



Discover The Perfect Place To Call Home

You will find that British Columbia (BC), Canada is the perfect place to advance your nursing career AND live the life you have always wanted. Choose from a variety of positions in both rural communities and urban areas, where you can make a real impact on patient care. Rewarding career opportunities are available throughout the Province, and no matter where you choose to live, you will feel in awe of the power and beauty of nature. The pursuit of a balanced lifestyle is taken seriously in BC - the spectacular scenery, endless recreational activities, rewarding career opportunities and safe, caring communities create an inspiring backdrop for everything you do.

Don't you owe it to yourself to consider BC?



The Quality of Living

Offering free public healthcare and education to all its citizens and permanent residents, BC has an extremely high quality of living and one of the strongest economies in the world. British Columbia's communities are also culturally friendly and safe spaces to build a life, grow a family and further a career. In fact, Canada is one of the safest, most comfortable countries on earth and ranked #1 in the world for the best quality of life according to the ranking system produced by the US News and World Report.



The Adventure

If you love the outdoors, you will find unlimited options in BC! British Columbians enjoy a variety of recreational activities throughout the year. During warm BC summers, you can enjoy the beaches, lakes, and the ample variety of provincial parks. In the winter, skiing, snowboarding, ice climbing and snowshoeing are just some of the activities that can be enjoyed on the mountains or trails throughout the Province. With award-winning ski resorts, golf courses, and excellent athletic facilities and programs, there is always something to do and new places to explore.



The People

British Columbia is the most ethnically and culturally diverse province in Canada. It is a place for people who love nature, appreciate cultural diversity, and value social stability. The vibrant multicultural atmosphere and excellent quality of life have made BC a major destination for newcomers. With nearly 30% of its population born outside of Canada and more than 40,000 immigrants from around the world arriving every year, you only need to look to our diverse neighbourhoods and communities to see that all beliefs, religions and cultural traditions are welcome in BC.



The Climate

British Columbia has one of the mildest climates in Canada and experiences four distinct seasons. Temperature, average precipitation and hours of sunshine can vary over short distances, but it is generally cooler in the north, warmer in the south and milder on the coast. With temperate rainforests along the coastline, BC sees a considerable amount of rain, which allows for a unique and diverse forest ecosystem. In BC's Interior and Northern regions, wider variations in climate are more common, with more snowfall in the winters and gorgeous warm summers.

Advance Your Nursing Career in British Columbia

Interested in matching your lifestyle with exciting career opportunities? We are here to help!

Health Match BC is a *free health professional recruitment service* that is part of **BCHealthCareers.ca**.

Supported by the Government of British Columbia, we have been a trusted resource for nurses, allied health professionals and physicians for over 25 years, offering a range of free services to individuals seeking to advance their healthcare careers in the province.

From navigating the intricacies of the licensing process, job search, immigration, and relocation to accessing financial assistance, Health Match BC is here to break down barriers and streamline your journey. Whether you're a Registered Nurse, Registered Psychiatric Nurse, Licensed Practical Nurse, or Nurse Practitioner, we can connect you with exciting job opportunities with BC's public funded health employers, supporting you in making a seamless transition to your new job and life in British Columbia.

Register online at BCHealthCareers.ca so that our team can:

- Guide you through the professional licensing and registration processes
- Connect you with financial supports (if eligible) to help cover the costs of the licensing process
- Match your skills and interests to job vacancies in regions of your choice
- Provide you with information about communities of interest
- Connect you with prospective employers and/or regional health employers
- Provide information and guidance on the immigration process
- Provide personal and professional support from the initial stages of expressing interest to receiving and offer of employment, and beyond.

Helping More Nurses Practice in BC, Faster

In April 2022, the Province of BC announced several exciting new initiatives to make it easier for Internationally Educated Nurses (IENs) to work in the Province's healthcare system.

