# POLICY BRIEF:
# Health Care Lessons from Cross-Border Nurses

**Dom Lucyk | July 2026**

Second Street.org
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The shortage of staff in Canadian health care is commonly cited as a source of many problems in the system. As just one example, 93% of National Union of Public and General Employees members said in an early 2025 survey that they felt short-staffed, specifically "agreeing there are insufficient personnel in their roles."[1]

In order to learn more about how to fix this issue and to make sure there are enough nurses to keep Canada's hospitals and clinics running effectively, SecondStreet.org previously surveyed Canadian nurses who live in Ontario but chose to work in Michigan, USA.

This study aims both to update that report with the latest data on the opinions of nurses living in Ontario and working in Michigan, and to go further by exploring additional questions.

After obtaining contact information for 3,078 Ontario nurses with active licences in the state of Michigan, SecondStreet.org surveyed them to learn more about their decision to work abroad. The survey was conducted between June 4 and June 11, 2025, and 228 nurses responded (the margin of error for a sample this size is ±6.2%).

Highlights from this research include:

- Data from this survey suggests that an estimated 2,218 nurses live in Ontario but work in Michigan. This is up significantly from the 2023 total of 1,887.
- The remaining nurses either previously worked in the U.S., hope to work there in the future, work in both countries, or have their licence to work in Michigan as a backup plan.
- The most common reasons nurses cited for their decision to work in Michigan were "availability of work with a schedule I want" (44%), "compensation/salary" (29%), and "working conditions" (19%). Many noted they were searching for full-time work and could only find part-time work in Ontario.
- More than half (50%) of nurses said that if they wanted to find work in Canada, they would face at least some red tape. A quarter (approximately 25%) said there was no red tape, while another quarter said they didn't know.
- Half (50%) indicated that if they were to work in Canada, it would not matter whether they had a unionized job or not, while 62% said it would not matter if they worked in a government or non-government health care facility.
- An overwhelming majority (68%) said that health care technology and equipment is worse in Canada than in the United States. A mere 2% said it was better in Canada while the rest said it was equal or they did not know.

Policy makers in government should be reflecting on why so many Ontario health care workers would go to the trouble of regularly crossing an international border to work. How could that pool of trained and qualified professionals be lured back

to Ontario? Just as importantly, what could be done to retain current Ontario medical professionals who are considering employment opportunities in Michigan, other border states and other jurisdictions?

Further, as private and non-profit clinics in Ontario look to hire staff for their facilities, they may want to consider recruiting some of the thousands of local medical personnel who commute outside the province for work. Private and non-profit clinics would be better positioned to respond to the preferences and needs of these workers than public sector entities that are often less flexible due to labour agreements.

SecondStreet.org's survey indicates that while compensation was the reason why some of these workers left Ontario for work, most chose Michigan due to working conditions, availability of work and a variety of other factors.

## Background

In January 2023, the Ontario government announced details about its decision to expand partnerships with private and non-profit clinics to provide surgeries for patients paid for by public health insurance.[3]

This plan intended to deliver thousands of additional surgeries for Ontario patients. Premier Ford suggested that in the years ahead, half of the surgeries being provided in hospitals at that time would instead be completed at private and non-profit clinics.[4] Some observers raised concerns about where these facilities would find the staff they needed, and one claim was that such clinics would poach workers from the public system. The Ford government indicated that non-government clinics would have to work with the public system to ensure this did not occur.[5]

SecondStreet.org decided to investigate the possibility of a different source of staff—trained medical professionals who live in Ontario but work in the United States. Private clinics could potentially convince some of these nurses to work locally instead of commuting across the border. The public sector would also benefit from understanding why nurses in Ontario are leaving the province to work in Michigan, and what changes could be made to attract them back to the government-run system.

This report seeks to update and expand on our 2023 report exploring the same topic. That report found that many nurses who lived in Ontario but worked in Michigan were open to staying in the Canadian system if a number of changes were made, such as improving the types of positions available (particularly full-time work), compensation, scheduling and overall working conditions.

In all, this report explores more deeply the phenomenon of Canadian nurses opting to commute to a neighbouring US state for employment rather than work in Canada.

