Occupational Fact Sheet for Internationally Educated Nurses

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IMMIGRANT SERVICES SOCIETY OF BRITISH COLUMBIA
MOSAIC

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Websites
This document can be accessed on the Internet through:
• RNABC’s website: www.rnabc.bc.ca
• Human Resources Development Canada’s website: www.hrdc-drhc.gc.ca
• BC Ministry of Community, Aboriginal and Women’s Services’ website: www.gov.bc.ca/mcaws

And the websites of:
Immigrant Service Society of British Columbia
#501 - 333 Terminal Avenue
Vancouver, BC V6A 2L7
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Email: immserv@issbc.org
Website: www.issbc.org

MOSAIC
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# Occupational Fact Sheet for Internationally Educated Nurses

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1 Purpose of the Fact Sheet

This fact sheet is for internationally educated nurses, that is, those individuals who have been educated and registered as nurses in other countries. It provides information on how to become registered and practice as a nurse in British Columbia (BC). Section 11 has a glossary of commonly used terms in this fact sheet.

If you wish to become a nurse in BC but have not been educated as a nurse, you should inquire about nursing education at the university or community college nearest where you live or will be living. You can also link to all of the nursing education programs in BC from the Registered Nurses Association of BC website: www.rnabc.bc.ca

This fact sheet does not address immigration nor detailed employment matters. (See Section 10 for Contact Information that can assist you with immigration and employment questions.)

2 What are my Job Prospects as a Nurse in BC?

There is currently a demand for nurses in BC due to a number of factors, including:

- not enough nurses in BC
- an increase in the population in BC, requiring an increase in nursing needs
- an ageing population requiring increasing care for the elderly.

The five regional health authorities in BC and one provincial health authority, responsible for hospital and community health services, are major employers of nurses. There are also job opportunities in residential care facilities, such as nursing homes, as well as, in assisted living situations.

The BC Government has developed a Nursing Strategy (March 2002) to address the provincial nursing shortage and working conditions for nurses. Attention is being given to recruiting non-practising registered nurses and internationally educated nurses. There is a need for nurses in rural and remote areas. In addition, the proposed changes in health care will increase the role of nurse practitioners in BC. The Government is working with the Registered Nurses Association of BC to recognize nurse practitioners.

For employment and labour market websites, please see Section 10 Contact Information.
3 Who Registers Nurses in BC?

A regulatory body is the organization that grants individuals the registration, license or certificate to practice in a particular occupation.

BC legislation requires that anyone using the title “nurse” be any of the following: a registered nurse, a licensed practical nurse, a licensed graduate nurse, a registered psychiatric nurse, or enrolled in an approved school of nursing, or a training course for practical nurses, or a program of psychiatric nursing education.

Regulatory Bodies

*This fact sheet is specific to registered nurses.*

- The Registered Nurses Association of British Columbia (RNABC) is the regulatory body that grants individuals licenses to practice as a registered nurses in BC. It is one of RNABC’s responsibilities to establish, monitor and enforce standards of education and qualifications for registration of nurses.

*Other nursing regulatory bodies in BC are:*

- The College of Licensed Practical Nurses of British Columbia is the regulatory body that regulates licensed practical nurses in BC. Their website is www.clpn.bc.ca

- The College of Registered Psychiatric Nurses of British Columbia is the regulatory body that regulates registered psychiatric nurses in BC. Their website is www.crpnb.bc.ca

- Links to these two organizations are also available through the Links section of the RNABC website www.rnabc.bc.ca
4 What are the Requirements for Registration as a Nurse in BC?

Below are the requirements you need to meet to be registered as a nurse in BC:

- **Completed a nursing education program**
  Your nursing education from another country needs to be assessed by RNABC as being equivalent to a nursing education program in BC.

- **Provided proof of ability to practise as a nurse**
  This means RNABC must receive proof of your nursing education, registration as a nurse, and practice hours in the previous five years. In addition, RNABC must receive references from your employers indicating a satisfactory rating.

- **Good character**
  This is based upon your references, no evidence of dishonesty or misrepresentation on your application to become a nurse, and no outstanding criminal charges or convictions relevant to the practice of nursing.

- **Fitness to practice nursing**
  This means you have no health problems that impair your ability to practise; you have employment references that indicate you are fit to practice; and you are (or were) registered in good standing in another location (in Canada or elsewhere in the world).

