exams and Educational Credential Assessments.
- Every year spent waiting means losing the precious years for you to become a nurse in Canada. I have noticed that nursing regulations change frequently and sometimes it could not be to your favor. Also, remember that only the last 5 years of your clinical experience counts (Nursing Regulatory Body and NNAS specific. For Express Entry, it's 10 years). This could be another upset for those who are not currently in practice.
- Proof of funds may increase as time goes by; hence you need to update your bank statements based on the requirements.

MY TAKE ON THIS STREAM

If you are still within the 20-29 age bracket, excellent English proficiency, or a Francophone, not in a hurry and you are able to make it to at least 470 points, this stream works well. If you are in a hurry, the study stream will be perfect. I will be including tips how to increase your points as we go along.

For my case, I created an Express Entry profile while I was still studying here in Canada. I was ignorant not to consider this while I was still in the Philippines and completely lazy to study for my IELTS.

Tip: Do your research. The IRCC website has everything you need and read only the ones on their website for accurate information. You can e-mail them as well for inquiries and they respond in 3-5 business days. Also, be diligent! Don't be like me! Study for your IELTS and do well. Good IELTS scores create a huge difference on your CRS points.

01 For Nurses willing to wait

PROVINCIAL NOMINEE PROGRAM (PNP) (Quebec not included in this booklet)

Now this stream can be challenging to embark but rewarding as this could give you additional 600 points and gets you way ahead of the pack. Through God's amazing surprise, my husband and I were nominated by the Province of Alberta. It was unexpected as we were preparing to go back to The Philippines due to expiring study and work permits. However, God made a way to keep us here. I hope it will be God's will to bring you here in Canada too!

How to Prepare:

Click the hyperlink to the official Canadian website to better understand the [PNP pathway](#).

Every Province has its own guidelines, and it could be quite a headache to memorize them all. A few tips I could share would be to ALWAYS check with the official provincial government websites, check the eligibility criteria, and check the list of in-demand occupations. Unfortunately, our profession is not always on the list. Before I forget, it is recommended that you live in the sponsoring province after landing.

PROVINCE	LINKS (click the link to open browser)	NOTES
ALBERTA (AB)	<ul style="list-style-type: none"> OFFICIAL WEBSITE SELECTION CRITERIA HOW TO APPLY ROUNDS OF INVITATIONS SOCIAL MEDIA 	<ul style="list-style-type: none"> Nurses both inland and offshore can be invited by the Province of Alberta shall there be a need. It is unknown how they select applicants, but if you have an Express Entry profile, there is a good chance to be invited. Not points- based Recent Update: a CAD 500 fee will be charged upon application An Express- entry profile is needed to be invited Job Offer not necessary for Express Entry Stream
BRITISH COLUMBIA (BC)	<ul style="list-style-type: none"> OFFICIAL WEBSITE PROGRAM GUIDE PATHWAYS ROUNDS OF INVITATIONS CHECK THIS PAGE FOR ADDITIONAL INFO SOCIAL MEDIA PAGE: Facebook SOCIAL MEDIA PAGE: Youtube 	<ul style="list-style-type: none"> Points – based system Minimum application fee of CAD 1,150 as of September 2020. This is on top of the IRCC fees which is at least CAD 825.00. You do not need to wait to be invited. You can submit an Expression of Interest to the province and wait for their invitation. Unlike in Alberta, a lot of prayers are needed for your Express Entry profile to be drawn. An express entry profile may or may not be needed. Job offer needed (Except Entrepreneur and Int' Graduate Stream) and if applying under healthcare stream, sponsoring employer must be the province's public health authority.
MANITOBA (MB)	<ul style="list-style-type: none"> OFFICIAL WEBSITE CRITERIA FOR SKILLED WORKERS OVERSEAS ROUNDS OF INVITATIONS RESOURCES 	<ul style="list-style-type: none"> Points – based system Has a pathway for offshore applicants, no job offer needed. Minimum application fee of CAD 500.00 as of September 2020. This is on top of the IRCC fees which is at least CAD 825.00. You do not need to wait to be invited. You can submit an Expression of Interest to the province and wait for their invitation. An express entry profile may or may not be needed prior to nomination

01 For Nurses willing to wait

PROVINCIAL NOMINEE PROGRAM (PNP)

PROVINCE	LINKS (click the link to open reference)	NOTES
NEW BRUNSWICK (NB)	<ul style="list-style-type: none"> OFFICIAL WEBSITE EXPRESS ENTRY STREAM NB EXPRESS ENTRY GUIDELINE SKILLED WORKER STREAM SKILLED WORKER STREAM GUIDELINE ATLANTIC IMMIGRATION PILOT PROGRAM ATLANTIC IMMIGRATION PILOT PROGRAM GUIDELINES ATLANTIC IMMIGRATION PILOT PROGRAM STREAMS SOCIAL MEDIA (THEIR FACEBOOK PAGE, OPPORTUNITIES, IS HELPFUL FOR EMPLOYMENT) 	<ul style="list-style-type: none"> Points – based system Work Permit or Job offer is required unless applying as entrepreneur Has a pathway for offshore applicants Minimum application fee of CAD 250.00 as of September 2020. This is on top of the IRCC fees which is at least CAD 825.00. You do not need to wait to be invited. You can submit an Expression of Interest to the province and wait for their invitation. An employer willing to support you is needed for the Skilled-worker stream. An express entry profile may or may not be needed prior to being nominated. Francophone is an asset. Included in the Atlantic Immigration Pilot Program (AIPP) which is quite similar to the province's PNP stream. NB is one of the 4 provinces included in the AIPP stream. Designated Employer List for NB (AIPP)
NEWFOUNDLAND AND LABRADOR (NL)	<ul style="list-style-type: none"> OFFICIAL WEBSITE EXPRESS ENTRY SKILLED WORKER STREAM SKILLED WORKER STREAM WEBINARS HELPFUL GENEREAL INFO: <ul style="list-style-type: none"> IMMIGRATION 101 NL EXPRESS ENTRY GUIDE NL PNP FAQs SOCIAL MEDIA 	<ul style="list-style-type: none"> Job offer is needed from an eligible employer. Applicant can apply online anytime so long as one meets the eligibility criteria. No points needed for the skilled worker program, but minimum points of 67 is required or the Express Entry skilled worker applicant. Application fees are not indicated, but some say it is CAD 250. Atlantic Immigration Program Fees, at least CAD 825.00 Designated Employer List for NL (AIPP)
NORTHWEST TERRITORIES (NT)	<ul style="list-style-type: none"> OFFICIAL WEBSITE EMPLOYER DRIVEN STREAM SKILLED WORKER NT EXPRESS ENTRY STREAM WHERE TO FIND AN EMPLOYER: <ul style="list-style-type: none"> EDGE NORTH Job Board Canada Job Bank Norther News Service Job Listings Indeed 	<ul style="list-style-type: none"> Job offer is needed and LMIA may be needed unless exempt. Does not accept applications without a job offer and does not issue invitations to apply. Application fees are not indicated, but some PR application fees may apply.

01 For Nurses willing to wait

PROVINCIAL NOMINEE PROGRAM (PNP)

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PROVINCE	LINKS (click the link to open reference)	NOTES
NOVA SCOTIA (NS)	<ul style="list-style-type: none"> OFFICIAL WEBSITE AT THE BOTTOM OF THEIR PAGE, A PDF GUIDE FOR EACH NS PNP PATHWAY IS AVAILABLE FOR DOWNLOAD. HERE ARE THE LINKS: <ul style="list-style-type: none"> SKILLED WORKER NOVA SCOTIA DEMAND EXPRESS ENTRY THE EXPERIENCE EXPRESS ENTRY STREAM: may not be applicable as 1 year of skilled work experience in NS is needed COMPARISON OF NSPNP AND ATLANTIC IMMIGRATION PILOT PROGRAM SOCIAL MEDIA: FACEBOOK SOCIAL MEDIA: TWITTER 	<ul style="list-style-type: none"> For skilled worker stream, a job offer is needed, and one must apply. No Points required. NS Demand Express Entry A: job offer required and at least 67 points needed. NS Demand Express Entry B: invites applicants based on labor market needs, no job offer needed, must meet at least 67 points. NS Experience Express Entry: needs work experience in NS. Application fees are not indicated, but some PR application fees may apply. NS Experience: Express Entry, NS Demand: Category B, Express Entry Labor Market Priorities, and Entrepreneurs may not need Job Offers. Designated Employers in NS (AIPP)
ONTARIO (ON)	<ul style="list-style-type: none"> OFFICIAL WEBSITE JOB OFFER STREAM FOR FOREIGN WORKERS EXPRESS ENTRY HUMAN CAPITAL STREAM REGIONAL IMMIGRATION PILOT 	<ul style="list-style-type: none"> Fees range from CAD 1,500- CAD 2,000. Job offer is needed for the job offer stream and is not required when applying under Express Entry Human Capital streams. For EE Human Capital Stream, the province invites potential applicants from the Express Entry pool based on Labor Market Demands. If your Express Entry Application is under the Federal Skilled Workers Program, a minimum of 67 points on the criteria must be met. Regional Immigration Pilot stream requires a job offer from participating rural and small communities.

*Refuse good advice and watch your plans fail; take good counsel and watch them succeed.
Proverbs 15:22 (MSG)*

01 For Nurses willing to wait

PROVINCIAL NOMINEE PROGRAM (PNP)

(Quebec not included in this booklet)

PROVINCE	LINKS (click links to open reference)	NOTES
PRINCE EDWARD ISLAND (PE)	<ul style="list-style-type: none"> OFFICIAL WEBSITE IMMIGRATE AS A WORKER SKILLED WORKER STREAM OUTSIDE CANADA PEI EXPRESS ENTRY HERE IS AN APPLICATION TO CHECK YOUR ELIGIBILITY AND THE PROCES LINK FOR NURSES 	<ul style="list-style-type: none"> A job offer is required for most streams except Express Entry. Application fee is at CAD 300. Once you are meet the eligibility criteria, you can submit an Expression of Interest online and the system will assess you based on their scoring system. This province is also part of the Atlantic Immigration Pilot Program. Designated Employers List PE (AIPP)
SASKATCHEWAN (SK)	<ul style="list-style-type: none"> OFFICIAL WEBSITE INTERNATIONAL SKILLED WORKER STREAM PROCEDURES SASKATCHEWAN WORK EXPERIENCE HEALTHCARE WORKER WITH SASKATCHEWAN WORK EXPERIENCE 	<ul style="list-style-type: none"> Has an International Skilled Worker stream that is further categorized in to 3- With Job Offer, Without Job Offer but Occupation is in-demand, and With Express Entry but without Job offer. All 3 must meet the provinces minimum points of 60 Application fee of CAD 350.00 No Job Offer needed for International Skilled Workers in Demand, Farmers, and Entrepreneurs
YUKON (YT)	<ul style="list-style-type: none"> OFFICIAL WEBSITE IMMIGRATION APPLICATION HANDBOOK SKILLED WORKER CRITERIA 	<ul style="list-style-type: none"> No mention of application fees. This stream is under TERRITORIAL NOMINEE, not PROVINCIAL NOMINEE just for technical terms / jargon. Has Express Entry, Skilled Worker, and Critical Impact Worker streams that require a valid job offer.

