



## Policy AA-7      Prior Learning Assessment (RN Registration)

<b>Approved By</b>	CEO/Registrar	<b>Review Frequency</b>	Every five years
<b>Approval Date</b>	June 6, 2018	<b>Date Reviewed/Revised</b>	October 1, 2025

### Rationale:

The College of Registered Nurses of Manitoba (College) uses prior learning assessments to evaluate an applicant's skills and knowledge against the [Entry-level Competencies for Registered Nurses \(RN\)s](#) in Manitoba. It is an opportunity to demonstrate and gain recognition for skills and knowledge acquired from education and/or previous work experience.

### Purpose:

This policy outlines how applicants can meet the prior learning assessment requirement for each registration pathway.

### Authority:

- Section 2.7(3) of the *College of Registered Nurses of Manitoba General Regulation (General Regulation)* establishes that eligible internationally educated nurse applicants must complete a prior learning assessment. The College defines an internationally educated nurse (IEN) as an applicant who completed a nursing education program outside of Canada and has never been registered as an RN in Canada.
- Section 2.7(1)(d) of the General Regulation establishes that an applicant must complete a course of instruction if the applicant has not met other requirements to demonstrate currency of practice, as outlined in policy [AA-6: Currency of Practice](#). The College uses a prior learning assessment to determine whether a course of instruction is required in these scenarios.

### Policy:

#### Who this policy applies to:

- All internationally educated applicants are required to undergo a prior learning assessment.

- A prior learning assessment may also be applied to Canadian applicants who do not meet the currency of practice requirement for RN registration, as outlined in policy [AA-6 Currency of Practice](#). A Canadian applicant is defined as an applicant who has completed a nursing education program in Canada or who has previously held registration as an RN in Canada.

### Prior learning assessment overview by applicant type:

This table outlines the three components of the College's prior learning assessment (PLA) and specifies which applicants need to meet each component.

Part I - Educational Assessment	
Component	Applicable Applicants
<p><b>(a)</b> A completed educational credential assessment report from an approved provider (see policy <a href="#">AA-9 Documents from Third Parties</a>)</p> <p>* Reports must be sent directly to the College by the provider.</p>	<ul style="list-style-type: none"> <li>• All IEN applicants (except applicants eligible for the US expedited registration pathway, as outlined in policy <a href="#">AA-30: Expedited Registration for IENs</a> who hold a Bachelor of Nursing (BN) or Bachelor of Science in Nursing (BSN) degree – in this case please refer to (b))</li> <li>• <b>Note:</b> US applicants who hold an Associate Degree in Nursing (ADN) must provide an educational credential assessment, even if they are eligible for the expedited pathway.</li> </ul>
<p><b>(b)</b> An official academic transcript from an approved nursing education program.</p> <p>* Transcripts must be sent directly to the College from the educational institution</p>	<ul style="list-style-type: none"> <li>• US applicants eligible for <a href="#">expedited registration</a> who hold a Bachelor of Nursing (BN) or Bachelor of Science in Nursing (BSN) degree.</li> </ul>
Part II - Clinical Assessment	
Component	Applicable Applicants

Completion of an approved Clinical Competence Assessment (CCA).	<ul style="list-style-type: none"> <li>• IEN applicants who are not eligible for <a href="#">expedited registration</a></li> <li>• <b>Exception:</b> IEN applicants who meet eligibility criteria (see below) can complete the full Nursing Re-Entry Program at Red River College Polytechnic instead of a CCA.</li> <li>• Canadian applicants who do not meet the College's currency of practice requirement per <a href="#">AA-6 Currency of Practice</a>.</li> </ul>
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### Prior learning assessment for internationally educated applicants

- **Internationally educated nurses from Australia, Ireland, New Zealand, the UK, US applicants who hold an Associate Degree in Nursing (ADN) and US applicants who were educated outside of the United States** who are eligible for the expedited registration pathway as outlined in the [Expedited Registration for IENs policy](#) must complete **part I(a)** of the prior learning assessment, which is an educational credential assessment completed by an accepted service provider as outlined in policy [AA-9](#).
- **Internationally educated nurses from the US** who hold a Bachelor of Nursing (BN) or Bachelor of Science in Nursing (BSN) degree and who are eligible for the expedited registration pathway as outlined in the [Expedited Registration for IENs policy](#) must complete **part I(b)** of the prior learning assessment, which involves arranging for official transcripts to be sent to the College.

Applicants who meet eligibility criteria under an expedited registration process for IENs have comparable education and RN scope of practice and are not required to complete part II of the prior learning assessment, which is a CCA.

- **All other internationally educated nurses** must complete part I(a) (educational credential assessment) and part II (CCA) of the prior learning assessment.
- For these IEN applicants, the College will review the educational credential assessment report and academic documents against the [Standards for Nursing Education Programs](#) to determine how the applicant's education and experience compare to a Manitoba nursing education program.
  - Nursing education is considered comparable by the College if there is evidence that:
    - The post-secondary nursing education prepares the nurse for a generalist role in situations of health and illness, along the health continuum and includes providing care across the lifespan (to people of all ages), to all genders, and across diverse practice settings, and

- The theoretical instruction was accompanied by clinical practice placements which included provision of direct care in all applicable settings.

If comparability has been established, an applicant is eligible for a CCA referral (Part II of the prior learning assessment). If comparability has not been established, an applicant will not be referred for a CCA and is not eligible to continue in the application process. In these cases, the applicant is required to complete an approved entry-level nursing education program if they wish to be eligible for membership in the RN membership class.