## Methodology

In February 2023, SecondStreet.org contacted the Michigan Department of Licensing and Regulatory Affairs to request information on Canadian nurses working in their state. Staff responded that such information was publicly available, including contact information for active nurses registered in the state. In June 2025, SecondStreet.org made the same request, accessing the latest version of the publicly available online resource.

This time, the online survey was sent to 3,078 nurses who had a licence to work in Michigan and a residential address in Ontario (compared to 3,016 nurses in 2023). Of those, 228 responded between June 4 and June 11, 2025, for a response rate of 7.4%. According to Qualtrics.com, a sample of this size has a margin of error of ±6.2%.

The survey asked respondents ten questions, including: two questions to determine their residency and working status related to the United States; one question to determine why

they decided to work in the U.S; and one question to indicate what could be done by a Canadian health facility to convince them to work in Canada. The survey also solicited general feedback and comments about this subject. The survey was slightly longer than the 2023 edition, adding questions on the process of becoming certified to work in Canada, the level of health care technology available in both countries, and on exploring each nurse's preferences around government and unionized positions.

## Results and Analysis

The survey responses showed almost all of the nurses surveyed currently live in Canada; just 2.2% indicated they live outside the country. Out of those who live in Canada, 73.7% indicated they currently work in the United States (compared to 64.6% in 2023). This means, as of 2025, an estimated 2,218 Ontario nurses commute to work in Michigan (once we extrapolate this finding). In 2023, the survey estimated that only 1,887 nurses lived in Ontario but worked in the state of Michigan.

Of the remaining nurses, 4.8% indicated they would like to work in the United States in the future. This represents approximately 147 Ontario nurses. Another 17.5%--approximately 538 nurses—said they had previously worked in the United States.

The remaining small percentage shared a variety of explanations for their status, such as working remotely in Canada for an American hospital or holding onto the Michigan licence as a backup plan.

The third question SecondStreet.org asked respondents involved the most significant reason why they left to work in the United States. Respondents were given multiple options to choose from along with the option to provide an alternative reason. The following table shows the survey data for nurses who indicated they live in Canada and work in the United States:

**Q1**

**What is the most significant reason why you decided to work in the U.S. as a nurse?**

| Reason: | Percentage: |
|---|---|
| Availability of work with the schedule I want | 44% |
| Compensation/Salary | 29% |
| Working Conditions | 19% |
| Work/Life Balance | 8% |
| Other/Vague | 4% |

*NOTE: Total does not add to 100% due to rounding.*

Twenty-nine percent (29%) of nurses indicated that "compensation" was the "most significant reason" they left. By improving working conditions, offering the types of employment that nurses are seeking (including full-time opportunities) and addressing other workplace concerns, health bodies in Ontario could prevent even more staff departures in the future.

It is worth noting that these were the same top-three reasons as the 2023 edition of this report, though with different percentages of respondents choosing them. At the time, 30% of nurses chose "Availability of Work" as their top reason, 25% chose "Compensation" and 19% chose "Working Conditions."

However, there is certainly the opportunity for public-sector employers to increase compensation. This could be beneficial when it comes to convincing some nurses to return to Canada for work.

Further, private clinics could also potentially offer compensation packages that are more generous than what the public sector currently provides. If Ontario kept the province's public system, but allowed private clinics to charge patients for services outside of the public system, private clinics would not only have more business, but they would also have more resources with which to increase compensation levels.

Next, SecondStreet.org asked what could be done to convince nurses who currently work in the United States to work in Canada instead.

The following table shows the results of the open-ended question. Coding different reasons was necessary, as the nurses could enter whatever they wished into the response field.

**Q2**

**If an Ontario hospital or clinic (in a convenient location) wanted you to work for them, what could be changed so that you would prefer to work in Canada?**

| Reason: | Percentage: |
|---|---|
| Better scheduling | 45% |
| Comparable or better salary/benefits | 42% |
| Better workplace conditions | 28% |
| Nothing/Can't be convinced | 10% |
| Make Canadian licensing easier | 7% |
| Other/Unclear | 3% |

*NOTE: Total does not add up to 100%, since multiple answers could be given.*

As seen in the table above, scheduling was the most common answer at 45%. While nurses gave various answers as to what they wanted (full-time, part-time, contingent, only days or only nights, etc.), it was clear each respondent wanted more autonomy over their schedule than they felt they could find in Canada.