"It is God who arms me with strength and makes my way perfect."

Psalm 18:32

01 For Nurses willing to wait

PROVINCIAL NOMINEE PROGRAM (PNP)

(Quebec not included in this booklet)

PROS	CONS
<ul style="list-style-type: none">• Highly rewarding due to the 600 points on top of your current Express Entry CRS score.• 60- 67 points may not be difficult for some to meet• Some province may not require you to be physically present, but will still need you to submit a letter indicating your will reside in the sponsoring province• Having submitted a letter of intent, expression of interest, or application while not in Canada is possible. This just puts you in the pool of applicants and increases your chances of being nominated either by points-system, or in-demand occupation.• You can be nominated by any province if you have an Express Entry profile (PNP-Express Entry streams)• Makes PR a possibility through offering more streams and points.	<ul style="list-style-type: none">• It could take forever to wait to be invited by some Provinces without points-system.• It's a tough competition for nurses who don't have Canadian licenses and job offers and foreign experience to be nominated.• Some provinces require you to be physically present in the province for you to be eligible.• Granting you are already approved for PR (final stages before issuing the certificate), but not yet in the nominating province, Immigration often requires applicants to be physically present in the said province before they release your PR certificate. A friend of mine was given a 14-day ultimatum to fly from the Philippines to Alberta before she was fully approved for PR. Another acquaintance was given 14- days to move from Ontario to Alberta.• It is highly recommended to stay in the nominating province, but you are still free to move anywhere based on the Canadian Mobility Rights. For some provinces, there could be certain criteria to meet before doing so, for the individual to not suffer any repercussions when renewing their PR or applying for citizenship. (This needs further research).• Looking for an employer under employer-driven stream programs is a struggle. I have tried this even with a Canadian Nursing License in New Brunswick (via Atlantic Immigration Program), but no one was interested in my application. It could be that my resume was not good enough, or some employers are avoiding the paper works needed when hiring a foreign worker. However, there can be employers or immigration representatives willing to help out but is quite expensive.

MY TAKE ON THIS STREAM

It seems overwhelming trying to figure out which province to choose, how to start, whether it will be worth it. I was down that road too and that is why I am sharing this booklet based on my experience. I am no expert, but I must say anyone can google anything and it took me tons of research to come down to only a limited number of solutions to remain in Canada as a worker or be a PR.

One solution is to acquire a nomination certificate. Majority of Canadian PR aspirants hope to be nominated by any province because of the precious 600 points, however this does not come easily. Based on what I know and what I have experienced, a few tips I could give would be to do your research using the official Canadian websites, ask tips from people who have had a first-hand experience, get updated through the social media accounts of your desired province, subscribe to newsletters, set at least 2 target provinces to have options if one plan fails, focus on getting excellent English proficiency exams scores, try learning Francophone, getting a job-offer (but nursing license is needed, if you are not picky, any job-offer you can get may be wise to settle with), utilize the advantage of having relatives in a certain province, update your skills, and pray.

More tips to pop-up as we go along this handbook.

01 For Nurses willing to wait

Don't forget to click the links of underlined words

EMPLOYER - SPECIFIC WORK PERMIT

Obviously, this allows foreigners to work in Canada. However, this requires a positive Labor Market Impact Assessment (LMIA) which must be submitted by your employer. This could be added workload on your employer, hence not a lot of employers offer this. Also, if you want to be a nurse, you still need to have a license to practice in Canada, which means, NNAS.

How to Prepare:

Find out about the process, eligibility, and other important facts about Work Permits in this link.

You can explore the caregiver pathway

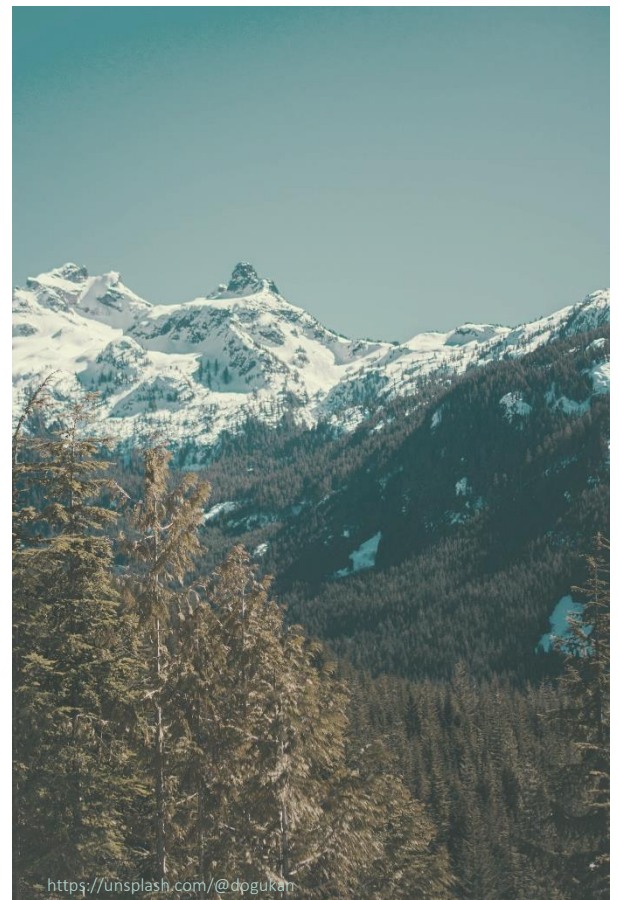
OR

You can explore the more expensive way, yet faster, and more Express Entry points:
STUDY PERMIT STREAM

TRY RESEARCHING FOR OTHER WAYS TO PERMANENT RESIDENCY:

Canadian Experience Class to Permanent Residency if you have at least 1 year of skilled work experience in Canada.

Open Work Permit



<https://unsplash.com/@dogukan>

02 For Nurses who are in a hurry

THE STUDY PERMIT STREAM

To put this simply- Not a necessity. Studying in Canada under the 2 year post graduate diploma or certificate courses that private colleges offer does not directly affect the process of acquiring a nursing license. NNAS and the provincial nursing bodies still have the final say. That is why we need to do a lot of research. I did try to research but I don't know which resources are factual. I only fully understood the entire process when I came here. Unfortunately, I studied in BC, and this province has a long process for internationally educated nurses. However, other provinces have a simple process for RNs and LPNs.

Regarding my school, we were taught basic things. Maybe the word, “refresher course” is a good way to describe it and my school was not qualified to be considered for a Canadian Nursing License – it is not a “bridging course”. Despite that, I still managed to learn the Canadian healthcare delivery system and practice in our skills lab where we do case scenarios in preparation for the Nursing Exam in BC. Please note that some programs may offer better options and I am only speaking from my experience. It would be beneficial to read the course curriculum carefully and connect with the former students of the program you intend to take.

Heads up, your school might ask you to do a quick “Entrance Exam” where you will be given tests in English, Math, or Logic; and if you fail, they will ask you to take remedial classes which are on top of your tuition. Be prepared for that! I lot of my classmates failed and were required to “do their time”.

PLEASE READ MORE ON THE IRCC WEBSITE.

02

For Nurses who are in a hurry

THE STUDY PERMIT STREAM

[Click to open link](#)

PROS	CONS
<ul style="list-style-type: none"> • A few list of requirements are needed to process study permit and Visa, hence, can be issued faster. • You gain more points for your Express Entry after graduation and more if with post grad work experience. • Saves you the wait unlike for the Express Entry and PNP streams where the chances of getting an invitation to apply for PR could take months. • Courses offered by the school can be helpful for nursing exams especially if you take the nursing- related program. • Accomplishing the licensing requirements like exams and bridging courses can be done immediately. • Your stay in Canada can count toward Citizenship • You can start earning while studying • You can begin building your career portfolio • Since coming to Canada is fast-tracked, it gives you the “time-advantage” in terms of bulking up your savings account (earning dollars, building credit scores, saving on high interest investments), enculturation- which is helpful when taking skills exams, and you get to ride the bandwagon of opportunities. For example, if only I was in Canada years before the Nursing Licensing regulations changed, I could have been an RN already. Regulations in Canada change quickly and oftentimes not to our advantage due to age and stiff competition against other cultures. It is hard to keep up and that is one reason I chose this stream – to come here as soon as possible and buy me time. • Some provinces could/ might consider your Canadian post-secondary nursing program when you apply for a license. • Spouses and dependents can be permitted to come with you and your spouse may be eligible for an open work permit. <p>Non-nursing program (Much better if career path post graduation is skill type B and above)</p> <ul style="list-style-type: none"> • Wider career opportunities, more chances of getting a job offer. All PROs mentioned above apply. 	<ul style="list-style-type: none"> • Very expensive. Tuition fees for a 2-year program are usually at CAD 20,000 (2018-2020). Some require you to make a down- payment of 50%. However, some schools are kind enough to offer payment term. In my case, I paid about 70% (depending on your school, a down-payment must be made for them to release an Acceptance letter. This letter is part of your Visa requirement). I made up for the remaining 30% by working here in Canada which was payable every month. KEEP your receipts. These help when you file your income tax. Also, using your credit card to pay your tuition builds your credit score- granting that your credit card is paid on time. You might want to consider keeping down-payments to a minimum and keeping updated with monthly installments to boost your credit score. • IT IS NOT highly necessary to take post-graduate studies in Nursing. Unless you will be taking the Canadian LPN (Private colleges can offer this) and Bachelor’s in Nursing degrees (often in Public Universities only), going through NNAS applies to most internationally educated nurses. • If school is not eligible for PGWP and PNP, then you might want to re-evaluate your decision. • May not be able to maintain “currency of practice”. <p>Non-nursing program (Much better if career options involve skill type B and above)</p> <ul style="list-style-type: none"> • May not be helpful if you want to prepare for the Nursing exams. However, nursing books are readily available online and in public libraries. Also, if your school has nursing programs, they most likely have skills lab set up in which you could try making use. Here is a link of a free Canadian nursing book which is freely accessible from a BC website. I found this online resource helpful when I took the NCAS (BC College of Nursing Professionals) skills assessment exam.

