

Licensed Practical Nurses

A guide for newcomers to British Columbia



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1. Working as a Licensed Practical Nurse [NOC 3233]

Job Description

Licensed practical nurses are health care professionals. You provide nursing care under the direction of medical practitioners and under the supervision of registered nurses.

As a licensed practical nurse, you perform the following duties:

- Take patients' temperature, blood pressure, pulse, and respiration rate
- Perform routine laboratory tests and collect samples of blood and urine to be tested for diseases
- Monitor patient diets
- Give medication and record therapeutic effects
- Provide personal and comfort care before and after an operation
- Dress wounds and apply bandages
- Check on respiratory and intravenous therapy
- Keep a watchful eye on patients, observing them and consulting with other members of the health care team when necessary
- Provide safety and health education to individuals and their families

Sources:

- WorkBC Careers <https://www.workbc.ca/Jobs-Careers/Explore-Careers.aspx> [Search 3233]
- Career Cruising (Profile for Practical Nurse) Available from the VPL Digital Library | Explore our Digital Library page <http://www.vpl.ca/digital-library/career-cruising/>

Industry Overview

There is a need for Licensed Practical Nurses (LPNs) across B.C. The province's growing and aging population will continue to increase future demand.

Job opportunities are higher in regions with more long-term care facilities or larger hospitals such as Metro Vancouver, Victoria, and the Okanagan.

You may find new openings for LPNs in specialty areas, such as emergency and paediatric wards, and operating rooms. LPNs are taking on increased responsibilities to provide better patient outcomes and to improve the use of nursing staff. The range of options for LPNs has expanded to include mental health, community and pharmacology studies.

Your job prospects may be better if you complete an immunization certification course and the leadership post certificate course.

Job Outlook in BC



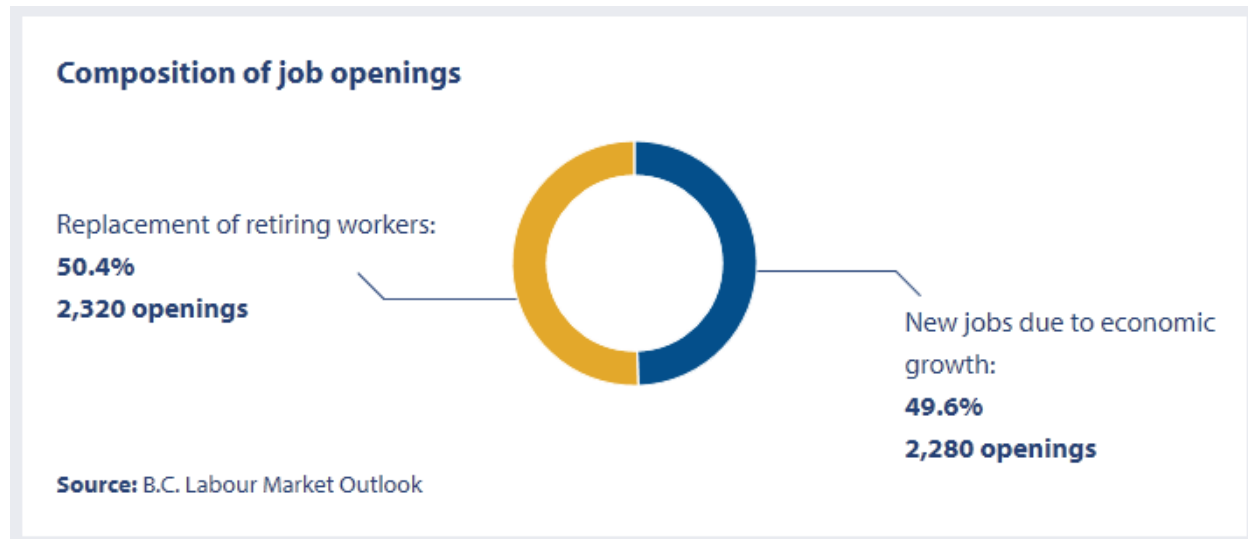


Chart from WorkBC

WorkBC provides job openings in BC regions from 2018 to 2028:

Region	Employment in 2018	Average Annual Employment Growth	Expected Number of Job Openings
Vancouver Island	2,200	1.9%	1,080
Lower Mainland / Southwest	4,790	2.3%	2,420
Thompson-Okanagan	1,730	2.0%	770
Kootenay	330	2.0%	140
Cariboo	360	1.3%	110
North Coast & Nechako	80	2.4%	30
Northeast	130	2.1%	50

You can learn more about working in BC from the following sources:

- **WorkBC Careers** <https://www.workbc.ca/Jobs-Careers/Explore-Careers.aspx>
[search 3233]
- **Career Cruising** (Profile for Practical Nurse)
Available from the VPL Digital Library | Explore our Digital Library page
<http://www.vpl.ca/digital-library/career-cruising/>

Types of Employers

Licensed practical nurses work in many settings including:

- hospitals
- nursing homes
- extended care facilities
- rehabilitation centres
- doctors' offices
- clinics and community health centres
- private residences
- educational facilities

Salary

The median salary for licensed practical nurses working full-time in BC is \$56,311 a year.

You may belong to a union. This means that your wage rates and benefits are negotiated by union representatives on your behalf.

In addition to your salary, full-time LPNs usually receive benefits, such as paid sick days, vacation time, and dental coverage.

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Job Bank Canada provides hourly wages for Licensed Practical Nurses in BC regions:

Community/Area	Wages (\$/hour)		
	Low	Median	High
British Columbia	22.00	27.32	29.32
Cariboo Region	22.00	27.32	29.32
Kootenay Region	22.00	27.32	29.32
Lower Mainland - Southwest Region	22.00	27.33	29.50
Thompson--Okanagan Region	24.00	26.40	28.00
Vancouver Island and Coast Region	24.00	27.32	33.00

Source: Job Bank Wage Report http://www.jobbank.gc.ca/wage-outlook_search-eng.do?reportOption=wage [Search 3233]

Sources: WorkBC & Career Cruising

Working Hours

You typically work 8- to 12-hour shifts, usually on rotation, including weekends, evenings and holidays.

2. Skills, Education and Experience

Skills

- excellent communication skills
- strong problem-solving skills
- good observation skills
- ability to handle high levels of stress associated with emergencies and medical conditions
- ability to cope with the emotional aspects of working with the sick, injured and terminally ill, as well as patients' families
- must be able to work well in a team
- ability to follow strict guidelines to prevent infection and injury
- patience and self-control

Sources: WorkBC & Career Cruising

Education and Experience

To work as a licensed practical nurse you require:

- completion of a recognized college or vocational program specifically for LPNs
- successful completion of the Canadian Practical Nurse Registration Examination
- registration with the British Columbia College of Nursing Professionals
(<https://www.bccnp.ca>)

Qualifications

This occupation is regulated in British Columbia.

To work as a LPN in British Columbia you must be registered with the *BC College of Nursing Professionals (BCCNP)*

For more information on registration see:

- **BC College of Professional Nurses**
<https://www.bccnp.ca/Registration/lpn/Pages/Default.aspx>

Internationally Educated Nurses

If you were educated as a nurse outside of Canada you may be eligible to register as a licensed practical nurse in British Columbia.

This involves the following steps:

- apply to the National Nursing Assessment Service (NNAS) (<http://www.nnas.ca/>)
- submit the required documents in order to complete an assessment of your education and nursing practice
- demonstrate English language proficiency
- complete a criminal history record search
- you *may* be asked to complete a competency assessment of your nursing knowledge and practice
- successfully write the Canadian Practical Nurse Registration Exam (CPNRE®)

For more information see:

- **Internationally Educated Nurses**
https://www.bccnp.ca/Registration/lpn/how_to_apply/IEApplicant/Pages/IE.aspx

3. Finding Jobs

You'll find job advertisements in local newspapers, trade journals, and electronic sources, as well as through professional associations' publications.

Local Newspapers

You can look at the *Vancouver Sun* & *The Province* at Vancouver Public Library for free. Check the job postings daily and the careers section in the *Vancouver Sun* on Wednesdays and Saturdays and in *The Province* on Sundays.

Job White Pages

- Available in print at the Central Library or online at

<http://www.vpl.ca/digital-library/jobfreewaycom>

NOTE: You can only access this database from the Central Library or VPL branch libraries. Access is NOT available from home or outside the Library.