Compensation and/or benefits was the second-most common answer at 42%.

Better workplace conditions—the third-most common answer (28%)—was a category including several different answers, ranging from wanting more respect in the workplace, wanting a non-unionized position, wanting more opportunity for advancement, wanting better technology, etc.

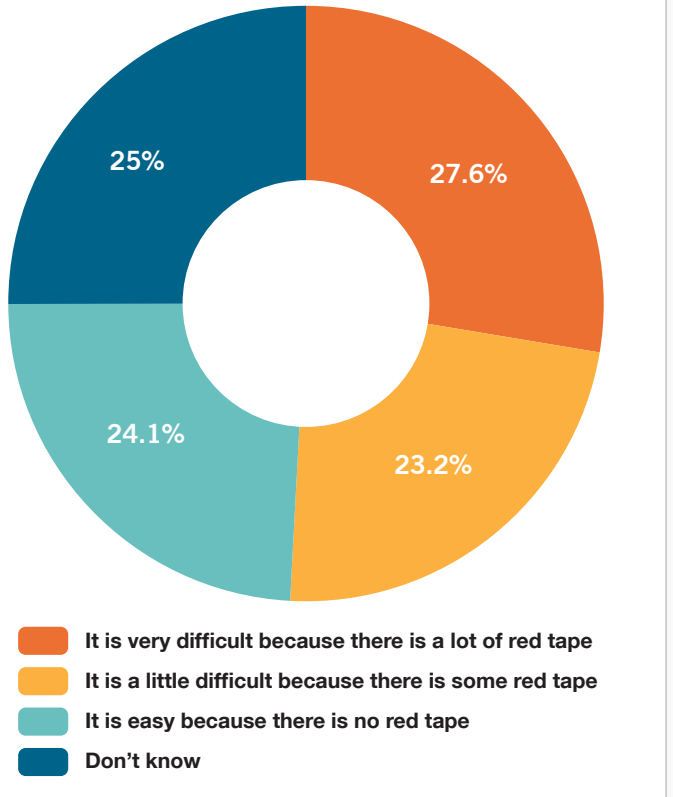
A not-insignificant portion (10%) said things had simply gotten too bad and they could not be convinced to work in Canada—the "nothing" category. About 7% were frustrated with red tape or costs related to a Canadian licence, while a small number of respondents (3%) gave other or unclear responses.

Speaking of red tape, the fifth survey question delved into red tape around working in Canada.

Answers for all survey respondents were considered for the following chart.

**Q3**

**If you wanted to work in Canada, how would you describe the process for getting certified?**



As seen in the chart above, over half of respondents thought it was at least a little difficult to become certified in Canada, while only 24% thought it was easy, with no red tape. The remainder did not know.

Given how common this concern was among respondents, the Ontario government should consider looking into the licensing process, as it may be a barrier for qualified nurses who might be able to otherwise help address the hospital staffing shortage.

The next question asked nurses about their opinions on unionized positions.

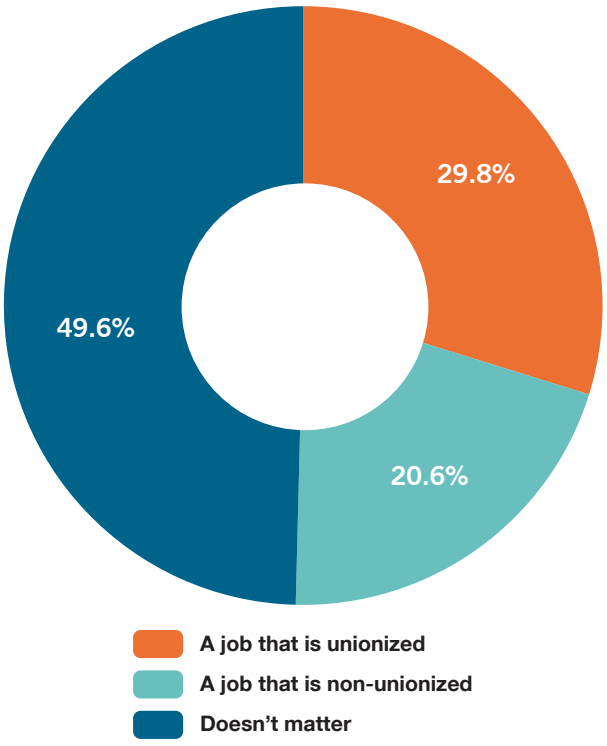
For nearly half of the respondents, whether or not the job was unionized did not matter.