These initiatives include:

- Bursaries (up to \$16,000) to offset the costs of the credentialing and licensing process
- Fee waivers to reduce some up-front out-of-pocket costs
- Introducing more options for completing a credential evaluation
- Updating English-language testing benchmarks
- Streamlining the assessment process

It's never been easier to come work as a nurse in BC!



IEN Supports & HMBC

Navigation Support

Health Match BC provides navigation services for Internationally Educated Nurses (IENs). Our Navigators work one-to-one with IENs to support them through the steps necessary for obtaining registration with the BC College of Nurses and Midwives (BCCNM). As you work through your registration with BCCNM, Navigators are available to answer your questions, provide up-to-date information and guidance, connect you to services, and provide encouragement and support as you meet the requirements.





Financial Support

Through Health Match BC, the Province will assist Internationally Educated Nurses (IENs) pursuing RN registration with the BC College of Nurses and Midwives with financial support through a combination of bursaries and upfront payments to offset the costs of an IEN's international credential assessment, English language testing, skill evaluation, and educational upgrading. Financial support for IENs ranges from \$400 to approximately \$16,000, depending on the assessments and/or upgrading required.

Employment Support

Once ready for your job search, the Health Match BC recruitment services team will provide job search support and help you connect with public health employers and nursing opportunities across the Province. Our employment supports will provide you with the information you need to identify the right community and job opportunity to begin your career in BC, as well as the resources to network, apply and successfully find employment opportunities.





Immigration Support

Once you have obtained employment, the Health Match BC team will support you as you navigate your application with BC PNP and obtain permanent resident status in Canada. Nurses can connect with a member of our team to obtain information and advice on the process.

Working in BC's Public Sector

BC has a variety of nursing positions available across the Province, including acute care, long-term care, community, leadership, and mental health. With fulfilling career opportunities in strong supportive communities and BC's collaborative and innovative healthcare culture, you can sustain a rewarding, successful and dynamic career. Nurses in BC can contribute to BC while providing universal healthcare to individuals from all backgrounds and socioeconomic statuses.

Nurses in BC's public sector can also enjoy a comprehensive benefits package that includes competitive wages and benefits such as extended health care coverage (including prescriptions), dental coverage, sick leave, vacation leave, and a pension. With a strong nurses' union, BC nurses can also rest assured that their rights as nurses and employees are well protected and that they are supported in the work that they do.

Licensing & Credentialing -

Registered Nurses, Registered Psychiatric Nurses & Licensed Practical Nurses

Internationally Educated Nurses (RNs and RPNs)

All nurses educated outside of Canada are considered to be Internationally Educated Nurses (IENs). To work as a Registered Nurse (RN), Registered Psychiatric Nurse (RPN), or Licensed Practical Nurse (LPN) in British Columbia, you must be registered with the British Columbia College of Nurses and Midwives (BCCNM). All nurses pursuing registration in British Columbia are also required to have written and passed a national licensing examination (NCLEX-RN for RNs; RPNCE for RPNs; ReX-PN for LPNs).

Health Match BC is available to help you navigate the credentialing and registration path, and to help you access financial support (if eligible) to help offset the costs.

Overview of Application Process for IEN Applicants:

Credential Assessment

If you were educated as a nurse outside of Canada, you must apply to one of the five approved assessment agencies for a credential assessment. The credential assessment process evaluates your international nursing education in comparison to current Canadian nursing education requirements.

English Language Proficiency

You will be required to demonstrate English language proficiency, and you may be asked to submit the results of an acceptable English Language Proficiency (ELP) test.

Inspire Global Assessments Application

Once you have completed your credential assessment, you will need to submit an application to the Inspire Global Assessments (formerly Nursing Community Assessment Service (NCAS)). After reviewing your application, Inspire will advise you on your next steps. This may include completing a **competency assessment** and/or transitional education.