- **Fluent in English**
  If English is not your first language, you must establish your fluency in English. This is generally done by passing standard tests.
5 How Long Does it Take and How Much Does it Cost?

Estimated Time

The time required to receive an assessment from RNABC will vary depending on how quickly all the documents arrive and if they require translation or clarification. When all documents are received and completed, you will usually receive an assessment letter from RNABC within 4-6 weeks.

If at the time of your assessment, you are only required to write the Canadian Registered Nurse Examination, you could be registered within 3-4 months. If you have to meet additional registration requirements, the time will vary depending on which requirements need to be met, and the process may take more than one year. (See Section 8 Reasons for Delay and How to Speed up the Process.)

Estimated Costs

You can estimate a total of approximately $900 Canadian paid over time to RNABC throughout the process. This does not include costs relating to:

- whether you need to take the English exams and which ones you take
- whether you need to take a nursing refresher program or registered nurse qualifying courses
- notarization and translation (if required) of your documents
- an Interim Permit (which is a monthly fee)
- any study guides you may purchase.

See Section 9 Fees for more details. You may be eligible for some educational subsidies.
6 How do I Become a Registered Nurse in BC?

Checklist

Below we provide a brief overview and checklist of the steps to be registered with RNABC as a nurse in BC if you have been educated in another country. Section 7 provides a step by step explanation of the application and assessment process.

1. Application

☐ Request an application form from RNABC by telephone, online, email or mail
☐ Complete all parts of the application form and send to RNABC. Ensure you send:
  ☐ Completed notarized application form
  ☐ Professional experience record
  ☐ Certified proof of identity
  ☐ Application fee.

Also send:
☐ Verification request forms to all countries where you have been registered
☐ Transcript request forms to your school(s) of nursing.

2. Pre-Assessment

☐ RNABC does an initial check and sends a letter that confirms your application has been received and informs you if information is incomplete or missing.

3. Assessment

☐ RNABC assesses your application once all documents are received and sends you a letter informing you of the results of your assessment. You may need to meet outstanding requirements (Step 4) or you may be eligible to apply for the Canadian Registered Nurse Examination. (Go directly to Step 5.)

4. Meeting Outstanding Requirements

RNABC will send you information on which requirements you need to meet and how to meet them:
☐ English tests
☐ Nursing refresher program
☐ Registered nurse qualifying courses.
5. **Eligible to Apply for the Canadian Registered Nurse Examination**

RNABC notifies you that you are eligible to take the exam and sends you:
- Application to write the exam and information about the exam
- Application for an Interim Permit and information about applying for an Interim Permit
- Criminal record check consent form.

6. **Applying to Write the Canadian Registered Nurse Examination**

- Complete the application and send it with the required fee by the deadline date for the exam you wish to write.

7. **Applying for an Interim Permit to Work in BC (Optional)**

When your only remaining requirement is the exam, you can apply to work in BC on an Interim Permit while waiting to write the exam and receive your results. To apply for an Interim Permit:
- Complete the Interim Permit application and submit it with the required fee
- Arrange for an employer to complete and submit a “Supervision under Interim Permit” form.

8. **Writing the Canadian Registered Nurse Exam and Receiving your Results**

RNABC sends you information about where and when you write the exam. After you have written the exam, RNABC sends you your results.

If you pass the exam, RNABC will send you:
- An initial registration form to complete.

If you are not successful on the exam on the first try, RNABC will send you:
- An application to write the exam again
- Information about preparing to rewrite the exam.

9. **Registering**

Once you have passed the exam and received the initial registration form:
- Complete the initial registration form and submit it with the fee to RNABC.

When your form and fee have been received and your application has had its final review, RNABC sends you:
- A registration card and a package of information about nursing practice in BC.

*Congratulations you are now a registered nurse in BC!*
## 7 How Does the Registration Process Work?

### Step by Step Process

The following describes the step by step process of how you apply, are assessed and become registered as a nurse in BC. It outlines what you do, what RNABC does and what steps can be completed outside of Canada. For more detailed information, please see the RNABC website www.rnabc.bc.ca or request the RNABC Fact Sheets for registering as a nurse in BC. RNABC has detailed Fact Sheets on the following topics:

- Registration Requirements
- Registration Examination
- English Tests
- Registered Nurse Qualifying Courses
- Nursing Refresher Programs
- Interim Permits
- Criminal Record Checks.