But for the 21% of nurses who prefer non-unionized positions, this is another matter that might be addressed by allowing more choice in Ontario health care. If more non-government, non-unionized clinics were allowed to operate, nurses who might otherwise work in the United States could be drawn home by the lure of a non-unionized position.

Related to privately-operated health care facilities, the next question asked about preferences on government or non-government positions.

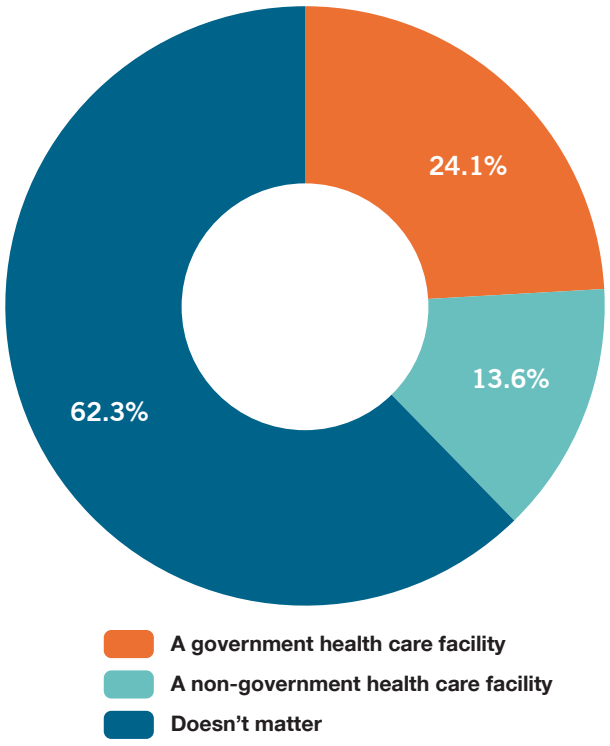
Q4

**If you were to consider working in Canada, which type of position would you prefer?**




Q5

**If you were to consider working in Canada, which employer would you prefer?**

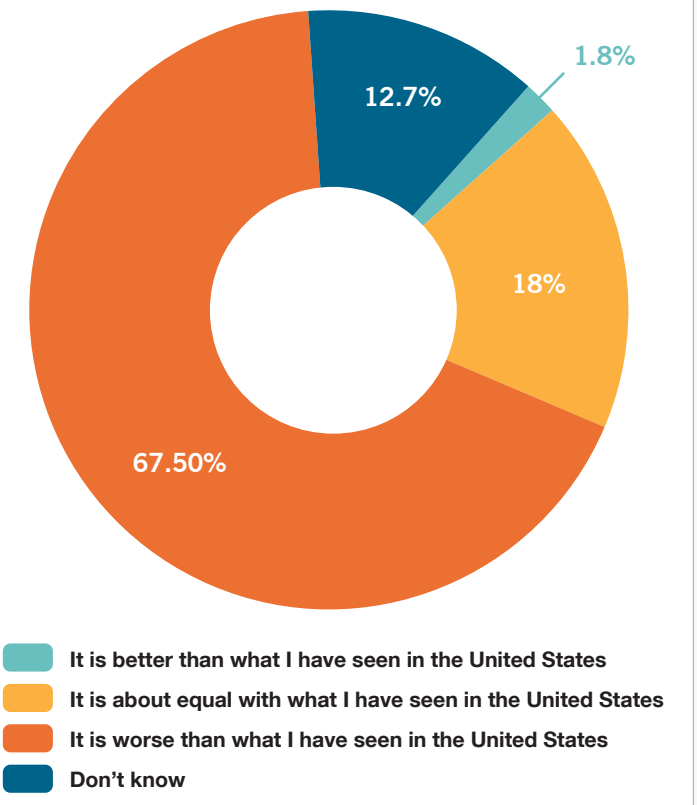


As the graph indicates, nearly two-thirds of nurses indicated they do not have a preference as to whether their employer is the government or a non-government health provider.

