

My Licensing Journey Outline



MENTOR ME
COMPETENCE. CONFIDENCE. CONNECTION.

Mentor Name:

Date:

This document is for you to write all of the steps in your process, what you felt, would have done differently, resources that helped, etc. Depending when you completed each step, check to see what has changed or if new resources may be available. Use this so that wherever your mentees are in the process, you'll recall the steps and be ready to help.

Preparing for Immigration:

- Collecting and submitting documents - when, how, to whom, timeline, costs.
- Immigration streams (Skilled Worker / provincial / employer sponsored)
- Courses taken before arrival - what worked, what did not, timeline, costs.
- Consideration of using an immigration consultant- pros and cons
- Any other tips or information about moving to Canada?
- Websites and other resources that might be helpful - include our profession- specific resources here as well and feel free to let us know if we should add anything

Preparing for Licensing:

- Applications - which sites, in what order, costs, wait times for approvals.
- Courses - where, in what order, costs, pros and cons of each.
- Exams - how to register, how and when to study, helpful resources, costs, wait times, what worked, what did not. The more detail you can put in about what you've learned, the more you will be able to help mentees. Include the tips and experiences of others when relevant.

Finding Work:

- Strategies for job searching, resume writing, interviewing, salary discussion in Canada
- Referral programs - are there positions open at your own organization? Many hospitals have incentive programs for employees who refer a successful candidate.

Career Development:

- Ensure you have clear goals
- Strategies for career advancement- courses, organizations to join, committees, advocating for yourself, barriers and possible solutions. It's ok (and important) to be real about issues you have faced.

That's it! This detailed reflection on your own journey will help you mentor others through to achieving their goals and becoming your professional colleagues.

My Licensing Journey Template

Mentor Name:

Date:

Preparing for Immigration:

Preparing for Licensing:

Finding Work:

Career Development:



My Journey Sample

Mentor Name: Ade, Registered Nurse

Date: March 8, 2022



Preparing for Immigration:

- I entered through the federal Express Entry program. I used an immigration consultant although it was expensive to ensure that everything was done correctly and smoothly. If you use one it's important to find someone who knows your profession and has worked with others from your country.

Preparing for Licensing:

- Completed National Nursing Assessment Service process - see their site for updated list of documents to submit, application form and costs. This isn't optional though.
- Completed Health Force Ontario online courses for:
 - Multiple Choice Exams
 - Understanding the Canadian Health Care System
 - Internationally Educated Nurses Competency Assessment Program (IENCAP) preparation
- I liked these courses a lot. Mine were in person so I had to travel but I got to meet others in my situation. Now they would all be online - harder to interact but easier to attend.

Finding Work:

- Used Indeed to find jobs as well as hospital website job lists. I think Linked In is a great way to find connections now although I didn't use it much even 6 years ago.
- Went to a resume writing course at the multicultural center
- I had two interviews that were not successful. I found the Canadian interview style different in that most of the questions are not really about clinical work. They were more focused on communication, personal traits and similar.
- Canadian experience is important - I volunteered at a long term care home to gain experience and contacts in the healthcare field. I think it helped me be successful although now there are so many jobs I'm not sure it would be needed.

Career Development:

- Joined ONA committee at work to build relationships and understand issues the profession is facing today
- Took 2 online courses on new surgical techniques and their post-operative care
- Before the pandemic I was mentoring nurses from Nigeria who want to come to Ontario- now I'm planning to look into Human Resources department at work to see what incentives they have in place for recruiting new hires and for mentorship at work.
- Looked at Conestoga College Nursing programs for teaching positions.