If required, the Inspire competency assessment evaluates your nursing skills against the competencies that nurses are required to possess for safe nursing practice in Canada. The assessment includes a computer-based test (which can be completed from various locations globally) and a simulation lab assessment (which must be completed in Vancouver, British Columbia).

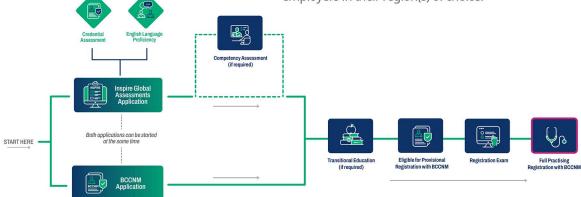
Registered Nurses (RNs) can be assessed and receive a report for up to three healthcare professions at the same time: Registered Nurse (RN), Licensed Practical Nurse (LPN) and Health Care Assistant (HCA). Licensed Practical Nurses (LPNs) complete a single-track option, which includes both the computer-based test and the simulation lab assessment (in Vancouver, British Columbia). Registered Psychiatric Nurses (RPNs) also complete a single-track option that assesses them solely as RPNs.

BCCNM Application

While you complete the above requirements, you will also need to start an application with the provincial nursing regulator, BCCNM. They will request further documentation from you to understand your nursing background and experience. BCCNM will receive a report from Inspire Global Assessments (formerly Nursing Community Assessment Service (NCAS)), which they will review along with your other application documents to identify any competency gaps. If gaps exist, you may be required to complete transitional education (e.g., one or more individual courses, a re-entry to practice program, or a BC Bachelor of Nursing program) before you can write the NCLEX-RN, RPNCE or REX-PN and register with BCCNM.

Provisional or Practicing (Full) Registration

Once you have completed the BCCNM registration requirements, including any required transitional education, and passed the NCLEX-RN, RPNCE, or REx-PN, you will then be eligible for practising registration. You may be eligible for provisional registration while you are completing your registration requirements. After BCCNM advises applicants that they are eligible for full or provisional licensure, Health Match BC can assist applicants in applying to health employers in their region(s) of choice.



Licensing & Credentialing-

Registered Nurses, Registered Psychiatric Nurses & Licensed Practical Nurses

Provisional BCCNM Registration for RNs and RPNs

Provisional registration allows applicants to practice under supervision while they wait to write the registration exam (NCLEX, RPNCE, or REx-PN). The BCCNM will notify you if you are eligible for Provisional registration. Provisional registration is optional, and if you do not plan to practice nursing in BC before gaining full practising registration with BCCNM, you do not need to obtain provisional registration.

English Proficiency Requirements for RNs, RPNs, LPNs, & NPs

Communicating effectively in English is critical to provide safe nursing practice in British Columbia. All applicants for registration must show a minimum level of English language proficiency before BCCNM grants registration. An English fluency test may be required to confirm proficiency. Inspire Global Assessments accepts ELP test scores from the CELBAN, OET, Pearson PTE (Academic), or IELTS (Academic).

| Test | Minimum Scores Accepted |
|---|--|
| CELBAN Canadian English Language Benchmark Assessment for Nurses | Reading 8.0 Listening 9.0 Writing 7.0 Speaking 8.0 Overall N/A |
| IELTS International English Language Testing System (Academic Version) | Reading 6.5 Listening 7.0 Writing 6.5 Speaking 7.0 Overall 7.0 |
| OET | Reading C+ Listening B Writing C+ Speaking B |
| Pearson PTE (academic) | Reading 66 Listening 73 Writing 68 Reading 75 |

Approved Educational Credentialing Agencies for IENs

Inspire Global Assessments will require a report from an educational credential assessment (ECA) agency as part of your application process. All reports must be sent directly to Inspire by your ECA agency.