This survey also brought about the opportunity to gain unique insight from nurses who would have a higher degree of knowledge on the differences between hospital facilities in Canada and the United States. This is what the next question explores.

**Q6**

**How would you describe the level of health care technology and equipment that is available in Canada?**




The answers to this question are quite sobering. An overwhelming majority (67.5%) said that technology and equipment is worse in Canada, with only 2% saying that it's better. Clearly, there is much room for improvement.

Finally, the survey closed with an open-ended question.

**Q7**

**Do you have any other feedback on how Canada could attract or keep more health care workers?**

**Each response to this question can be seen in the appendix of this report. However, the following are a number of particularly interesting responses:**
*Note: Only minor punctuation edits were made for clarity.*

*There appears to be no collaboration between doctors, nurses or other members of the health care team. Family members can't even get information on their loved ones from a doctor or nurse. No respect. I refuse to accept or work in that type of environment.*

*The College of Nurses was unnecessarily putting up so many barriers to re-license me back in Ontario it was disgraceful. I requested an RN license in October and was finally granted one in January. Note I previously had an RN license in Ontario, was educated here and worked here. But somehow I needed 3 months worth of red tape including proof of English language proficiency. English is my first language, my only language. I almost gave up and moved back to the US over it.*

*Need to properly staff hospitals so Nurses and Doctors aren't overworked and running short. Need to offer good quality opportunities - should not have to wait many years working a crappy job at the same hospital until you realistically get a chance for a good position. Need more healthcare funding. Hallway medicine is not good healthcare - you would never see a politician or CEO in the hallway. Improve systems - wait times are a result of an entire system issue and backlog*

*Yes. Make transfer of license easier and give the "college" less authority. You need qualified nurses and don't seem to want to help those of us who have knowledge and experience. Shame on you!!*

*Ensure English comprehension and fluidity in English (it is exhausting trying to understand your coworkers)*

*Treat the nurses like the important part of the team they are. Stop treating the doctors like they are worth more, they aren't. Stop making your nurses work swing shifts. Day shifts and night shifts in the same week. What kind of nonsense is that?*

## Conclusion

There are now an estimated 2,218 Ontario nurses who regularly commute to Michigan for work. This is up significantly from the 1,887 SecondStreet.org estimated in 2023. In 2024, there were only 651 registered nurses per 100,000 people in Ontario—the lowest ratio in Canada.[6] Considering this, public health bodies in Ontario might find this research helpful as they seek to recruit and retain staff.

Further, insights from the nurses surveyed for this report—such as their preferences toward different types of work environments and their experiences with health care technology—can be helpful for governments and health care administrators across the country.

As Ontario expands its network of non-government health providers, and as the private sector can be creative and flexible with its employment offerings, this presents new opportunities for Ontario nurses to look at options to remain in the province.

## About the Author

**Dom Lucyk** is the Special Investigations Director of SecondStreet.org. He graduated with honours from the Western Academy Broadcasting College in Saskatoon. He is passionate about holding government accountable and public policy that brings greater freedom and prosperity for Canadians.

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5. Canadian Press. "Ontario Hospitals Optimistic Health-Reform Bill will Prevent Drain of Workers." CTV News site, February 22, 2023. https://toronto.ctvnews.ca/ontario-hospitals-optimistic-health-reform-bill-will-prevent-drain-of-workers-1.6284684
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*Photo credit: RDNE Stock project*