02

For Nurses who are in a hurry

MY TAKE ON THE STUDY PERMIT STREAM

01

In general, I see this stream the best choice IF:

Your school is in the [DLI list of Canada](#).

02

The program is eligible for a [Post Graduate Certificate Program](#). Please note that there might be schools stating they offer PGWP, but it is only for certain programs. Please review the link I posted above to check the DLI and schools offering PGWP. There could be some schools that are not eligible for a PGWP, but they offer dual credentials where they partner with another school from another province that offers a PGWP. This means, once your graduate from the non-PGWP program, they also give you a certificate of completion from the PGWP-eligible school, thereby allowing you to apply for a post grad work permit. This type of work permit allows you to buy more time to complete processing your RN license at the same time gain more experience (preferably gain employment in at least skill type B jobs).

03

Program duration is at least 2 years. It would be best to get a 2- year program so that the validity of the PGWP will be equal to the duration of your program (granting the passport is valid). I know of 1 school in BC that is not PGWP eligible and offers a 1 year nursing program, but allows students to extend their study permits while they are in the process of completing their RN license requirements on the basis that the student is said to have completed the program after acquiring their Canadian RN license. So, despite the fact that the course duration was supposed to be 1 year, if the student has not yet acquired their RN license in that span of 1 year, then they will need to extend their permits in order to continue completing their studies. (*Para-paraan na lang*)

04

The school is publicly funded and on full-time studies. A lot of Provincial Nominee -Post Graduate streams require an applicant to be a graduate of a publicly funded institution. However, I am not sure if these schools offer post grad Nursing programs to international students. Try other Health-related programs instead.

05

Another career path is considered. Personally, I could have taken a different program like Early Childhood Education. This is a skilled job and is quite an in-demand occupation. You can put-up your own daycare as well! Public universities offer this program, hence, a chance for a PGWP and bringing your spouse.

06

Bring your spouse! I begged God to grant my spouse an open work permit as I we need to work together to earn a living and acquire more points.

07

Spouse gets a skilled job to be qualified for the Express Entry- Canadian Experience Class (CEC) pathway and other applicable streams. The CEC stream is meant for individuals who have at least 1 year of skilled work experience in Canada. A few years ago, it required a minimum of 2 years, recently it was trimmed to 1 year. Also, your spouse's skilled work experience will count towards higher points.

03 The Nursing License Process

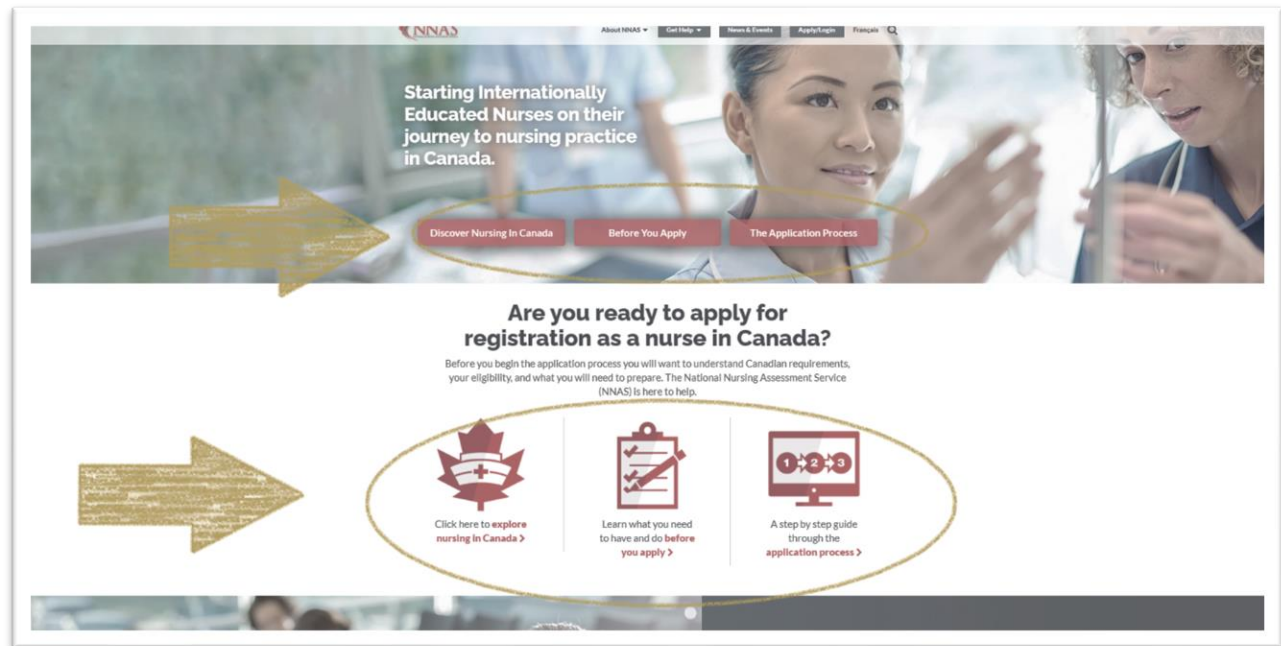
Any foreign educated nurse who wish to practice in Canada, has to go through NNAS (National Nursing Assessment Service). According to their website, it may take up to 12 months for them to complete reviewing your application and only starts after you have submitted all documents. This needs a lot of prayers and follow- ups not only with your school, PRC, and employers, but also with NNAS. I have an Italian classmate who waited months for his result only to find out that NNAS was waiting for his school to respond to their query. When he knew about that, he took action and fortunately his school responded and in a few days he got his NNAS report. Learning his story, we must keep in mind the chances of speedbumps, hence the need to adjust our timeframe. That is why I encourage you to start your NNAS while still in the Philippines if you are planning to come here as a student. However, consider the validity of the assessment results (2 years according to NNAS FAQs) and they only give the applicant 12 months to submit your documents. Read more on their FAQs, Resources, Before You Apply section, The Application Process section and Applicant handbook which are all found on their website. Here is the official website of [NNAS](#)

PLEASE READ MORE ON THE NNAS WEBSITE.

God makes
all things
Beautiful
in His time

Ecclesiastes
3:11

03 The Nursing License Process



THIS IS THE LANDING PAGE OF THE WEBSITE (SEPT 2020).
Try to explore all the links especially those that were mentioned above.

MY NNAS EXPERIENCE

I started my NNAS application in March 2018 while already in Canada and completed submitting my documents by July 2018. I did not start the process while in The Philippines as I was too stubborn to spend another penny after all the expenses for my immigration agency, airplane tickets, Visa, permits, and medical exams for both myself and my husband, and tuition fees. I was too lazy to do my research.

"God was so good to me that I got to complete the entire process in 4 months."

Nevertheless, God was so good to me that I got to complete the entire process in 4 months and received my NNAS report by mid- August. A lot of my classmates struggled with completing the entire process because of the English Proficiency exams. My Nursing Instructor, who was from India, had to take the IELTS exam 12 times for her NNAS! Talk about tenacity! Some also encountered problems because of employers not responding or that their school documents were not in English. Praise God The Philippines is an English speaking country!

03

The Nursing License Process

nnas.ca/explore-a-nation-of-provinces/

Here are some links to help you discover Saskatchewan further -

- [Newcomers Guide](#) - Orientation guide for newcomers to Saskatchewan.
- [Nursing in Saskatchewan](#) - Learn what you need to apply to the SINP (Saskatchewan Immigrant Nominee Program) as a nurse.
- [Regina - The capital of Saskatchewan](#) - Learn more about the province itself.

Canada also includes Quebec, Yukon, Nunavut and the Territories, who have their own nursing evaluation system separate from the NNAS process.

You can find more below -

- Information about the process for Quebec: [oiaq.org](#)
- Information for Yukon: [yukonnurses.ca](#)
- Information for: The Territories via Registered Nurses of the northwest territories and Nunavut

Help when you need it

You can always get help when you need it from the Help menu at the top of the page. Below are some help options that might interest you.

Frequently Asked Questions

Here you will find answers to our most frequently asked questions >

Resources

Here you will find further information and useful links >

Applicant Handbook

Download the applicant handbook, your handy guide to the NNAS application process >

NNAS
Nursing Nominee Application System

To ask questions about your NNAS application:

Bottom section of "Explore Nursing in Canada" page (SEPT 2020).

Try to read the FAQs, Resources, and Applicant Handbook to understand the entire process.

I began my profile with only my 1 nursing body, BCCNP (Nursing body in BC), just to get the files I needed from NNAS. You can do that too. You only need 1 set of application forms for all regulatory bodies. After several weeks, I managed to do more research and saved more money so I can add more provinces. I added CLPNA (LPN Alberta), because it's the fastest way to be a nurse and that time, it was easy to convert that license so I can practice as a Health Care Aide in BC. BC does not allow a CLPNA registrant to move their license to BC without certain number of practice hours. However, other provinces allow portability like New Brunswick. When I got my LPN license in Alberta, I also registered as an LPN license in New Brunswick in the hopes of getting through their Provincial Nominee Program – No practice hours required and I did not have New Brunswick LPN added in my NNAS. Also, before receiving my NNAS result, I added LPN for BC (because my target province was BC) and RN for Saskatchewan, Nova Scotia, and New Brunswick (because rumors say it's easier in the said provinces and I was aiming for the Atlantic Immigration Pilot Program). You need to have an NNAS report for your desired province because that is what each province needs to assess if you are competent enough to be registered with their province. If they are not satisfied, that's where the exams and bridging courses take place. With LPN, because most provinces require only CPNRE (Canadian LPN Exam), I only added Alberta on top of BC. I think BC is the only province that does not utilize CPNRE. Also, shall you change your mind, like me, I decided to move my RN Advisory Report with New Brunswick a year after receiving it, to Alberta because I was nominated for PR in Alberta. In addition, please note that NNAS updates your application status through your NNAS profile.

03

The Nursing License Process

MY NNAS EXPERIENCE

Cont.