The following is a list of the agencies that have been approved by BCCNM and Inspire.

| Name | Website |
|---|---|
| World Education Service (WES) | https://www.wes.org/ca/ |
| Comparative Education Service (CES) | https://learn.utoronto.ca/co mparative-education-service |
| International Credential Assessment Service (ICAS) | https://www.icascanada.ca/ |
| International Credential Evaluation Service (ICES) | https://www.bcit.ca/ices/ |
| National Nursing Assessment Service (NNAS) | https://www.nnas.ca/ |

Licensing & Credentialing – Nurse Practitioners (NPs)

Nurse Practitioners Educated Outside of Canada

If you were educated in another country and have never been registered as an NP in Canada. You must be educated and registered in the Family/All Ages or Pediatric or Adult NP category in order to apply for registration. Your education and experience will be assessed to determine equivalency to a Canadian NP program to be eligible for registration. All applicants must complete a recognized written exam and the clinical exam.

As a Nurse Practitioner (NP) educated outside of Canada, you must have the following to be eligible for NP registration in BC:

- Current RN registration or established eligibility for RN registration with BCCNM. RN and NP applications can be submitted concurrently.
- Graduated from an NP program equivalent to a Master's level nursing education program that prepares
 graduates with the competencies to practise as described in Competencies Required for Nurse Practitioners in
 British Columbia.
- Successfully completed a recognized written exam and the BC Objective Structured Clinical Examination (OSCE).
- Met the minimum practice hours requirement.

The minimum practice hours requirement can be met by having completed one of the following in the past three years:

- Graduated from a recognized NP education program or equivalent.
- Engaged in the practice of nursing as an NP for at least a minimum of 900 hours in the stream in which you are seeking registration as set out in the BCCNM Scope of Practice for Nurse Practitioners Standards, Limits and Conditions.
- Completed a clinical directed study through a BCCNM-recognized NP program.





Provisional Nurse Practitioner Registration

NPs who have completed all other licensing requirements recommended by BCCNM may be eligible for provisional registration with the BC College of Nurses and Midwives (BCCNM) prior to completing the written and clinical exams.

For more information and a copy of the application package for initial nurse practitioner registration, please visit the BCCNM website at bccnm.ca.

Governing Bodies

The British Columbia College of Nurses and Midwives (BCCNM) regulates more than 60,000 registrants to ensure the public receives safe, competent, and ethical nursing and midwifery care. BCCNM was officially launched on September 1, 2020, with the amalgamation of the British Columbia College of Nursing Professionals (BCCNP) and the College of Midwives of British Columbia (CMBC).

Prior to September 4, 2018, the BC. College of Nursing Professionals was three regulatory colleges: the College of Licensed Practical Nurses of British Columbia (CLPNBC), the College of Registered Nurses of British Columbia (CRNBC) and the College of Registered Psychiatric Nurses of British Columbia (CRPNBC).

Immigration

Coming to Canada

To work in British Columbia (BC) as a Registered Nurse (RN), Registered Psychiatric Nurse (RPN), Nurse Practitioner (NP), or Licensed Practical Nurse (LPN), an Internationally Educated Nurse (who is not a Canadian citizen or a permanent resident) must have the authorization to work in Canada by way of a work permit. To apply for a work permit, you will be required to provide evidence that you have registration/licensure with the British Columbia College of Nurses and Midwives (BCCNM).

When the applicant has obtained eligibility to practice as an RN, RPN, LPN, or NP in BC, and receives a full-time continuing offer of employment, the prospective employer will initiate the immigration process. The applicant can then apply for a temporary work permit and permanent residency under the BC Provincial Nominee Program (PNP).

British Columbia Provincial Nominee Program (BC PNP)

The BC PNP - Health Authority category is an alternate means of obtaining permanent residency status in Canada for skilled workers who are not Canadian citizens or permanent residents of Canada.

