

North Bay Regional  
Health Centre



Centre régional  
de santé de North Bay

# INCENTIVE PROGRAMS & OPPORTUNITIES

For Health Care Organizations and Workers



[www.nbrhc.on.ca](http://www.nbrhc.on.ca)



**As the health care system continues to face health human resource challenges, the government has responded with introducing a series of programs to further expand Ontario’s health workforce.**

The North Bay Regional Health Centre is fortunate to participate in a variety of these programs. This document highlights some of these opportunities, identifies who they target and the process for participating—sometimes it is the responsibility of the individual (employee/potential employee) and other times it is the responsibility of the organization (employer) to initiate the process for participation.

As our Health Centre is located in northeastern Ontario, we have a unique opportunity to participate in some programs that are only accessible due to our geographical location.

Candidates can only participate in one program at a time—the information below will help with determining the most appropriate program for both the individual and organization.

**NBRHC TARGET OPPORTUNITIES**

-  **Financial Incentive**
-  **International Education**
-  **Early Career Development**
-  **Training/Education**

**PROGRAM**

**Internationally Educated Nurses**

The College of Nurses of Ontario (CNO) is collaborating with Touchstone Institute in the assessment of Internationally Educated Nurses (IENs) seeking nursing registration in Ontario.

The program has an exam that tests knowledge, skill, and judgement for the nurse, along with language proficiency, comprehension and performance in order for them to qualify.



**WHO QUALIFIES?**

**RNs from other countries working as PSWs/RPNs in Ontario**

**PROCESS**

- **Individuals** have to be identified by an **organization** or through general registration with the CNO (i.e. RPN). These are individuals eligible to write the RN exam since moving to Ontario/Canada. The CNO requires an individual passes the language proficiency test, and evidence of practice exam.

To qualify individuals must be a current applicant to the college, have requested registration as an RN in the general class, and have provided evidence of completing a nursing education program that prepared them to practice (such as Touchstone).

- [CARE Centre for Internationally Educated Nurses](#) provides IENs with the one-on-one case management, language and communication skills, exam preparation
- Individuals may also be identified through international programs with a local college or university.

**PROGRAM**

**Supervised Practice Experience Partnership (SPEP)**

The Supervised Practice Experience Partnership is a partnership program between the College of Nurses of Ontario (CNO), Ontario Health and CNO approved organizations. The program offers applicants the option to complete a supervised practice experience in Ontario.



**WHO QUALIFIES?**

**RNs from other countries working as RPNs/PSWs and looking to become RNs**

**PROCESS**

- **Eligible individuals** must register with the College of Nurses of Ontario (CNO) through the CNO portal to determine if they qualify for the program.
- **Organizations** (employers) must submit interest and become an approved partner for the program.
- **Individuals** are eligible to participate in the program if they have met all their registration requirements except for evidence of practice and/or evidence of practice and language proficiency. The evidence of practice must have expired no more than five years before applying for the program through the CNO.




**PROGRAM**

**Community Commitment Program for Nurses (CCPN)**

To attract Registered Nurses (RNs), Registered Practical Nurses (RPNs) and Nurse Practitioners (NPs) to work in the hospitals, long-term care (LTC) homes and home and community care (HCC) agencies in greatest need across Ontario, the Community Commitment Program for Nurses (CCPN) provides \$25,000 in grant funding to eligible nurses in exchange for a two-year commitment to an eligible employer.

In addition, participating hospitals, LTC homes and HCC agencies who employ eligible nurses through the CCPN will receive an education grant to fund professional development and training opportunities for nurses on their staff to pursue opportunities to enhance their clinical skills.

\*participation in CCPN at NBRHC is only applied to RNs due to number of vacancies



**WHO QUALIFIES?**

**Nurse Practitioners (NPs)  
Registered nurses (RNs)**

**PROCESS**


- **NBRHC** is currently approved for funding through HealthForce Ontario for 23 nurses—number will decrease depending on number of participants
- Once an **individual** is identified within the organization they must submit their expression of interest form to HFO, and once approved payments will be made in six installments to the individuals over the 24 month period of employment.

PROGRAM

New Grad Guarantee (NGG)

The Nursing Graduate Guarantee (NGG) program is designed to support Registered Nurses and Registered Practical Nurses who are within 12 months of registering with the College of Nurses of Ontario (CNO) by providing them with a full-time employment opportunity. The program is funded by Ontario’s Ministry of Health.

The NGG program also has a reinvestment portion of funds provided for the NGG. It must be used and demonstrated to be used in existing frontline nurses and their professional development. Organizations are not permitted to extend the reinvestment period beyond 8 weeks.