For my IELTS, I took it here in Canada around June. It costs \$315 only including tax. The testing center was equipped with wireless headsets and perfect for the listening exams. Fortunately, I got great results in just 1 take. I spent a tremendous amount of time studying and got some help from our school's English instructor- another benefit when studying in Canada. It's part of my tuition, hence, maximize! It was hard work - I have to meet him after school and before going to work, I meet him during weekends after work, I e-mail my writing outputs to him, and I was even blessed to have him as he was also an IELTS invigilator – we practiced the speaking test like it was the real deal with the recorder in front and pencil and paper for the 2nd part. I also maximized my tuition fees by printing e-books using our school's printer. It's free, hence, use it! Nonetheless, I shared those materials to all my classmates after using it. I downloaded IELTS materials and listened to podcasts on academic writing while commuting. Maximize your time!

For the documents that needed to be sent to NNAS, my family was so supportive that they tried their best to hasten the process. I had 90% of the documents prepared before leaving for Canada just to make it easier for them. My father is a busy businessman, yet he spared some of his time to follow-up on my school files. My sister was kind enough to give the school personnel some snacks after they have sent my files. It's a good way of showing gratitude. If you see it as a bribe, then don't do it. Simple.

My husband's friend did the legwork to help me finish my employer requirements. Since I got everything ready before leaving for Canada, he just asked my head nurse to sign my files and sent it to NNAS using DHL express mail. I had him include my employer's official envelop too! Again, give your employer some snacks as a form of gratitude- foster good relationships!

My mother attended to my licensing needs. This was the stressful part as PRC Iloilo has a lot of requirements despite having photocopies of my IDs and other documents with my mother. They asked me to e-mail my PRC ID, transcript, authorization letter and NNAS file to their head officer. To my dismay, it took them weeks before they responded to my e-mails. Good thing my mom was still healthy and fit enough to climb up and down the stairs just to check on them and finish the entire process. If I am not mistaken, my mother mailed it on their behalf.


Four months after I started my application, I have completed submitting all requirements and the following month, I received my report. You will see screenshots of my NNAS portal and Advisory Report.

Right after receiving it online, I registered for both RN and LPN Colleges in BC and with Alberta. To be honest, I was hoping that among the provinces I applied for, at least one of them might give me a "comparable" result for RN. Well, it was just wishful thinking as all reports for RN were "not comparable" and "somewhat comparable" for LPN.

03

The Nursing License Process

ADVISORY REPORT SCREENSHOTS



National Nursing Assessment Service Advisory Report

Nursing Group: Registered Nurse (RN) Province: Nova Scotia
 NNAS ID Number: [REDACTED] Application Number: [REDACTED]

This report does not determine an applicant's eligibility to become registered or licensed. The regulatory body reserves the right to request additional information pertaining to the applicant's education and experience, and the authority to require further testing and assessment, in accordance with the regulatory body's standards.

Part A: Applicant Data Review

//// A1: PERSONAL INFORMATION ////

Name:	[REDACTED]
Other name(s):	[REDACTED]
Date of birth:	[REDACTED]
First language:	[REDACTED]
Country where applicant received initial nursing education:	[REDACTED]
Mailing address:	[REDACTED]
Phone number:	[REDACTED]
E-mail address:	[REDACTED]

//// A2: NURSING EDUCATION OVERVIEW ////

Name of school / educational institution:	[REDACTED]
Current address of school / educational institution:	[REDACTED]
Type of school / educational institution:	[REDACTED]
Primary language of educational institution:	[REDACTED]
Applicant name used while attending this school: (if different from current name):	[REDACTED]
Category of program:	[REDACTED]

Successful completion of ten years of primary and secondary school education and sufficient scores on the Philippines' National College Entrance Examination or the equivalent.

//// A3: REGISTRATION/LICENSE OVERVIEW ////

Name of jurisdiction / registering board / authority:	Professional Regulation Commission
Current address of jurisdiction / registering board / authority:	P.O. Box 2038 ----- Manila, 1008 Philippines
Applicant name when registration / license / diploma was issued: (If different from current name):	[REDACTED]
Title of registration / license:	[REDACTED]
Registration / license number:	[REDACTED]
Method by which this applicant was registered:	[REDACTED]
Language of examination:	[REDACTED]
Date registration / license issued:	[REDACTED]
Is this a lifetime practice registration / license:	[REDACTED]
Date registration / license expired / expires:	[REDACTED]
Status of registration / license:	[REDACTED]
Has the applicant's registration / license ever been suspended, restricted, surrendered, revoked, or subject to individual terms and conditions to practice as a nurse, or another profession in any jurisdiction:	[REDACTED]

03

The Nursing License Process

ADVISORY REPORT SCREENSHOTS

MOST RECENT NURSING EMPLOYER	
Name of the facility or organization where recently employed:	
Address of the facility or organization where recently employed:	
Job title or position held by this nurse:	
Job status:	
Name of the practice setting area or unit where this nurse worked:	
Type of patient population in the area where this nurse worked:	
Number of nursing practice hours for the last five years worked:	
Date when this nurse started employment:	
Date when this nurse ended his / her employment:	
Date when this nurse ended his / her employment:	
Employment category / type:	
Primary language used in this nurse's practice setting:	
Primary language of the patient population for which this nurse provided nursing services:	

B1: RN EDUCATION DOMAIN BREAKDOWN			
Philippines Registered Nurse			
CGFNS International received the following breakdown of nursing education domains from coursework taken at the above school:			
SUBJECT AREA	THEORY HOURS	SIMULATION/ LAB HOURS	CLINICAL HOURS (Direct Patient Care)
Nursing Care of the Adult - Medical			
Nursing Care of the Adult - Surgical			
Maternal/Infant Nursing			
Nursing Care of Children			
Psychiatric/Mental Health Nursing			
Gerontology/Geriatric Nursing			
Community Health			
Anatomy & Physiology			
Pathophysiology			
Pharmacology			
TOTALS			

PERFORMANCE ANALYSIS	
ETP AVERAGE	CURRICULAR PERFORMANCE DESCRIPTION
	Not Comparable

My NNAS Report for LPN was somewhat comparable, and for RN was not comparable. I applied for NNAS assessment in 2018, I graduated from one of the top Nursing Universities in the Philippines (Iloilo City) in 2009 with honors, had 4 years of Nursing experience in Iloilo city (2013 to 2018) in a Medical- Surgical Department, then went to Canada in 2018 as a student. I did not include my Canadian education when I applied for NNAS, I don't think it's qualified as it was only a post-grad certificate. I am not sure though. Maybe you can try if you have one. I have heard someone who graduated in 2005, just recently (2020) received a comparable analysis in his/ her RN assessments. I just don't have any idea about his/her nursing experience in the past 5 years.

03 The Nursing License Process

HOW I APPLIED FOR MY NURSING LICENSES

CLPNA

When I received my NNAS report, I immediately applied for registration with College of Licensed Practical Nurses of Alberta (CLPNA). I paid a fee, then they asked me to complete a lengthy self-assessment form, submit a criminal record check, complete a jurisprudence exam, medical management online modules, health assessment module, and documentation module.

These modules were easy and can be taken several times if you don't meet the required score.

After completing these, they will assess your application, then send you a referral to take the CPNRE exams. The exams are only valid for a limited time and you must take it as soon as you can as slots are also limited. I received a referral to take the exam a month after I applied for registration. While waiting to take and pass the exam, you are entitled to have a provisional/ temporary license for a fee. I took the exam in December and received the result in less than 4 weeks via e-mail. Once passed, I paid for my license and now legally allowed to work as an LPN in Alberta.

I was able to register with ANBLPN a few months after because I was aiming for New Brunswick's PNP program. Registering with the said province was simple. Just pay the fees, tell CLPNA to send the required forms to ANBLPN, you take the Jurisprudence exam again and once you meet the eligibility, you will be allowed to register with the said Association. Despite registering with ANBLPN, I still maintained my license with CLPNA. As long as you pay the registration fees, your license remains active. You can also have the option to have an inactive license for a lesser fee.



<https://unsplash.com/@leolaub>

BCCNP (NOW BCCNM)

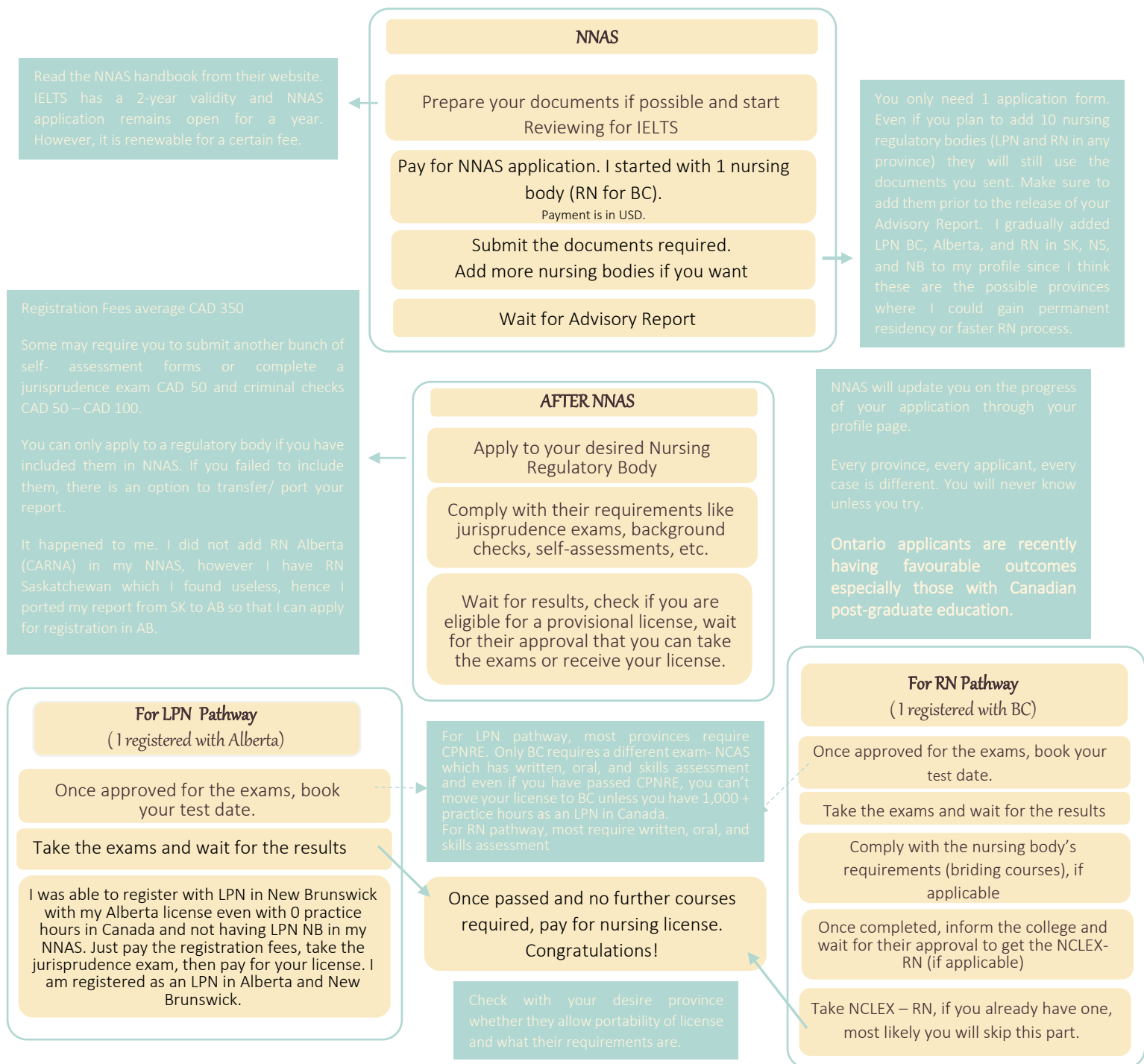
I simultaneously registered with CLPNA and BCCNP to cut my wait times. To be honest, CLPNA was more efficient in responding, possibly because BCCNP just amalgamated their LPN, RN, and NP colleges thus still adjusting to the recent changes. Registering for RN and LPN with BCCNP requires another set of fees for each, however, they did not ask me to do some modules. I can't recall doing jurisprudence exams too. They just sent me a referral to do my NCAS exams about a month after I registered with them. I took the NCAS exam the following year because it cost CAD 2000 for both RN and LPN skills / oral assessment and another CAD 500 for the computer-based exams each. That's a total of CAD 3000 for RN/LPN exams in BC!