In addition to meeting the general requirements to qualify for the Health Authority category, you must have:

- An offer of indeterminate, full-time employment with a public health authority as a Registered Nurse, Registered Psychiatric Nurse, Licensed Practical Nurse, or Nurse Practitioner
- Meet general BC PNP requirements
- English language proficiency (if applicable)
- Meet the education, training, experience and qualification requirements outlined by the public health authority

You can use your BC PNP nomination to apply for your temporary work permit and permanent resident status in Canada. If you have a temporary work permit, you will be able to start working while waiting for your permanent resident status to be approved.

For more information, visit the Government of BC website at welcomebc.ca.

Temporary Work Permit

A temporary work permit allows applicants to work in Canada for a specific employer. If you have immediate family members who wish to relocate with you, they may be able to apply for an open work permit or study permits if applicable.

If you are from a VISA-exempt country, you may be eligible to apply for your work permit at the Port of Entry or online.

For more information, visit the Immigration, Refugees and Citizenship Canada (IRCC) website at cic.gc.ca.

Financial Support Available for IENs

Helping to Reduce Financial Barriers to Licensing

Through Health Match BC, the Province will assist Internationally Educated Nurses (IENs) pursuing Nursing registration with the BC College of Nurses and Midwives with financial support through a combination of bursaries and fee waivers to offset the costs of an IEN's international credential assessment, English language testing, skill evaluation, and educational upgrading. Financial support for IENs ranges from \$400 to approximately \$16,000, depending on the assessments and/or upgrading required.

Bursaries and Fee Waivers

There are a variety of bursaries and fee waivers available to offset expenses incurred at various stages of the credentialing and registration/licensing process. These include fee waivers for Inspire Global Assessments, as well as, reimbursement for some of the costs incurred to have credentials assessed, fulfil English language requirements, and complete transitional education.

For support in accessing bursaries and fee waivers, please visit NursingJobsBC.ca.

| Registration Requirement | Available Bursary/Fee Waivers |
|--|--|
| Credential Assessment | Up to \$1,200 CAD for fees related to a BCCNM accepted credential assessment application. |
| English Language Proficiency Test (ELPT) | Two (2) BCCNM acceptable English Language Proficiency Tests (ELPT). Up to \$400 CAD for each attempt. |
| BCCNM Application | Fee waived with signed Return of Service (ROS) |
| Inspire Global Assessments (formerly Nursing Community Assessment Service (NCAS)) | Fee waived with signed Return of Service (ROS) |
| Inspire Global Assessment Travel Stipend | Up to \$1,000 CAD reimbursement to offset some of the costs associated with travel and accommodation. Available to residents of British Columbia only; distance conditions apply. |
| Transitional Education | Up to \$10,000 CAD for tuition fees related to education an IEN is referred to complete by the BCCNM. Nurses advised by BCCNM to retake a Bachelor of Science in Nursing program in its entirety are not eligible for the Transitional Education Bursary. |

Financial Support Available for IENs

Criteria for Eligibility

In order to quality for fee waivers and/or bursaries, you must meet the following set of criteria.

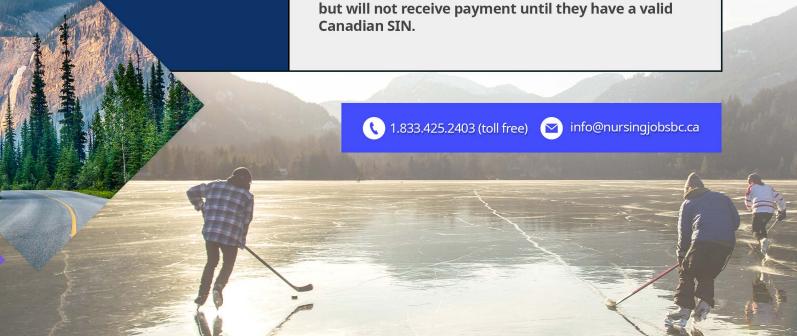
For more information regarding bursary eligibility, please visit www.NursingJobsBC.ca.