### Step 1: Application

*(You do this - can be done outside of Canada)*

- Request an “Application for Nurse Registration in BC” from RNABC. You may order the forms by:
  - Phone: 605-736-7331 or toll free in BC 1-800-565-6505
  - Mail: RNABC, 2855 Arbutus St. Vancouver BC, Canada V6J 3Y8
  - Email: register@rnabc.bc.ca
  - Website, online: www.rnabc.bc.ca

  RNABC will send the application package to you anywhere in the world.

- Complete all the forms in the application package:
  - Answer all the questions on the application form.
  - Complete the “Professional Experience Record” (both sides) and provide the full names and addresses of current and previous employers. Ensure you have signed the consent portion at the bottom of this form to allow RNABC to check your references.
  - RNABC will send a standard form to check references from 1 or 2 employers. The form requests your references to rate your professional ability and to comment on your fitness to practice nursing. The references are sent directly back to RNABC. These references can be from other countries and if they need to be translated, you will be asked by RNABC to arrange for the translation.
  - Proof of identify - provide a copy of your birth certificate (or marriage certificate if there is a name change). If the documents are not in English, they must be translated into English.
• After completing the application form, take it, your original identity documents, and your copies to a notary public or commissioner for taking oaths and make a sworn statement that the information provided is complete and accurate. Have the notary or commissioner certify the copies of your identity documents.

• Send all of the above with the appropriate assessment fee to RNABC.

• Also, send the “Information on Basic Nursing Education and Request for Transcript Form” to the nursing education program you attended. This form is to be completed by your school and sent directly to RNABC. If the transcript is not in English, RNABC will send it to you and you will be responsible for having it translated.

• Send the “Verification of Nurse Registration Form” to the regulatory body that gave you permission to practice as a nurse (the licensing body in your country). You need to have been registered as a nurse in another country in order to be registered in Canada. If you have been registered in more than one state, province, or country, send the form to each place where you have been registered.

**Step 2: Pre-Assessment**
*(RNABC does this)*

• RNABC will do an initial check on the information you sent to ensure that it is complete. If complete, they will send you a letter of acknowledgement. If incomplete, they will send you a letter notifying you what is missing.

• This letter from RNABC will include the business card of the Registration Officer who is assigned to your file. The Registration Officer will be your ongoing contact person regarding your application.

• RNABC will request references from your employers. Usually one or two references are requested.

• To commence the assessment, RNABC waits to receive:
  – proof from the regulatory body in your home country that allowed you to practice nursing, and from any other location where you have been registered,
  – your school of nursing transcript(s) and
  – satisfactory employer references.

• **Note:** If you already know that you will require an English fluency test, you can begin this process at any time. Tests are recognized internationally so they can be done outside of Canada.
Step 3: Assessment  
(RNABC does this)

- RNABC assesses your application once all the documents are received. Each person is assessed individually. Your education and practical experience are taken into account.

- Once your assessment is complete, you will be sent a letter informing you of the results of your assessment.

- You may need to meet outstanding requirements (outlined in Step 4) or you may be eligible to apply for the Canadian Registered Nurse Examination. (Skip Step 4 and go directly to Step 5.)

Step 4: Meeting Outstanding Requirements  
(You do this)

You may be required to meet the following outstanding requirements:

a. English fluency test
b. Nursing refresher program
c. Registered nurse qualifying courses.

RNABC will send you information on how to meet these requirements.

a. English Fluency Test (Can be taken outside of Canada)

- If English is not your first language, you are required to take English fluency tests to confirm your fluency in English. This can be done outside of Canada as the tests are internationally recognized.

- You should allow at least three months for completing the English testing requirement. This includes the time from the initial inquiry until RNABC receives your test scores.

- When you apply for the test(s) you are requested to have your test scores sent directly to RNABC. Scores are valid for two years only and you may need to repeat the tests if you have not become registered within two years.

- Test preparation is strongly recommended. You can use exam preparation materials or enrol in preparation classes before taking the English proficiency tests. RNABC has information on where you can obtain preparation materials or classes.
If you do not pass, you are required to take the tests again and this can be costly for you and delay your registration process.

You may take either of the tests below which have been approved by RNABC:

- **IELTS** (International English Language Testing System) This tests listening, reading, speaking and writing for general English proficiency. You must take the academic version of this test, not the general version. You need to have a minimum overall score of 6.5 with 7 on the speaking section and no score less than 6.

