

Accelerated Pathway for Internationally Educated Nurses

Background

Saskatchewan was the first Canadian province to introduce a streamlined and accelerated training, assessment and licensure pathway for Internationally Educated Nurses (IENs) in the Fall of 2022.

The province is now developing a second phase of improvements to the pathway for IENs that will further accelerate timeframes and offer more options and supports for overseas nurses to enter Saskatchewan's health care workforce.

The new pathway for IENs will include a series of improvements:

- A shorter bridging program that will build on an applicant's existing knowledge but also provide solid grounding and orientations within the Saskatchewan health care system, reducing the transition process from approximately one year to three months;
- An applicant-focused approach to support success, including:
 - language training supports to ensure this foundational requirement is met through online materials and workshops;
 - employer orientation specific to the facility and location;
 - access to clinical supports that will have experienced professionals available to provide support to new employees;
 - settlement assistance in collaboration with community groups; and
 - customized support through navigators.

These changes will introduce further opportunities and flexibility while maintaining IEN competencies to support high-quality care.

1. Significantly reduce bridging program timeframes for IENs

- IENs from countries such as the Philippines complete similar educational programs as Saskatchewan nursing graduates. The newly accelerated bridging program will be further condensed to a transition to a nursing in Canada program that eliminates redundancies and supports an IEN's transition to nursing in Canada, and safe practice in the Saskatchewan context.
- The proposed orientation program reduces timeframes for the current bridging program from nine months to a 14 week orientation.
- Applicants will have the opportunity to complete practical modules and theoretical courses and modules online within a 14 week period.
- The introduction of an orientation program will allow nurses to obtain hands-on experience while practicing nursing in a workplace setting.

2. Expanding proof of English Language Proficiency options

- Alongside partners and regulators, the Ministry of Health will look at a number of expanding options to for English Language Proficiency, similar to those accepted in other provincial jurisdictions, to provide more flexibility without compromising on competencies.
- Saskatchewan currently recognizes only two English Language Proficiency options, which restricts competitiveness with Canadian counterparts.

3. Introduction of Navigator Services

- The Ministry of Health has introduced Recruitment and Retention Navigators to provide assistance to potential international candidates looking to relocate to Saskatchewan and support them through the necessary steps to obtain licensure, connect to career opportunities and provide up to date information and resources.
- Health navigators can assist IENs working their way through the system and provide tailored support through the path to licensure. Applicants at any stage of the pathway have a direct professional contact to assist with their application status.
- Navigators can be reached by email at hhr@health.gov.sk.ca.
- A [Healthcare Navigator Services](#) webpage is also available to assist IENs.

For more information, visit saskatchewan.ca/hhr