Eligibility Criteria for IEN Fee Waivers and Bursaries

Inspire Global Assessments, Credential Assessment, English Language Proficiency Test (ELPT), Inspire Travel Stipend & Transitional Education)

- Applicants must be Internationally Educated Nurses (IENs)
- Applicants must make an upfront commitment by signing a Return of Service (ROS) agreement with the BC Ministry of Health
- NOT currently hold (or have previously held) registration as a Registered Nurse in any other province or territory in Canada.
- BC must be the only province or territory the applicant has applied for registration as a Nurse. If the applicant has active applications for registration in any other Canadian province or territory, those applications must be withdrawn.
- Have applied for registration with BCCNM (for applications prior to January 31, 2023) or to Inspire Global Assessments (for applications January 31, 2023, and beyond).
- Have incurred costs on or after May 1, 2021, and have or will complete the BCCNM registration process on or after May 1, 2022.

To be eligible for reimbursement, you must have a Canadian Social Insurance Number (SIN). Applicants without a valid SIN may be eligible for bursary support but will not receive payment until they have a valid Canadian SIN.



Exploring BC



The North

Northern B.C. is home to about 200,000 people. Communities here range from small towns and villages to the bustling northern centre of Prince George, providing plenty of choice in terms of the kind of community in which you'd like to live and work.

Together with the spectacular surroundings—trees and mountains, rivers and lakes, oceans and landscapes and fresh air—the region has given rise to a more relaxed, friendlier way of life. Living in largely supportive, close-knit communities, locals and newcomers enjoy the inherent friendliness that often comes with small-town living.



Fraser Valley

As one of the fastest-growing regional districts in Canada, this area was founded on farming and forestry and is home to the richest agricultural lands in the Province. Vibrant and diversified with amazing active urban cities and peaceful rural communities, residents enjoy beautiful urban forests, clean beaches, fishing, hiking and great eco-tourism opportunities.

A vibrant and diversified area with amazing, active urban cities, peaceful rural communities, and everything in between. With excellent public and independent schools and family-friendly hospitality, it is a popular area for many professionals and families who love the outdoors or sophisticated urban amenities.



Vancouver and the Coast

Surrounded by mountains, oceans and forests, residents have easy access to winter and summer outdoor activities and can experience multiple seasons in a single day with a morning of skiing and an afternoon spent golfing or sailing.

Home to large urban centres, sprawling suburban communities and quiet rural towns, there is a large and diverse range of cultural activities, multicultural neighbourhoods, restaurants, public markets, shops, museums, art galleries and educational options. Vancouver, BC's largest city, is a leader in sustainability and environmentalism and is consistently ranked as one of the most livable cities in the world.



The Interior

A geographically diverse region with vibrant communities on the edge of nature, some with big city bustle, others with small-town vibes, some high in the mountains, others alongside beautiful lakes or rivers and some on fertile agricultural land.

Whether your a wine lover, a backyard adventurer, or a fresh water angler, the Interior truly has something for everyone. Ski resorts, golf courses, wineries, restaurants, campgrounds, Indigenous and heritage sites, museums, trails, farms, and orchards are just some of the countless opportunities that you can explore.



Vancouver Island

Mild and temperate near the water, with some of the mildest winters in all of Canada, this ocean and rainforest playground is perfect for city seekers, mountain extremists, beachgoers or outdoor adventurers. With both dense urban centres and small rural towns, Vancouver Island is home to over 870,000 people and is known for its natural beauty, laid-back lifestyle, and family-friendly communities.

Made up of centuries-old forests, rugged shorelines, and beautiful beaches that are both an idyllic summer sanctuary and a hub for storm-watching and surfing in the winter, this region has something for everyone!



Indigenous Culture

Indigenous peoples have lived in BC for over 10,000 years, and there are approximately 200,000 Indigenous peoples currently living in BC. They include First Nations, Inuit, and Métis. There are more than 200 distinct First Nations in BC, each with their own unique traditions and history. More than 30 different First Nation languages and close to 60 dialects are spoken in the Province.