- **TOEFL / TSE** (Test of English as a Foreign Language and Test of Spoken English) TOEFL measures general English proficiency and assesses listening and reading comprehension, knowledge of grammar structure and writing ability in English. TSE complements TOEFL and indicates ability to communicate orally in English. On TOEFL, you need a minimum score of 213 (computer-based) or 550 (paper-based). On TSE, you need a minimum score of 50.

  *Note: The combination of the TOEFL/TSE is more expensive than the IELTS. (See Section 9 Fees.)*

- Waiving the English Test Requirement - If you do not pass the above tests but your scores are close to a pass, you may request that the English test requirement be waived. Requesting a waiver does not necessarily shorten the application process. You must demonstrate fluency according to criteria established by RNABC’s Registration Committee. You can obtain information on how to do this from RNABC.

b. **Nursing Refresher Program** (Generally done in BC)

- RNABC will inform you if you are required to take a nursing refresher program. If you have not worked a minimum of 1125 hours in the last five years or graduated from your nursing education program in that time period, you will be required to complete a nursing refresher program.

- A nursing refresher program updates your nursing practice skills, provides information about the Canadian health care system and nursing experience in a Canadian setting.

- You are not required to hold an RNABC membership while you are taking a refresher program. However, you may be required by the educational institution to hold a RNABC student membership.

- Contact RNABC for information on approved refresher programs in BC and RNABC student membership.
• You apply directly to the educational institution offering the nursing refresher program. Contact them for the application form, information on fees and the availability of funding support to take the refresher program.

• The educational institution offering the refresher program will usually want to see a copy of your RNABC assessment letter when you apply to the program.

• The programs generally take 6-12 months to complete, depending upon the course and whether you are studying full or part time.

• When you have completed the program, you should ask the program to send confirmation of your completion directly to RNABC.

• If you are considering taking a nursing refresher program outside of BC, it is advisable to submit information about the course content, including hours and clinical practice, for review by RNABC prior to commencing the program.

c. Registered Nurse Qualifying Courses (Generally done in BC)

• When you receive your assessment letter from RNABC, they will inform you if you are required to complete qualifying courses.

• Qualifying courses are required for nurses who have completed their nursing education outside Canada and need additional nursing preparation to meet the basic educational requirements for nurse registration in BC.

• Qualifying courses involve both theory and clinical practice and are most commonly required in the areas of mental health (psychiatric) nursing, maternal/newborn (obstetric) nursing, and children’s (pediatric) nursing. Occasionally, qualifying courses may be required in other areas, such as, medical/surgical nursing. A qualifying course’s content must be similar to the content completed by basic nursing students in BC.

• RNABC has information on recognized qualifying courses in BC and you apply directly to the educational institution for admission.

• You will be required to have an Interim Permit for the clinical component of the course if you are completing the course in BC. RNABC will send you information about applying for an Interim Permit when you are told you are required to take a qualifying course.

• The length of the courses vary from 4 – 9 months depending upon the course and where is it offered.
• If you are living outside of Canada, you may complete a qualifying course before coming to Canada. This can be done in two ways: completing an established course or developing an individualized plan of studies. In either case, before commencing study, it is advisable to provide RNABC with the required information so they can determine if your studies will meet the educational requirements for registration in BC.

**Step 5: Eligible to Apply for the Canadian Registered Nurse Examination**  
*(RNABC does this)*

RNABC notifies you that you are eligible to take the Canadian Registered Nurse Examination at the time of your assessment or when you have met your outstanding requirements. RNABC sends you:

• an application to write the Canadian Registered Nurse Examination.

• a form to complete that allows RNABC to arrange for a criminal record check. All applicants must have a criminal record check, even if one has been done recently, to determine any criminal convictions relevant to the protection of children.

• an application for an Interim Permit and information about how to apply. An Interim Permit is a temporary permit that allows you to work as a nurse before you are fully registered with RNABC. (See Step 7.)

**Step 6: Applying to Write the Canadian Registered Nurse Examination**  
*(You do this – exam must be written in Canada)*

• All applicants are required to write the Canadian Registered Nurse Examination. This exam measures the abilities required of entry-level nurses to ensure safe and effective nursing practice.