Online Job Postings

- **BC's Provincial Health Authorities**

BC's health authorities provide health services in all BC regions

- **Vancouver Coastal Health Authority**
<https://careers.vch.ca/>
- **Fraser Health Authority**
<https://careers.fraserhealth.ca/search-jobs.aspx>
- **Interior Health Authority**
<https://www.interiorhealth.ca/careers/Pages/default.aspx>
- **Northern Health Authority**
<https://careers.northernhealth.ca/>
- **Provincial Health Services Authority (PHSA)**
<http://www.phsa.ca/careers>
- **Island Health Authority**
<https://www.islandhealth.ca/>

- **Indeed.com**

<http://ca.indeed.com>

Find jobs posted on a multitude of company career sites and job boards

Professional Associations' Career Resources

- **Canadian Nurses Association - Nursing Careers**

<https://www.nursingcareerscanada.ca/>

- **Licensed Practical Nurses Association of British Columbia**

<http://lpnabc.ca/lpn-jobs-3/lpn-jobs-2/>

Identifying the Right Position

When you browse job advertisements, you'll find a range of different job titles that are relevant.

For licensed practical nurses look for these related job titles (from NOC):

- Certified Nursing Assistant (CNA)
- Licensed Nursing Assistant
- Operating Room Technician
- Registered Nursing Assistant (R.N.A.)
- Registered Practical Nurse (R.P.N.)

Creating a List of Potential Employers

You can use directories to produce lists of employers in the nursing and healthcare sector in Vancouver or the Lower Mainland. Contact them directly to find out if they're hiring.

- **Directory of Canadian healthcare personnel**

Available at the Central Library
362.11025 C21a

- **Guide to Canadian health care facilities**

Available at the Central Library
362.105 C212ca

- **Reference Canada**

<http://www.vpl.ca/digital-library/reference-canada>

Click on "Start Search" beside Canadian Businesses, then select the "Advanced Search" button. Select both "Keyword/SIC/NAICS" under Business Type and "City" under Geography. In the top search box enter "health care" and click SEARCH. Select the appropriate headings. Lower down, select the Province, choose the cities, and click the "View Results" button.

Available from the VPL Digital Library | Explore our Digital Library page

NOTE: *You can access this database from a Library computer. If you are using a computer from outside the Library, you will need a Vancouver Public Library card to login to this database. After clicking on the database name, you will be asked to enter your library card number and PIN (usually last four digits of your telephone number).*

4. Applying for a Job

In Canada, employers usually expect to receive a resume or curriculum vitae and a cover letter that identifies the position you are applying for and summarizes your relevant experience.

Use the library catalogue, <https://vpl.bibliocommons.com/> to find books on writing resumes and cover letters specific to your industry.

To learn about applying for jobs in Canada, use the following guides which are available in print at the Central Library or online at <http://skilledimmigrants.vpl.ca/>.

- **Writing Resumes and Cover Letters**

Go to <http://skilledimmigrants.vpl.ca>

[Search Writing Resumes and Cover Letters]

- **Getting Canadian Work Experience**

Go to <http://skilledimmigrants.vpl.ca>

[Search Getting Canadian Work Experience]

- **Networking for Employment**

Go to <http://skilledimmigrants.vpl.ca>

[Search Networking for Employment]

- **Learn More About Working in BC and Canada**

Go to <http://skilledimmigrants.vpl.ca>

[Search Learn More About Working in BC and Canada]

5. Getting Help from Industry Sources

Industry Associations

Associations for licensed practical nurses in BC and Canada can provide information and assistance. Registration and fees are required for membership.

- **Licensed Practical Nurses Association British Columbia (LPNABC)**
<http://lpnabc.ca/>
- **British Columbia College of Nursing Professionals**
<https://www.bccnp.ca/>
- **British Columbia Nurses' Union (BCNU)**
<https://www.bcnu.org/>

An independent union representing the interests of nurses in BC

Industry Journals

Search the Vancouver Public Library catalogue for journals related to your profession. Examples include:

- **Update**
British Columbia Nurses' Union (BCNU)
<https://www.bcnu.org/news-and-events/update-magazine>

Questions? Please ask the Information Staff in the Central Library, Vancouver Public Library or telephone 604-331-3603.

Please note that the information in this guide is also available online through the Skilled Immigrant InfoCentre website at <http://skilledimmigrants.vpl.ca/> .