Slots are also limited; therefore, you must move pronto!

03 The Nursing License Process

HOW I APPLIED FOR MY NURSING LICENSES

This is based on my experience when I process my registration in 2018. It would be best to read the NNAS handbook or e-mailing or calling them for inquiries and read the provincial nursing association for information.



03 The Nursing License Process

HOW I PREPARED AND STUDIED FOR THE EXAMS

I never knew any of these until I came here in Canada. I did not know how the NNAS process goes, how to get a license to practice, and how to complete the exams, and bridging programs. My husband and I just decided to come here after getting our family's blessings and God's "yes". We were so hopeful that the student stream can help us start a life together as a couple (we got married 3 months before submitting our Visa applications). We were so hopeful that I could be an RN in 2 years and my husband could continue his career as a Med Lab Technologist or a skilled worker (needed to be at least Skill type B) to augment our Express Entry points. By God's grace I got my LPN license in less than a year but was not able to practice as I was still completing my studies and it was in a different province.

If only I was in Alberta (or any province but BC), I might have begun my nursing practice since students are entitled to work 20 hours off campus. Also, by the time my license was released, the BC Health Care Aide Registry (Similar to Nursing Aides), changed their rules, which prevented me to gain equivalency from LPN Alberta (no practice hours yet) to BC Care Aide. Even though LPNs are more skilled than Care Aides, the regulatory body refused to accept applications like mine. This is a good example when I say Canada can just change their policies overnight. Part of my fall-back plan was to work as a health care aide since there are employers willing to hire under contract. Nevertheless, we were still blessed as my husband got a skilled job in a few weeks after we came to Canada and he has been in good standing with his employer ever since. His employer was also willing to help with his work permit, but God had better plans and offered us a Nomination in Alberta instead. In retrospect, I think it's not a necessity to come here as a student. However, if you can find a school that offers Post Grad Work Permit, then that will be perfect!

IELTS

Here are websites that I Find useful:

<https://ieltsmaterial.com/>

<https://ieltsliz.com/>

<https://ielts-simon.com/>

<https://magoosh.com/ielts/>

<https://magoosh.com/ielts/ielts-writing/ielts-writing-task-2/ielts-writing-task-2-complete-guide/>

I found Magoosh's paragraph structure extremely helpful as it guided me to construct a well-organized paragraph.

Personally, I find meeting the Band 7 criteria attainable once you have done a lot of drills. I have taken both Academic and General IELTS in Canada and have consistently scored 9 in listening, 8.5 in reading, 7 in writing, and 7.5-8 in speaking. Always practice like it is the actual test, using actual answer sheets which are found online. For listening, full concentration is a must. For reading, I always go to the questions first and then look for the answers. It saves a lot of time. For writing, your scholarly and highly intellectual answers will barely impact the outcome. The goal of the Writing test is for the writer to create complicated sentence structures that are cohesive and organized using academic vocabulary. I am more of a creative writer; hence academic writing is my weak spot. Nevertheless, I practiced everyday, followed a simple sentence structure found in Magoosh's website. For speaking, just talk with confidence. (LOL) I also keep my thoughts organized by answering (in my mind) questions like who, what, when, where; describing something in terms of color, shape, size; explaining ideas more in past, present, and future perspectives; or expounding further on situations in terms of their effect on the physical, emotional, spiritual, social, financial, and psychological aspects.

03 The Nursing License Process

HOW I PREPARED AND STUDIED FOR THE EXAMS

FOR CPNRE (Canadian Practical Nurse Registration Exam)

The CPNRE website: <https://www.cpnre.ca/> has all the necessary information.

They also have a predictor test or a mock exam for you to buy and practice.

Since I took the study stream, our curriculum involves daily quizzes which helped me develop my test-taking stamina. However, we were given NCLEX – like tests; the CPNRE has a different test structure.

What to focus:

Majority of the test questions focus on the foundations of nursing practice and practicing safe nursing. Your answers must imply that you are a SAFE NURSE- do no harm. We often worry about the advanced- nursing knowledge where in fact, all the exams for IENS are grounded on an entry-level nursing knowledge. I was never asked how to insert an IV, how to read ECGs, or the names of surgical instruments. Hence, this will give you fewer items to study.

Based on what I can remember from my CPNRE and NCAS (British Columbia exam for IENs), focus on the following:

1. Safe and Ethical nursing practice.
2. Hammer in your head the fundamentals: Infection control, therapeutic communication, common diseases, normal values, normal physical assessments on all ages (majority on adult), cultural sensitivity, SBAR method, substance abuse (opioids and alcohol), suicide, domestic abuse, professionalism, how to handle situations in the workplace based on your scope,
3. Know your scope AND standards of practice! You will be asked about what a prudent RN or LPN will do!
4. Practice taking long exams. There are a lot of items to read for a short period of time.
5. Practice a lot of select all that apply questions and case-based exams (1 case scenario: 3-5 questions)
6. Practice test taking strategies.
7. Study more on the application of the theories.
8. Know the structure of the test and its components

FREE RESOURCES THAT COULD HELP FOR YOUR REVIEW (Mostly from Canadian Resources)

For samples of Case-Scenario Based questions:

- <https://bit.ly/3jtYELC>

Try exploring the Quizlet website by using different keyword. Here is another quiz you can try here:

- <https://bit.ly/3ivGuaP>

YOUTUBE:

- OSMOSIS (for pathophysio)

Or search the College of Nursing of every provincial universities, like University of Alberta:

- <https://www.youtube.com/user/eLearningServices/featured>

DOCUMENTARY:

These documentaries will help you get acquainted with Vancouver's health care system. You can watch these even if you're planning to take your Nursing exams in other provinces as most probably it will be similar anywhere in Canada. These documentaries are free, just create a profile.

- <https://www.knowledge.ca/program/emergency-room-life-and-death-vgh>
- <https://www.knowledge.ca/program/paramedics>

While watching, be observant of how healthcare professionals handle difficult patients, what their communication styles are, how rampant drug abuse is, learn the jargons (track marks, cold turkey, slap a line, etc.),

OPEN EDUCATIONAL RESOURCES (CANADIAN):

A lot of these books are shared between provinces.

- <https://opentextbc.ca/clinicalskills/>
- <https://pressbooks.bccampus.ca/healthcasestudies/>
- <https://pressbooks.library.ryerson.ca/documentation/>
- <https://ecampusontario.pressbooks.pub/ipacp/>
- <https://wtcs.pressbooks.pub/pharmacology/>
- <https://bit.ly/34nWbMf>
- <https://bit.ly/3ncFHzc>
- <https://bit.ly/3cU8JyW>
- <https://bit.ly/2HL46eT>
- <https://bit.ly/2GBzMmk>

Look for prep courses of simulation lab tours in your provinces just like in Langara college in BC.

BOOKS:

- Fundamentals of Canadian Nursing

Reviewers:

- Mosby's Comprehensive Review for the Canadian PN Exam.
- CPNRE Reviewers
- Mosby's Comprehensive Review for the Canadian RN Exam.
- CRNE Reviewers

03 The Nursing License Process

HOW I PREPARED AND STUDIED FOR THE EXAMS

HERE ARE SOME LINKS FOUND ON 3 PROVINCIAL NURSING BODIES THAT ARE HELPFUL FOR YOUR EXAMS.