• RNABC provides you with an application to write the Canadian Registered Nurse Examination when it is your only remaining requirement for registration. You need to have met all other registration requirements in order to be eligible to write the exam.

• You should complete the application and send it with the required fee to RNABC.
Step 7: Applying for an Interim Permit to Work in BC (Optional)
(You do this)

• When your only remaining requirement is the exam, you can apply to work in BC on an Interim Permit while waiting to write the exam or waiting for your results. You must have a BC employer agree to provide supervision.

• Complete the Interim Permit application and return it to RNABC with the required fee.

• Arrange for an employer to complete and return to RNABC a “Supervision under Interim Permit” form.

Step 8: Writing the Canadian Registered Nurse Examination and Receiving Your Results
(What you do and what RNABC does - exam must be written in Canada)

• RNABC sends you information about where and when you can write the exam. The exam is scheduled four times per year and your application must be received approximately two months prior to the exam.

• It is strongly recommended that you use preparatory material prior to writing the exam. The Canadian RN Exam Prep Guide is available from RNABC or can be purchased in many college bookstores or ordered from the Canadian Nurses Association.

• If possible, you should write the exam within two years of your application being assessed. RNABC will keep your file open for two years, after which time, you will need to update the information if you wish to take the exam.

• After you have written the exam, RNABC will notify you of your results.

• If you pass the exam, RNABC will send you an initial registration form to complete.

• If you are not successful on the exam on the first try, RNABC will send you:
  – An application form to write the exam again
  – Information about how to prepare for the exam.

• If you are unsuccessful the second time, RNABC will require that you undertake further study before taking the exam for the third time in order to increase your chances of success.

• You may only write the registration exam a maximum of three times.
**Step 9: Registering**

*(You do this)*

- Once you have passed the exam and receive the initial registration form from RNABC, complete the initial registration form and return it with your registration fee to RNABC. (See Section 9 Fees.)

- Your registration is complete when RNABC receives the criminal record check clearance, completed registration form, fees, and completes the final review of your file.

- RNABC will then send you a registration card and a package of information about nursing practice in BC.

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**8 Reasons for Delay and How to Speed Up the Process**

**Possible reasons for a delay in the assessment of your application include:**

- Incomplete application is submitted

- Application is not notarized or is improperly notarized

- Incorrect documents are submitted for the application

- The right fees are not paid

- Your nursing school did not send your transcripts quickly or sent incomplete information

- Proof from the regulatory body in the country (or countries) where you have been registered, is not received or is slow in coming

- Your employers have not provided references, or they are incomplete or unsatisfactory

- Your nursing school transcripts, the proof from your regulatory body, or your employer references are not in English and need to be sent back to you for translation
Once your application has been assessed, you may take longer to be fully registered if:

- You need to take English tests, a nursing refresher program or registered nurse qualifying courses
- You do not pass the English fluency tests, nursing refresher program, registered nurse qualifying courses, or the Canadian Registered Nurse Examination on the first try and you need to repeat any of them.

What can you do to speed up the process of registration?

The registration process for a nurse in BC does take time, but there are some things that you can do to speed up the process:

- Provide all required information at each stage of the process and have it properly notarized (when required).
- Include appropriate fees with each step.
- Submit your application and take the English tests before you come to Canada.
- Do not wait for RNABC to tell you to take the English fluency tests. If English is not your first language, you can take the English tests at any time.
- Inform your previous employers that they may be receiving a request for a reference for you from RNABC and encourage them to complete it as quickly as possible.
- Send the request form promptly to the school(s) of nursing where you received your education and request them to send your transcripts and other information promptly to RNABC.
- Prepare well for the required tests. It is well worth the time and money to invest in study guides for the English tests and the Canadian Registered Nurse Examination.
- Keep in touch with your Registration Officer at RNABC to find out if there is anything missing that you need to do. Email is a very useful way to communicate with RNABC from around the world, so you may want to have access to an email account.
9 Fees

The following fees are as of 2003 and are subject to change.

RNABC Fees

The fees that are paid to RNABC are in Canadian dollars and are:

- Application for Nurse Registration in BC – assessment fee $214.00
- Criminal Record Check $20.00
- Canadian Registered Nurse Examination $305.00
- Interim Permit (if requested) $26.75/mo
- RNABC Registration Fee $353.10/yr

In addition, you may purchase from RNABC the Canadian RN Exam Prep Guide $58.80

English language tests

- IELTS (International English Language Testing System) $224.70 CDN
- OR
  - TOEFL (Test of English as a Foreign Language) $110.00 US
  - TSE (Test of Spoken English) $125.00 US
  - Total TOEFL and TSE $235.00 US

In addition, you can obtain study guides or take courses to prepare for the English tests. Some free study materials are available on the web.

