



## **FOR IMMEDIATE RELEASE**

November 05, 2025

### **HAAC Launches Program to Help Internationally Educated African and Caribbean Nurses Enter Atlantic Canada's Healthcare System**

Dartmouth, NS, November 05, 2025 — The Health Association of African Canadians (HAAC) officially launches the Africa-Caribbean Nursing Continuum Program (ACNCP) to support internationally educated nurses (IENs) of African and Caribbean descent. Funded by Employment and Social Development Canada through the foreign credential recognition stream, ACNCP is designed to address a deepening healthcare workforce crisis.

Canada currently faces over 42,000 nursing vacancies, and only 42% of internationally educated nurses (IENs) are employed in their trained profession. In Atlantic Canada, the shortage is compounded by aging populations, rural service demands, and limited local training capacity, leading to emergency room closures, long wait times, and staff burnout. The need for targeted support has never been more urgent. Supporting highly skilled African and Caribbean IENs to integrate into the healthcare system strengthens Atlantic Canada's workforce. It isn't just a workforce solution; it's a commitment to equity, representation, and culturally competent care for all communities in Atlantic Canada.

ACNCP offers culturally affirming guidance, financial support, and mentorship to help internationally educated African and Caribbean nurses navigate the foreign credential recognition (FCR) process and build sustainable careers in Atlantic Canada. The program also invites veteran and retired African-Caribbean nurses to serve as mentors, sharing their experience, offering guidance, and helping to shape the next generation of African-Caribbean nurses.

"The Africa-Caribbean Nursing Continuum Program (ACNCP) is a bridge to equity and inclusion. By guiding skilled newcomers through the licensure process and supporting them with mentorship and financial resources, we are helping to diversify the healthcare workforce and ensure that every voice and background is valued," said Lisa Bland, HAAC board member.

"The Health Association of African Canadians (HAAC) is proud to lead the integration of internationally educated nurses (IENs) through this comprehensive and progressive initiative," said HAAC Co-Founder and Co-President, Sharon Davis-Murdoch. "Our decades of work have consistently promoted a culturally competent, Nova Scotian health system that includes skilled newcomers and advocates for equitable credential recognition. With this initiative, HAAC is able to coalesce its efforts and tailor support and navigation to build better health care in Canada."

Elizabeth Obeng Nkrumah, HAAC board member, emphasized the program's transformative impact: "The Africa-Caribbean Nursing Continuum Program (ACNCP) empowers internationally educated nurses (IENs) to thrive in Canada's diverse healthcare system. By embracing varied educational and



## Health Association of African Canadians

*Our Health is our Wealth*

635 Portland Hills Drive, Unit 205 • Dartmouth, NS • B2W 0J7 • (902) 405 4222 • [info@haac.ca](mailto:info@haac.ca) • <http://haac.ca/>

---

professional journeys, ACNCP builds a community of support and mentorship that transforms experience into leadership and inspires new IENs to achieve their goals.”

### **What's Next**

HAAC recognizes that the success of ACNCP depends on strong partnerships. Engagements with prospective partners, including the Pan-Canadian Association of Nurses of African Descent, Black Nurses Association of Nova Scotia, Individual Black Nurse Leaders, and the Nurses Associations of Nova Scotia and New Brunswick, are underway. Meetings are being scheduled to explore alignment, support, and shared goals.

Learn more or register for an information session at [www.projects.haac.ca](http://www.projects.haac.ca).

### **For media inquiries or access to additional materials, please contact:**

Olayemi Akinrinola

Program Manager, HAAC

Yemi@Haac.ca

+1 902-414-4962

### **About HAAC**

The Health Association of African Canadians (HAAC) was established in 2000 to address health disparities and systemic inequities affecting African Canadians. Over the years, HAAC has built strong relationships with African Nova Scotian and Black communities across the province, prioritizing lived experience in all aspects of its work.

HAAC's vision is to foster thriving, healthy African Canadian communities in Nova Scotia. Its mission is to promote and improve health outcomes through community engagement, education, policy advocacy, strategic partnerships, and research participation, guided by a cultural competence framework.

Learn more at [haac.ca](http://haac.ca).

### **Sources:**

- Job Bank Canada, Labour Market Outlook for Registered Nurses (2025)
- Newcomer Navigation Network, Progress Report on Licensure and Optimal Employment of Internationally Educated Nurses (2025)