	ALBERTA	BC	ONTARIO
LPN COMPETENCIES	https://bit.ly/2GnKpJR https://bit.ly/2Gf5EOA	https://bit.ly/3l8HQKo https://bit.ly/3ndxzhT https://bit.ly/36rDF8t https://bit.ly/3cWn3GW	https://bit.ly/3l8LzaQ https://bit.ly/3jv9LE3 https://bit.ly/3jw434z
LPN LEGISLATIONS	https://bit.ly/33udwnw https://bit.ly/34khezr try to focus on the Standards and Code, and Practice and Policy sections.	https://bit.ly/36tA5un https://bit.ly/34geHWI	https://bit.ly/30NC9tR https://bit.ly/30w10BX
LPN LEARNING MODULES	https://bit.ly/2Sm1u9g Look for the Study with CLPNA button. CLPNA has a good module on Health Assessment, Documentation, Medication Management, and Infusion therapy.	https://bit.ly/3cTvZNu https://bit.ly/3jGjyHa	https://bit.ly/3d8nYo9 https://bit.ly/30w4yUK https://bit.ly/36wTevp
RN COMPETENCIES	https://bit.ly/36vml2s https://bit.ly/2EYtd8p https://bit.ly/2Gvs8Km	https://bit.ly/2SrsB2N https://bit.ly/3cV2BX4	https://bit.ly/34kGWni https://bit.ly/3jv9LE3 https://bit.ly/3jw434z
RN LEGISLATION	https://bit.ly/3cUEmls	https://bit.ly/30Nzxw3	https://bit.ly/30NC9tR https://bit.ly/30w10BX
RN LEARNING MODULES	https://bit.ly/3jveSUy try the case studies, knowledge check, and learning modules I also read the section where ongoing hearings and disciplinary proceedings are discussed to learn more.	https://bit.ly/33rdpZS https://bit.ly/2EZIQIV https://bit.ly/3jvaHs2 I found the case studies and all the links below it helpful when I did my oral exams.	https://bit.ly/3d8nYo9 https://bit.ly/30w4yUK https://bit.ly/36wTevp

I ALSO FOUND SOME HELPFUL FREE PUBLISHINGS HERE (Check validity, last update.) I think most provinces have OERs (Open Education Resources) you can check them out!

Ontario OER: <https://openlibrary.ecampusontario.ca/>
Alberta OER: <https://openeducationalberta.ca/>
BC OER: <https://open.bccampus.ca/>
Manitoba: <https://openedmb.ca/>

NCAS

Aside from fortifying your basic knowledge in Nursing, it would be best to read the scope of practice, standards of practice, nursing legislations, and learning resources found in each of the province's regulatory bodies. To be honest, I was able to learn about my scope as an LPN and an RN, how to collaborate and delegate, what our roles are in suicide, abuse, abortions, addictions, (MAID) medical assistance in dying, and cannabis. These are not highly regarded in The Philippines and are given substantial emphasis here in Canada. Try to learn what Naloxone kits are, how to respond if you are, like me, a Christian, if asked to assist in MAID or abortions.

04 MONEY TALK

EXPENSES AND INCOME

Now that you have some ideas on how much the entire process of procuring your Canadian Nursing License would cost, I will be sharing here our expenses and income to help you decide if coming here as a student is worth it.

We came here in 2018. Life here was not too bad as we have expected because I was with my husband. Our plan of coming here as a couple and work as a team played well. We asked God to guide us and grant my husband skilled job, although I was expecting that we both work dirty jobs and with minimum wages. Praise God! He got a job as a Production Lab Tech. I on the other hand got a job as a Home Support Worker to a rich elderly Christian couple, and a widow in a nursing home.

To be honest, I can not imagine life without my spouse, but most of my classmates came here alone, and they survived. It really shows that God truly provides all we need to accomplish His will in us.

Not everything came out as planned though. My husband and I encountered speedbumps like sudden changes in rules which all were not to our favor. Our plan A (CEC stream), plan B (PGWP Stream), plan C (Employer- specific work permit as a Nurse), and plan D (AIPP Stream); did not come to fruition. Instead, God surprised us with a nomination. God had better plans! I think He blessed our main goal – stay together as a couple because it is His design. We did not consider pathways that could ruin our marriage, it is not what God wants. With that, He rewarded us with 600 points. I hope to hear your testimonies of God's miracles in your life.

Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God.

Philippians 4:6

04

Money Talks Money Matters

MY FINANCIAL REPORT

STUDY STREAM		
TUITION FEES	CAD 20,000.00	PHP 740,000.00
STUDY PERMIT FEES	CAD 150.00	PHP 5,550.00
SPOUSE OPEN WORK	CAD 155.00	PHP 5,735.00
MEDICAL		PHP 10,000.00
BIOMETRICS	CAD 85.00	PHP 3,145.00
AIRFARE PH TO CANADA	CAD 1,000.00	PHP 37,000.00
CONSULTANT FEES		PHP 100,000.00
TOTAL	CAD 21,390.00	PHP 901,430.00

EXCHANGE RATE: 1.00 CAD = 37.00 PHP
To give enough wiggle room

For Students: you may need to submit immunization records here in Canada. I paid less than CAD 100 to have my titers checked. I did not pay for my immunizations (MMR). Also, don't forget to mention that you are a student every time you pay for something. Student's get discounts sometimes.

TOURIST ROUTE		
VISA FEES	CAD 100.00	PHP 3,700.00
AIRLINE TICKETS	CAD 2,000.00	PHP 74,000.00
LODGING, MEALS, TRANSPORT (1 MONTH IN AIRBNB)	CAD 2,000.00	PHP 74,000.00
TOTAL	CAD 4,100.00	PHP 151,700.00

I included the possible expenses if you prefer to process your Nursing license while in the Philippines. If you think of it, you only need to come to Canada once for the exams. However, check the requirements of your Province's regulatory body before choosing this. I saw in Ontario's website that you must be a PR or work permit holder. Some schools for bridging program might require you to be physically present. Nevertheless, I think it's still doable.

Here is roughly what you could expect when you choose to study in Canada. I took a 2-year Post- Graduate Certificate program in Vancouver which is composed of 1 year classroom theory and 720 hours of co-op/ practicum wherein you can work full-time for an employer approved by your school.

My **tuition** was only about CAD 17,000 because I was given a scholarship due to my good IELTS score.

We also bought **tickets** in Feb, just in time for Philippines Airline's anniversary sale. Our one-way tickets only cost about PhP 80,000 for 2, with luggages and from Iloilo City.

Our **Consultant** fees were good for me and my husband. We got a good deal actually and they also assisted us until we applied for PR.

The Proof of Funds are **not yet included here**. Check this IRCC page for reference on how much money you need for the study permit.

<https://bit.ly/2F3NgHi>

Please check the IRCC website for updated fees and proof of funds.

EXPRESS ENTRY PATHWAY OR PNP / PERSON		
EDUCATION CREDENTIAL ASSESSMENT	CAD 250.00	PHP 9,250.00
IELTS	CAD 300.00	PHP 11,100.00
PR APPLICATION FEES	CAD 1,300.00	PHP 48,100.00
PNP APPLICATION FEES	CAD 500.00	PHP 18,500.00
MEDICAL	CAD 200.00	PHP 7,400.00
BIOMETRICS	CAD 85.00	PHP 3,145.00
AIRFARE	CAD 1,000.00	PHP 37,000.00
CONSULTANT FEES		PHP 0.00
PROOF OF FUNDS	CAD 16,000.00	PHP 592,000.00
TOTAL	CAD 19,635.00	PHP 726,495.00

04 Money Talks Money Matters

EXPENSES TO PROCESS MY CANADIAN NURSING LICENSE

NURSING PROCESSING			
NNAS APPLICATION (1 main application) There will be an additional USD 250 if with LPN, and another USD 55 for additional province plus taxes. Your profile is good for 1 year. You can add your LPN in the succeeding months, but must be before they release your NNAS Advisory Report.	USD 650.00	PHP 32,500.00	YEAR 1 TO YEAR 2
COURIER FEES OF DOCS	CAD 200.00	PHP 7,400.00	
IELTS	CAD 300.00	PHP 11,100.00	
1 NURSING BODY REGISTRATION FEES	CAD 450.00	PHP 16,650.00	
EXAM FEES (CPNRE FOR LPN)	CAD 110.00	PHP 4,070.00	YEAR 2 TO YEAR 3
EXAM FEES (OSCE, ARNAP, NCAS, ETC)	CAD 3,000.00	PHP 74,000.00	
RN or LPN LICENSE	CAD 400.00	PHP 14,800.00	
BRIDING COURSES (usually for RN)	CAD 8,000.00	PHP 370,000.00	YEAR 3 TO YEAR 4
NCLEX RN	CAD 360.00	PHP 13,320.00	
ENGLISH TRANSLATION OF DOCS	These are expenses that might need to be considered as well. Criminal Record checks can be done for only CAD 35.00, but it depends on the nursing body.		
CRIMINAL RECORD			
TOTAL IF YOU WANT TO STOP AT LPN (CPNRE)	CAD 2,370.00	PHP 86,520.00	
TOTAL with RN BRIDGING AND NCLEX	CAD 13,730.00	PHP 508,010.00	

EXCHANGE RATES ARE QUITE EXAGGERATED TO GIVE ENOUGH WIGGLE ROOM.

1 CAD = 37.00 PHP

1 USD = 1.40 CAD

1 USD = PHP 50.00

This table is just a rough estimation on what to expect for the fees.

I added the possible timeframes of completion for each step so you could assess if you can manage paying for the fees while working part time for the 1st year of your study program, and full- time on the succeeding years, granting that you will get your LPN license in 12- 18 months of being in Canada.

If you want, you can pause for a while when you get your LPN license then slowly work your way towards your RN license. This is a good plan as you get to clinical hours, gain experience, and save up for the bridging program fees.

The fees for license registration, actual license, exam, and bridging courses are not similar with other provinces. However, I did pay around CAD 350 for CLPNA registration, CAD 350 for the actual license, CAD 110 for CPNRE, CAD 450 for BCCNP (LPN), CAD 450 (for BCCNP (RN) and CAD 3,000 for NCAS. For my RN bridging courses, another CAD 10,000.

I did not pay for the English translation of my school documents, PRC, and employment records as they were all in English. I had some classmates who translated their school's curriculum from China and Korea by themselves. They then had it verified by their consulate and was recognized by NNAS as they claimed.

04 Money Talks Money Matters

WILL MY INCOME WHILE STUDYING BE ENOUGH?