Document translation

variable

Nursing education

The costs below are provided to give you an approximation of costs you may incur. Actual costs may vary by course and institution. Costs may change without notice.

- Nursing Refresher program* $2,500 - $14,400
- Registered Nurse Qualifying courses* $1,000 - $5,000

*Note: Check with the educational institution about possible educational subsidies for taking the courses. Some educational institutions charge considerably more if you are neither a landed immigrant nor Canadian citizen, but a foreign student.
10 Contact Information

For more information about RNABC and the registration process contact:

Registered Nurses Association of British Columbia
2855 Arbutus Street, Vancouver, BC V6J 3Y8
Telephone: 604 -736-7331
Toll-free in BC 1-800-565-6505 Fax: 604-738-2272
Email: register@rnabc.bc.ca
Internet: www.rnabc.bc.ca

For English language proficiency testing contact:

To arrange for an IELTS test, in BC contact:
IELTS Test Centre
Simon Fraser University
8888 University Drive,
Burnaby, BC V5A 1S6
Telephone: 604-291-5930
Internet: www.sfu.ca/ielts

Outside of BC contact:
Internet: www.ielts.org

To arrange for TOEFL and TSE, contact:
TOEFL/TSE SERVICES
P.O. Box 6151
Princeton, New Jersey
USA 08541-6155
Telephone: 609-771-7100
E-mail: toefl@ets.org
Internet: www.toefl.org

For immigration questions contact:

The Canadian Consulate in your country, or

Citizenship and Immigration Canada
BC phone number: 604-666-2171
Website: www.cic.gc.ca
For employment information:

Health Match BC is a no-fee recruitment service for nurses and physicians for the province of British Columbia, Canada
Visit the web site: www.healthmatchbc.org

A Guide to the BC Economy and Labour Market
www.guidetobceconomy.org

BC Work Info Net
www.workinfonet.bc.ca

Human Resources Development Canada, Labour Market Information

Applicants living in Canada or the U.S. can check employer listings in Canadian hospital and long term care directories available in public libraries.

For settlement information:

For information on where and how to get help with settlement in BC contact:

Affiliation of Multicultural Societies and Service Agencies of British Columbia (AMSSA)
#205, 2929 Commercial Drive
Vancouver, BC V5N 4C8
Phone: 604-718-2780
Fax: 604-298-0747
Email: info@amssa.org
Website: www.amssa.org
11 Glossary

**Assessment** is the process to determine whether an individual’s nursing education and experience meet the requirements for registration to practice as a nurse in BC.

**Interim Permit** allows an individual to practice as a nurse in BC while completing the nurse registration process or completing an educational program.

**Notary Public** is a public officer who can take an oath or sworn statement from a person verifying that he or she is the person named in the document and that the information is true.

**Notarized Document** is a document that has an official seal and signature of a notary public (or commissioner for taking oaths) to indicate that the document is a true copy of the original.

**Pre-Assessment** is the term used by RNABC to describe the first review of an individual’s application for registration. The applicant is informed at this time if information is incomplete.

**Qualifying Course** is required for nurses who have completed their nursing education outside of Canada and require additional nursing preparation to meet the basic educational requirements for nurse registration in BC.

**Refresher Program** is an educational program which includes theory and clinical practice. Refresher programs are required of individuals who have been away from the practice of nursing for a considerable period of time.

**Registration** is the final step in the process to become a “registered nurse” in BC. When an individual is “registered” and holds a practicing membership with RNABC, he or she has a license to practice as a “registered nurse” in BC.

**Regulatory body** is the organization that grants individuals the registration, license or certificate to practice in a particular occupation. The Registered Nurses Association of British Columbia is the regulatory body for “registered nurses” in BC.

**RNABC** is short for Registered Nurses Association of British Columbia.

**Transcript** is an official copy from an educational institution of a student’s educational record.

**Verification** is proof. RNABC has “Verification of Nurse Registration” forms that must be completed to show proof that the applicant has been registered as a nurse and that there have been no problems with the registration.