Health Match BC respectfully recognizes and acknowledges the many traditional and unceded First Nations territories, covering all regions of British Columbia, that we live on and enjoy.

Exploring BC

Fun Facts About British Columbia

- BC is Canada's westernmost province and home to over 5.2 million people.
- At 944,735 km2 it is almost 3x the size of the UK and Ireland combined.
- The coastline of BC is over 27,000 km long.
- BC is the most ethnically diverse province in Canada, with 28% of the population born outside of Canada.



Rural British Columbia

BC's rural towns and smaller cities offer natural beauty, access to backcountry adventures, community connections, and peace of mind. Experience the satisfaction that comes from knowing your neighbours and a quieter way of life. Working and living in a rural or remote area provides the opportunity to make a vital and valued contribution to your community both in and out of the workplace.

Career

- Variety- opportunities often exist to practice a broader spectrum of your professional scope of practice
- Access to specialist services through visiting physicians or via telemedicine case conferencing

Lifestyle

- Slower pace of life and easy access to the great outdoors
- Lower cost of living compared to urban centres
- Diverse communities and cultures



Resources

British Columbia Publicly Health Employers

BC health employers that serve distinct geographical regions are:

Fraser Health fraserhealth.ca
Interior Health interiorhealth.ca
Island Health islandhealth.ca
Northern Health northernhealth.ca
Vancouver Coastal Health vch.ca

BC health employers that service the entire province are:

First Nations Health Authority fnha.ca
Provincial Health Services Authority phsa.ca

Faith-based BC health employer:

Providence Health Care providencehealthcare.org



Career, Immigration and Settlement Resources

Career Trek - Government of British Columbia website featuring careers in BC. careertrekbc.ca

Immigration, Refugees and Citizenship Canada (IRCC) - Provides information and rules for visiting Canada, studying in Canada as an international student, working temporarily as a foreign worker, immigrating to Canada (gaining a permanent resident visa), and/or obtaining Canadian citizenship. There are important sections to review, including how to protect oneself from immigration fraud. cic.gc.ca

Welcome BC - Learn more about living, working, or studying in BC, and how to settle into your new life. **welcomebc.ca**

Nursing Associations, Unions and Regulators:

British Columbia College of Nurses and Midwives (BCCNM) - Licensing body for RNs, RPNs, NPs, licensed graduate nurses, and licensed practical nurses (LPNs) in the Province of BC **bccnm.ca**

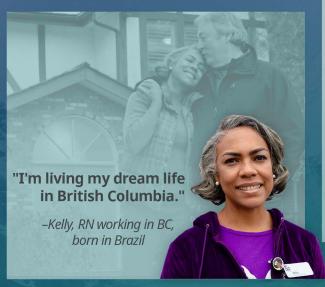
BC Nurses Union - Union for RNs and RPNs in BC bcnu.org

Canadian Nurses Association - National association representing RNs cna-aiic.ca

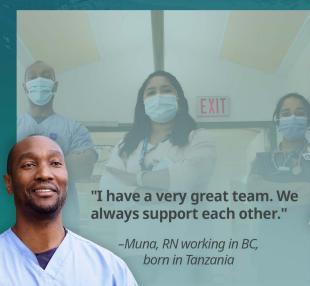
Nurses and Nurse Practitioners of British Columbia (NNPBC) - Professional association providing programs and services for every nursing designation in BC **nnpbc.ca**

Inspire Global Assessments (Inspire) - Three-part competency assessment for internationally educated health practitioners, including RNs and RPNs, who want to practise in BC **inspireassessments.org**

Testimonials and Contact Information









Thinking about Next Steps? Register with BC Health Careers to receive navigational, financial, job search and immigration support services. Get started today!

"It feels so nice to be in a place where you can access nature. It's so close to you, and you can go any time."

> -Eilidh, RN working in BC, born in Scotland