MONTHLY EXPENSES IN BC (Greater Vancouver)

FAMILY of 2 (husband is a voracious eater)	OUR MONTHLY EXPENSES AS A COUPLE (CAD)	NOTES	TIPS AND LINKS	My Classmates' average expenses
RENT (1 br, studio, basement, South Vancouver)	850	<p>We got a 1 bedroom basement unit, newly renovated and in Vancouver. Less than 30 minute commute to downtown Vancouver and very quiet middle-class neighborhood. Average 1-bedroom basement in Vancouver is about CAD 1000- 1200, internet, utilities included. Units already come with stove and fridge. Some may not have laundry; laundromats are affordable say CAD 2/ load for both wash and dry. You can find CAD 300 - 400/ month bed space, but most likely shared bathroom. If you are not finicky about other people's nuances and idiosyncrasies, then you can settle with this for a start.</p> <p>Price also depends on the location. Try Craigslist, Rentfaster, and Kijiji, to find out the usual price. I have included the links in this manual</p> <p>I have 3 classmates who spend 400/ month each in a basement studio live about an hour away from our school, that's 1 train ride and 1 bus ride. To be exact, they live in Burnaby. It's a different city and next to Vancouver.</p> <p>Average rent among my classmates are between 400 - 600 (utilities included)</p>	<p>Craigslist: https://www.craigslist.org/about/sites#CA</p> <p>Kijiji: https://www.kijiji.ca/</p> <p>Rentfaster: https://www.rentfaster.ca/</p> <p>AirBnB: https://www.airbnb.ca/</p>	400
GROCERIES (food, toiletries, cleaning stuff)	350	<p>We were comfortable at this amount.</p> <p>This does not include our dine-outs too. If we eat at restaurants, we keep our bill to CAD 40- 60 with tip and say about once or twice a month.</p> <p>The affordable grocers are Wal mart, superstore, TnT (Asian), and for general needs, Dollarama. Some stores may be cheaper too as they frequently offer good deals.</p>	<p>Try asking about discount month, like some groceries hold 15% discounts every 1st Tuesdays, or get discount cards offered for free, or points cards.</p> <p>If you live with other friends, try to buy in bulk, or make a meal plan. Since your electricity is most likely included in your rent, COOK! Cook you food and don't just buy take-outs!</p>	250
BUS FARE	240	<p>This is already for the entire month with unlimited rides on both train and bus. If you want to buy a car, better buy the 2nd hand to prevent any overwhelming bills. CAD 6,000 is a fair amount to begin with when buying a car. Driving schools cost about CAD 50 per hour and a half. I paid CAD 250 for 5 sessions plus 1 warm up session before road test. There is a written exam that costs less than CAD 50. If you have been driving in the Philippines, you may need to surrender your PH driver's license. Taking the bus is more practical for me, just rent a car if you want to go on a road trip. With an AirMiles card, you can get offers with Budget Car Rental as low as \$50/ day with insurance. If you own a car, you need to maintain it, pay gas, pay insurance, parking fees, and you can't drive if you have alcohol in your body.</p>	<p>Commuting around Vancouver and major cities in Canada is easy and reasonably priced. Try to look for ways you can cut your expenses by exploring the table of fees. Like in Vancouver, I only got the 1 zone fare CAD 98.00 (there are 3 zones, zone 3 covers the widest distance) as my school, work, and home are covered in zone 1. My 2nd client, is however in Zone 2 (CAD 130), fortunately, I work there after school 4:00 - 6:00 PM, I. So, I only buy Zone 1, pay a few dollars (less than CAD 10/ month) for crossing zone 2. Then I wait when 6:30 hits which makes all routes zone 1 - zone 3, flat rate zone 1 fare, hence, no need for me to pay the additional amount for crossing zone 2 to zone 1.</p>	100
PHONE	20	<p>This is CAD 10/month for each of us. The usual phone plans could be at CAD 50/ month plus tax. Check with Rogers, Bell, Telus, Virgin, Fido, or other providers. We started with a CAD 10 plan! It was with Fido (service provider) and only had about 50 minutes of phone calls, 50 sms (in and out), no mobile data. We survived with that plan for a year. There is internet almost anywhere, just hang out outside Starbucks or Mcdonald's, or your school provides fast internet. Also, if I don't know the address, I screenshot my route via Googlemaps, just in case there is no internet. You can also ask anyone, Canadians are helpful!</p>	<p>Again, look for student discounts or wait for any sale like Black Friday, Labor Day, Victoria Day, Boxing Day, etc, just watch out for any holiday sales and end-of season sales.</p>	75
HEALTH INSURANCE	75	<p>paid for 1 year and when I went for my co-op, my employer shouldered my health insurance. My husband also has extended health insurance with Blue Cross from his employer which has a generous and extensive coverage on eye exams, glasses, dental, orthotics, chiro, massage, physio, and more. Praise God for His blessings, but the best blessing was keeping us healthy and alive!</p>	<p>I think BC, like Alberta, has free medical service plan for residents including international students</p>	75
INTERNET	included in rent	the school has free internet, pretty much almost everywhere in metro areas, that's why we decided to get the cheapest phone bill CAD 10/ month each.		0
HEAT, ELECTRICITY, ETC.	included in rent			0
TAXES	5% GST and 7% PST	Sales taxes vary per province. Most often, the price on tags are not the actual cost as taxes have not yet been applied.	PST and GST can go as high as 15% like in New Brunswick. Alberta, where I am now, has GST of 5%, no PST.	
TITHES, OTHERS		Nursing registration, exams, IELTS, lakwatsa, winter outfit, emergency funds, and savings.	if you want to buy clothes, wait for the sale, or shop at thrift stores. If you are as tiny as me, you can buy from the kid's section where taxes are lower.	
TOTAL	1535			900

04 Money Talks Money Matters

WILL MY INCOME WHILE STUDYING BE ENOUGH?

Range of our salary			Total net monthly income (single)	Total combined net income if with spouse in a skilled job	
	MINE	HUSBAND			
YEAR 1	15- 20 / hour as home support worker, 2 Clients, (1 agency), 20 hours a week only based on study permit, Skill type C	19- 24 / hour as a chemical technician, 40 hours a week Skill type B	1000- 1400	3000- 4000	<p>Taking extra jobs could hurt you when you file your income taxes, it happened to us 2x. Declare every income you make, God has a way of running after liars.</p> <p>You may not be able to get full 20 hours of work every week. A lot of my classmates struggled getting 20 hours of work with 1 employer.</p> <p>Work on Holidays and students are allowed full 40 hours a week on winter breaks.</p>
REMEMBER: You are just starting, do not expect your life to skyrocket right off the bat.					
YEAR 2	16- 21/ hour as Health Care Aide, night shift, 40 hours a week Skill type C	20- 25 / hour as a chemical technician, 40 hours a week	2000- 2500	4000- 5000	<p>Most employers will offer salary increase every year. If you can see, one's salary will increase as you work hard for it. Also, it is best to come with your spouse as you both could work and help each other. This is God's design for married couples anyway- Helpmeet.</p>
YEAR 3	25- 30/ Hour as LPN Skill type B	21- 26 / hour as a chemical technician, 40 hours a week	3,200 - 3700	5000- 7000	

You can check this website to assess how much you can earn by working full time. This website already includes the usual deductions in a paycheck. Please note that it does not have the option to change the number of hours you have worked.

<https://neuvo.ca/tax-calculator/>

Tip on this online calculator: if you are expecting to earn CAD 15/ hour as a student, 20 hours a week; put CAD 7.5 on the Gross Income section and select Hour under the Per dropdown menu. Make sure to select the Province you are planning to live in. So, if you are expecting to earn CAD 15/ hour, you can earn about CAD 1,000 / month. You can then assess if that is enough to support your monthly expenses. If not, try to think of means to support yourself while studying.

Browsing Tips

TIPS ON CRAIGSLIST

- Click housing
- On the Filters section (Left side)
- Km from postal code box
- Enter postal code
- Enter the distance you want.
- Hit "update search button"
- You can put max price range to trim down your search
- Toggle these filters to assess the price range of rentals in the area.
- Then search in google maps the address, then try searching how long will the travel time be if you take the public transit
- It's best to select the newly posted ones.

TIPS ON Kijiji

- Topmost section enter the location you want or postal code and it will automatically ask for the distance you prefer
- Select REAL ESTATE for Categories
- Select if you want to rent or buy.
- Select if you want a room, long term rental or short term etc.
- Make sure that you research the homeowners as well. Google their names or search their names on the Kijiji site or Craigslist site or check their reviews and previous posts.

When you are starting, you may need to buy your own bed sheets. Amazon and Ikea offer affordable options. If you are a student, Amazon Prime Membership is cheaper, that is only if you are a frequent shopper.

05 TIMELINE TIMEFRAME

TIMELINE

Like one of my life verses say, "He makes all things beautiful in His time", Ecclesiastes 3:11, each of us have set timelines as dictated by God. It is His decision that takes precedence over our schedules. We can make schedules and plan, but God has the final say. Despite that, we still need to plan, and do our best because this part of our character building. Lay your plans before the Lord, present it, and pray for it.

My timeframe may be different from my classmates or from yours. I may have applied for PR 10 months ago and still pending approval, but one classmate already got her PR despite applying 7 months after me. I don't know why, but it is what it is. Never think that, you are a loser because your classmates are way ahead of you. Just do your best, and move forward. God will let things fall into place.

05

Time Lines Time Frames

HOW FAST AND FURIOUS CAN YOU GO?

MY NURSING LICENSE ROADMAP

March 2018
through
August 2018

Started NNAS in March, submitted all requirements by July, Received my NNAS Report by August 2018.

August 2018
through
September
2018

Registered for RN and LPN with BCCNP, LPN with CLPNA. BCCNP referred me to take NCAS; CLPNA referred me to take CPNRE

December
2018

Received by LPN license from CLPNA

MAY 2019
THROUGH
JULY 2018

Took my NCAS Dual Assessment (RN and LPN), Slots were limited.

OCTOBER
2019
THROUGH
DECEMBER
2019

Received my NCAS RN and LPN Results in October and November. Regulatory body sent an email stating their verdict a month after the NCAS results. LPN result asked me to do some courses and clinicals (unpaid), RN results referred me to take online courses. Both had wait lists. SO, I opted for the RN courses instead.

MY STUDENT AND PR ROADMAP

March 2018

Started schooling in Vancouver

March 2019
through
December
2019

Started co-op, paid full-time job as Health Care Aide to complete 720 hours

July 2019

Express Entry Profile created

August 2019

Received Invitation to Apply for Alberta Nominee Program. Sent application in a week.

October 2019

Received Nomination Certificate and got invited for PR the following Wednesday.

December
2019

Submitted PR application. Did upfront medical exam with spouse. Biometrics request sent a month after. No update since then maybe due to covid. On 10th month of waiting for PR.

06 OTHER NICE- TO-KNOW INFO

HELPFUL INFORMATION

Here are a few more pieces of information that may be useful. If you are interested, I also created a workbook that could help you make decisions and aid you as you plan your way towards your Canadian Nursing License.