### **Prior learning assessment for Canadian applicants**

- The prior learning assessment determines registration eligibility for Canadian applicants who cannot meet the currency of practice requirement for RN registration in accordance with [AA-6 Currency of Practice](#). When required, Canadian applicants need only complete Part II. The requirements for Part I are considered to have previously been met, evidenced by the applicant's initial registration in Canada.

### **Exception (Full Nurse Re-Entry Program, in lieu of CCA):**

Applicants who have met the English language proficiency requirement and who have also passed the registered nurse entry-to-practice examination within the four-year period immediately before the application date will have the option to complete the full complement of courses in the Nurse Re-Entry Program (NREP) at Red River College Polytechnic instead of completing a CCA. Once an applicant chooses between completing full NREP or undergoing a CCA, the applicant is committed to that pathway.

### **The Clinical Competence Assessment**

Part II of the prior learning assessment consists of completing a clinical competence assessment (CCA). All applicants who undergo a CCA are evaluated against the same standard: [the entry level competencies](#).

Following completion of the CCA, the College will review the CCA report and determine one of the following outcomes:

Outcome	Next Steps
<b>No remedial education:</b> The applicant possesses the requisite knowledge, skill and judgment in the competency areas assessed and no remedial education is required.	<ul style="list-style-type: none"> <li>• Applicant is eligible to apply to write the RN entry-to-practice examination.</li> <li>• If the examination requirement has previously been met, the applicant is eligible to apply for RN registration at any time within two years from January 1</li> </ul>

Outcome	Next Steps
	of the registration year immediately following the date of assessment.
<b>Remedial education required:</b> The applicant demonstrated gaps in meeting some critical entry-level competencies and does not possess the requisite knowledge, skill and judgment. Remedial education is required.	<ul style="list-style-type: none"> <li>• Applicant must successfully complete some or all courses of instruction (as determined by CCA performance) in the designated program.</li> <li>• Applicants referred for any course(s) of instruction (remedial education) must enroll within six months of referral and must complete the program in its entirety within two years.</li> </ul>
<b>Further education required:</b> The applicant demonstrated extensive gaps in critical entry-level competencies and lacks knowledge, skill and judgment. The applicant will not be referred to a course of instruction for remedial education and is not eligible for registration.	<ul style="list-style-type: none"> <li>• Applicant must successfully complete an approved nursing education program.</li> </ul>

**Exception (Registration with Conditions):** In exceptional circumstances, where an applicant has met the examination requirement and has experience practicing as an RN in good standing, the College's review of the CCA report may determine the following outcome:

CCA Outcome	Eligibility and Next Steps
<p>The applicant possesses the requisite knowledge, skill and judgment in the competency areas assessed, <b>but</b> has demonstrated gap(s) in a specific area(s). In this unique circumstance, an applicant may be granted RN registration with conditions on their certificate of practice if the remedial education required is <b>up to two</b> of the following three courses:</p> <p><b>Eligible Courses:</b></p>	<p>To be eligible for this option, the applicant must enter into a registration undertaking with the College and agree to the following:</p> <ol style="list-style-type: none"> <li>Enroll in the required course(s) at Red River College Polytechnic.</li> <li>Provide proof of successful completion of the applicable course(s) within the timeframe specified in the undertaking: <ul style="list-style-type: none"> <li>- One year per course (i.e. one course = one year, two courses = two years).</li> </ul> </li> </ol>

<ul style="list-style-type: none"> <li>a) Fundamentals of Perinatal and Pediatric Nursing Theory</li> <li>b) Fundamentals of Gerontology</li> <li>c) Community Health Nursing</li> </ul> <p><b>Important:</b> If two courses are required, they cannot be both (a) and (b). One of the two must be (c) Community Health Nursing.</p>	<ul style="list-style-type: none"> <li>- Courses may be taken concurrently depending on availability</li> <li>- Applicants are encouraged to complete the courses as soon as possible; the undertaking will be updated as each course is completed.</li> </ul> <p>c) The applicant must <b>not work</b> in the patient population practice area(s) related to the courses outlined in the undertaking. Upon successful completion of each course:</p> <ul style="list-style-type: none"> <li>- The undertaking will be updated to reflect any remaining requirements, or</li> <li>- The condition on the certificate of practice will be removed when all required courses are completed.</li> </ul>
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#### **CCA Attempts:**

- 1) If an applicant does not appeal the CEO/Registrar's decision on registration eligibility after their first CCA attempt, they may undergo the CCA a second time. This opportunity will be offered when the CEO/Registrar communicates their decision on registration eligibility that was based on the first CCA. An applicant may complete the CCA a maximum of two times.
- 2) A second CCA must be completed within one year of the CEO/Registrar's decision on registration eligibility, or within one year of a new CCA referral, whichever is applicable. Otherwise, the application will be closed.
- 3) If a second CCA is completed, it will be the only CCA considered by the CEO/Registrar in their final decision of registration eligibility. This decision is the only one subject to appeal under subsection 38(1) of The Regulated Health Professions Act.

#### **Application timeline:**

Applicants must complete their application, including submitting all required documents and those related to the prior learning assessment, within six months from the date the application was submitted. If the application is not completed within six months, the file will be closed, and the applicant will need to restart the application process.