WHO QUALIFIES?

Registered nurses (RNs)

PROCESS

➤ Organizations (employers) interested in using the program must register on the NGG online portal—once approved an organization may advertise that they participate in program. The organizations job posting will appear on the portal for individuals to view.

➤ As a competency based learning pathway to support nursing learning needs the program includes a 12-week preceptorship, with regular check ins, and mentorship from staff. Once the 12-weeks is complete, the individual must be placed in a full-time position or provided full-time equivalent hours within the organization. The employer is expected to offer the employment within 12 months of the new nurses start date. The ministry will provide a total of 20 weeks of funding per the new nurse participating in the program.


➤ Individuals wanting to participate in the program must register in the NGG portal and include contact information.

The portal will match an employer with a new graduate within their eligibility period of 12 months. Once an individual accepts a position that is offered by an employer on the online portal the new nurse must accept through the portal and normal recruitment processes will apply.

PROGRAM

Northern Ontario Heritage Fund Corporation (NOHFC) Grant

• Workforce Development Stream



WHO QUALIFIES?

Non-union classifications

PROCESS

➤ Organizations must be in operation for at least one year and have full time employees.

Each organization is eligible for two internships at a given time, and eligible projects costs for 52 weeks of work will be reimbursed under the program. In order to qualify organizations must apply for the internship demonstrating a labour shortage in that area through the NOHFC website, and await approval before the posting of the position. Maximum funding is \$35,000/year.

➤ Individuals participating must be new entrants into the work force, are transitioning to a new career, or the unemployed or underemployed who are entering a new field; have not previously participated in a NOHFC-funded internship; at least 18 years of age; and reside, and be legally entitled to work in Canada.

50 College Drive, North Bay, ON, Canada

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## PROGRAM

### Rural and Northern Immigration Pilot (RNIP)

This pilot is offered through the Government of Canada and is a community-driven program. It's designed to spread the benefits of economic immigration to smaller communities by creating a path to permanent residence for skilled foreign workers who want to work and live in one of the participating communities.

The North Bay specific page can be found [here](#).



## WHO QUALIFIES?

**Registered nurses (RNs)**  
**Registered Practical Nurses (RPNs)**  
**Future Personal Support Workers (PSWs)**

## PROCESS

- **Personal Support Workers (PSWs)** In order to qualify for RNIP **individuals** must have qualifying work experience or have graduated from a publically funded post secondary institution. They must meet the language requirements, intend to live in the community and have temporary resident status. The program is meant to support individuals into a position within the community.
- As an **organization** (employer) you need to complete the following: ensure business eligibility, attend employer training secession, advertise the job you want filled and have it approved, provide offer of employment to an individual, liaise with the North Bay and area RNIP for community recommendation (along with IMM 5984 form), and then obtain government approval. This program allows the North Bay RNIP to recommend residency for the individual applying to live within our community.

## PROGRAM

### Personal Support Worker Education Program

This program is administered by the Near North District School Board (NNDSB). The school board has partnered with health care organizations in our area to provide Personal Support Worker (PSW) training in a living classroom. Participants (18 years+) will do their theoretical learning in a classroom then apply those skills on the floor of a long-term care home or hospital.

The program is intended for individuals who are currently working towards their high school diploma, and who can pass the literacy test to complete their theoretical learning in a classroom and then apply those skills within the workplace. Individuals who complete the program can earn up to 6 Ontario secondary school credits while training to become a PSW. The program is 690 hours and 6 months long including lab, community and long term care placements—these are unpaid.



## WHO QUALIFIES?

**Future Personal Support Workers (PSWs)**

## PROCESS

- **Individuals** must apply through the NNDSB website link.
- The **organization** (employer) is contacted by the school board to request placements and placements are coordinated between HR and the unit manager.

## PROGRAM

### Rehabilitation Professionals Incentive Grant

This program is incentive based, and offers a grant with taxable incentives of up to \$5,000/year to a maximum of \$15,000 for individuals who practice in Northern Ontario and accept full time Ministry of Health funded positions.

In order to be eligible individuals must be fully registered with their college, hold Canadian citizenship, have accepted full time work within the organization, and have not previously received an incentive grant through this program.



## WHO QUALIFIES?

**Audiologists**  
**Chiropodists**  
**Occupational therapists**  
**Physiotherapists**  
**Speech-language pathologists**

## PROCESS

- **Individuals** applying for this incentive must complete the application form that requires a signature from the organization (Human Resources) indicating position and funding of position. Human Resources will provide the applicant with the applicant's acceptance of full time employment, including start date.
- The **individual** must provide a copy of college registration and a void cheque.



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