06

Nice-to-know Info

TOURIST VS STUDENT

You can have an express entry profile at anypoint in time as long as you meet the eligibility requirements. Being in the pool increases your chances of being invited by provinces for provincial nominee.	Sample Hypothetical timeframe		TOURIST	STUDENT
start NNAS (even with 1 nursing body for now. as long as you have not completed submitting all your documents, you can still add provinces to your application. This will not be hard on the pocket yet wise to do so)	Jan-19	Dec 20219	study for exams	begin looking for schools as public schools may need a longer wait period. Also, you can use your IELTS result when applying to schools. When looking for a school, try the checklist I made. Decide on a school , decide on a start date, begin processing your study permit. You could estimate your start of school date after receiveng your advisory report
apply to NURSING body (online)	Dec-19	Jan-20		
Take their required exams for LPN, just submit an application to the Province's regulatory body and comply with their requiremetns. They will send a referral for the CPNRE exam after reviewing your file. For RN, apply to the nursing body, application gets revuewed, referreal to take exam will be sent	Feb-20	Apr-20	Prepare for Canada	Begin schooling in Canada, prepare to book for exams. check for timeframe on when you can book the latest test date. IN my experience, I was given 1 year to complete my NCAS. I can't remember if CPRE has a deadline. By the time you have completed year 1 of your course, you could begin practicing as an LPN.
once referral is received, book your exam	May-20	May-21	Go to Canada	
wait for the results	May-21	Aug-21	Go back to The Philippines	CPNRE results take about a month, NCAS for BC took about 2- 3 months
If results ask you to do bridging program apply to the school offering such program	Aug-21	Aug-23	The quickest one I know is around 3 months before getting a slot and may cost \$8,000. BC offers online courses which can be done in a year. However, Thompson Rivers, 1 of the 2 schools in BC that offer bridging courses, require an applicant to have 1600 hours of LPN or HCA experience in Canada. ALSO, there are clincial practicums that require you to be in Canada . Read the course curriculum carefully so you can plan your travel if you coming here as a tourist. If you are already here, double check the requisites for every school (online, in-class, part-time, full-time) to avoid jeopardizing your work	
Once you get your license			submit a resume or look for employers to sponsor you. It could take a while because you are not in Canada, and it's difficult to find an employer willing to sponsor a foreign worker.	begin looking for a job. It would be wonderful if you have your PGWP already.

I created this to help you see the pros and cons if you want to complete the process as a tourist.

You will also notice that time is not much of a difference, however being a tourist may cause some disadvantages if the Regulatory body requires you to be a resident, or if the school offering bridging courses may require your citizenship, residency, or clinical practice hours in Canada.

06

Other Helpful Information

TOURIST VS STUDENT

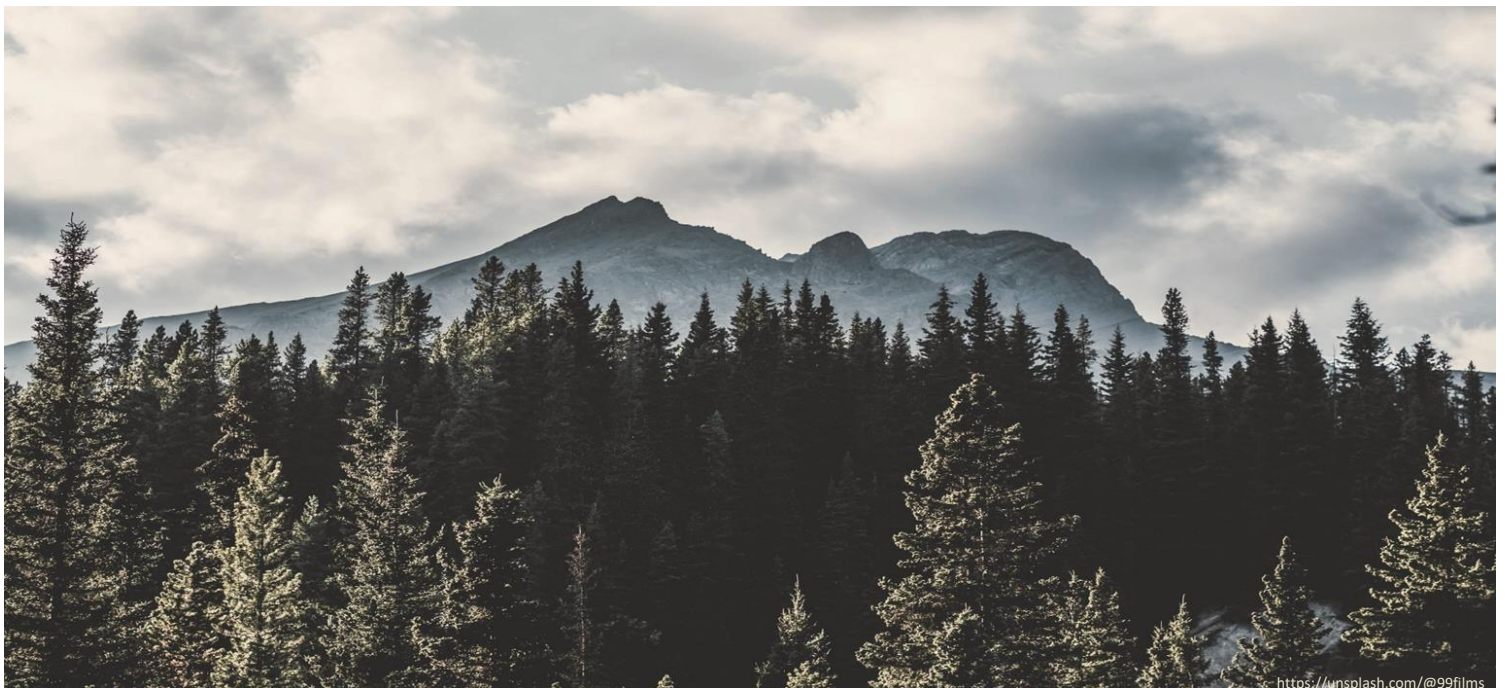
TOURIST	STUDENT
<p>Pros of the non-student stream: fewer costs You could find ways of acquiring your nursing license while not in Canada. Once you have a license, get an employer willing to sponsor your work permit, or simply update your Express Entry Profile and wait for an invitation or nomination for PR. When you receive your valid job offer, you update your express entry profile immediately as having a skilled occupation with job offer gives higher points. In addition, if your English proficiency exam is excellent, and you are still under 31, your chances of being invited for PR is high.</p> <p>Cons: you are not earning dollars and building a life in Canada. You need a large amount of money to come up with the exam fees, registration fees, and bridging program fees. Earning PESOS will take forever. Unless you have another source of funds other than your salary as a nurse. That is why people like me opted for the student stream so I can pay for all the fees immediately through working as a Health Care Aide and Support worker while acquiring my license. Also, being here helps you get acquainted with the Canadian culture and equips you with the confidence when taking the exams.</p>	<p>Pros: A lot of fees to pay for nursing registration and it's tough to keep up with it if you are earning pesos. Hence, working while studying in Canada makes up for the expenses.</p> <p>Pros: Increases points after studies and higher points if IELTS is CLB 9 up. Increases points for Job experience in skilled occupations if with PGWP, if no PGWP, look for an employer willing to help you with work permit. Once you are able to work legally in Canada, work towards you PR by updating your Express Entry or PNP applications.</p> <p>NOTE: if you have your spouse with you, skilled jobs is needed from you to enable your spouse to be eligible for an open work permit. Read more on the Work Permit eligibility in IRCC's website.</p> <p>Cons: plainly expensive to study. Risky if you don't have a PGWP. Processing your Nursing license can be done even not in Canada. However, extra efforts must be done to keep yourself abreast with the Canadian Health Care system to prepare you for the Canadian Nursing Exams.</p>
<p>Cons: Some nursing regulatory bodies will require you Canadian work experience or some schools that offer bridging programs (after ARNAP, IENCAP, NCAS, RNPDC etc) MAY require certain number of hours as a Canadian Health Care Aide or LPN. Like in Thompson Rivers University in BC, or some provinces may require you to be a Citizen or Permanent Resident like in Ontario. However, it would be good to try and apply as there could be room for considerations.</p>	<p>Some people take this stream hoping that they get good results from NNAS and the Nursing Exams, thereby acquiring their RN license sooner than the rest. Others, like me, want to get a first-hand info on all things and experience the real deal. It all boils down to the idea that you will never know unless you try.</p>
<p>Do your research too. Try to make up for what you could have learned if you were a student in Canada so will not feel behind in terms of Nursing knowledge.</p> <p>Don't compare yourselves with others. Seeing friends who are studying in Canada does not really give them a huge leverage. Taking that you both have the similar exam results, you will most likely get the same timeline, yet one of you got to bulk up their savings account.</p>	<p>TIPS: look for schools with programs that are PRO IEN.</p> <p>IF YOUR PROGRAM HAS CO-OP PROGRAM: Ask if the school assists in looking for employers. Not all employers allow students to work for them. Another drawback if you don't have a PGWP. PGWP is an open work permit which allows you to work anywhere, any jobs, any hours!</p>

06

Other Helpful Information

TIPS

- The Official Canadian Government Website:
 - <https://www.canada.ca/home.html>
 - <https://www.cic.gc.ca/>
- Be careful when you read tips from websites other than from the Canadian government.
- If you can't find what you're looking for using the search toolbar on Canada's website, go to google, search keywords then choose the website with cic.gc.ca address or canada.ca address among the list of results.
- Some forums are reliable too make sure you compare at least 3 to 5 forums or non-government websites before jumping into conclusions.
- If you want to give payment, make sure it's safe and secure. The government of Canada does not ask for payment when you ask questions. Payments are only made through their official government website.
- Be mindful of your currency of practice in Nursing. Some regulatory bodies require registrants to have at practiced their profession in the last 4 or 5 years or some require at least 1500 hours of Canadian practice.
- Be wary of requirements like English Proficiency, Currency of practice, practice hours in Canada, and Immigration status before registering with a Nursing Body.



<https://unsplash.com/@99films>



I hope that this handbook can help you in your journey towards acquiring a Canadian Nursing license and becoming a Permanent Resident.

Please Feel Free to *message me* if you have questions. I will do my best to respond and be helpful.

If you felt blessed with this joyfully curated handbook and are moved to share a *pourboire*, I would gladly welcome any amount that your heart offers. This will help me, and my husband get by as we await our work permits and permanent residency approval.

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The Hyssop Blog is one of my ministries for Christ.
The Writing Lass on Instagram is also my ministry back in The Philippines

***May God prepare your heart for
what He has in store for you!***