



MEETING SD 88-20-25

STANDING COMMITTEE ON SOCIAL DEVELOPMENT

**FRIDAY DECEMBER 5, 2025
DET'ANCHOGH KÚÉ - EAGLE ROOM
8:00 AM**

AGENDA

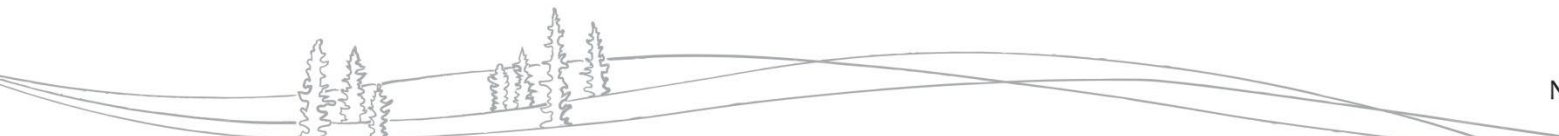
1. Call to Order
2. Prayer/reflection
3. Review and Adoption of Agenda
4. Declarations of Conflict of Interest
5. Public Matters
 - a) Public Briefing - Status Update from the Joint Territorial Nursing Council on Internationally Educated Nurses
6. In Camera Matters
 - a) Debrief
 - b) SCOSD Workplan
7. New Business
 - a)
8. Date and Time of Next Meeting:
 - a) Monday December 8, 2025 at 7pm
9. Adjournment



Internationally Educated Nurses in the NWT

Technical Briefing to the Standing Committee on Social Development

December 5, 2025



Government of
Northwest Territories

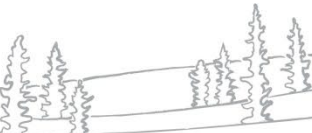
Purpose

- Explain what an Internationally Educated Nurse (IEN) is
- Share how public concerns prompted action
- Outline what we learned and what is feasible in the NWT
- Present next steps



What is an International Educated Nurse?

- Nursing Education completed outside Canada
Differences in:
 - Education and clinical experience
 - Cultural norms and scope of practice
 - Language and communication
- Integration requires planning and support



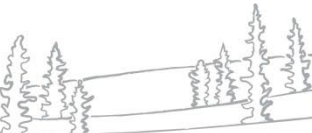
Public Concern and Our Response

- Public told us: IENs in the NWT want to work as nurses but face barriers
- We acted:
 - We reviewed legislation and regulatory requirements
 - Engaged the Joint Territorial Nursing Council
 - Launched a working group and survey to understand the issue



What We Learned from Other Jurisdictions

- Common supports elsewhere:
 - Supervised practice programs
 - Bridging education programs
 - Tailored orientation and onboarding
- These require significant resources and long-term commitment



Pathways – Current and Alternatives

| Pathway | What it is | Why it's Hard in NWT |
|---------------------|--|--------------------------------|
| Supervised Practice | Clinical hours under RN supervision | High cost, staffing shortages |
| Bridge-in Program | Education + Practicum | Limited college & HSS capacity |
| Current NWT Pathway | Practice hours elsewhere OR Inspire Assessment | May require travel for some |



Territorial IEN Working Group

- Established by the Joint Territorial Nursing Council to:
 - Gather data on IENs in the NWT
 - Identify barriers
 - Develop recommendations
- Survey completed April-May 2025
- Results and recommendations expected early 2026



Mársı | Kinanāskomitin | Thank you | Merci |
Hąǵ' | Quana | Qujannamiik | Quyanainni |
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