| Timestamp | 1) When it comes to your [Nova situation], which stat | 2) When it comes to your [work situation], which stat | 3) What is the [main conflict] driving | why you decided to work in the U.S. as a nurse? | 4) If an Ontario hospital or clinic (in a convenient location) wanted you to work for them, [what would be changed] | so that you would prefer to work in Canada? | 5) If you wanted to work in Canada, how would you describe the | 6) If you were to consider working in Canada, which | 7) If you were to consider working in Canada, which | 8) How would you describe the level of health care i | 9) Would you be willing to share your experience ar | 10) Do you have [any other feedback] on how Canada could attract or keep n |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 6/4/2025 14:20:15 | I am a resident of Canada. | Consider it as a back up plan | Availability of work with the schedule I want | | I prefer to work in Canada because I prefer to work in a system of universal coverage | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is about equal with what I have seen in the United | (This column redacted for privacy) | Invest in public health care and pay workers fairly |
| 6/18/2025 19:39:35 | I am a resident of Canada. | I currently work in the U.S. in health care. | Got rejected as a RN position in Ontario | | More paid | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/4/2025 15:34:58 | I am a resident of Canada. | I currently work in the U.S. in health care. | All of the above | | See #3 | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Give them safe patient assignments, give them their breaks, pay them fairly |
| 7/24/2025 18:43:42 | I am a resident of Canada. | I currently work in the U.S. in health care. | At the time I started nursing there were no full-time jobs in Canada | | I would not work in Canada at this point. I actually retired 10 years ago and I still work contingent. I | | Don't know | Doesn't matter | Don't know | | | |
| 6/5/2025 17:03:41 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of full time position for RNs | | Provision of full time position and a better compensation as a nurse | | It is very difficult because there is a lot of red tape | A job that is unionized | A government health care facility | It is about equal with what I have seen in the United | | Better wage for nurses, availability of full time position with benefits |
| 6/4/2025 12:51:41 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Flexible hours. Job security | | It is a little difficult because there is some red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/4/2025 12:53:30 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Higher wage, no swing shift | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | When applying for jobs it was weeks- months before I heard back from care |
| 6/4/2025 13:06:03 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Allowing me to work full time 12hrs on a single shift. I will not do both days and nights ever | | It is easy because there is no red tape | A job that is unionized | Doesn't matter | Don't know | | Offer better scheduling. No one wants to work day and night shift. |
| 6/4/2025 13:06:38 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Better pay, better work schedules, and hotter weather..lol | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | Able to pick your shifts whether its days or nights.....not doing both....this is |
| 6/4/2025 13:12:42 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | I prefer to pick and choose my hours (I self schedule) and minimum is only two shifts a month. And I can pick all day shifts and no holidays or weekends. | | It is a little difficult because there is some red tape | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | Compensation. Also union your paying wayyy too much. |
| 6/4/2025 13:12:57 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | More flexible scheduling | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | Don't know | | |
| 6/4/2025 13:26:29 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Flexible self schedule, equal to or more in pay | | Don't know | A job that is unionized | A job that is non-unionized | Doesn't matter | | |
| 6/4/2025 13:47:03 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Yes | | It is easy because there is no red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | I have interviewed for several positions in my area over my 30 years in nurs |
| 6/4/2025 14:30:26 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Resources | | Don't know | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | |
| 6/4/2025 14:50:05 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Ability to obtain full time work in the field I currently work in | | It is a little difficult because there is some red tape | A job that is non-unionized | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/4/2025 15:15:40 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | If they could offer straight days/night shifts instead of having to work both | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | |
| 6/4/2025 17:49:27 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | several things. schedule, compensation, nurse to pt ratio, benefits, better access to health care like in USA | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | treat nurses with respect. Ford doesn't care about nurses. He trying to keep |
| 6/4/2025 18:25:11 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | The toxic work pressures of provincial guidelines interfering with effective patient care. | | It is very difficult because there is a lot of red tape | A job that is unionized | A government health care facility | It is about equal with what I have seen in the United | | Value nurses in leadership roles. |
| 6/4/2025 18:45:18 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | cause if unionyou have to wait for the position, you can move up to management or any department or any shift any time you want | | Don't know | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/4/2025 20:20:19 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Equivalent pay and shift/hours | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Offer full time positions to new grads! |
| 6/4/2025 21:06:18 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Schedule. Make day shifts a reward for seniority | | It is a little difficult because there is some red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | Call me |
| 6/4/2025 22:16:29 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Salary | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/5/2025 8:25:13 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | make it easier to reactivate my license and my EC license | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | I have worked in the USA for 34 years this month. There were no full time p |
| 6/5/2025 8:25:22 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | flexible schedule | | Don't know | Doesn't matter | A non-government health care facility | It is worse than what I have seen in the United State | | yes!! Stop hiring nurses in part-time positions and making them work full-ti |
| 6/5/2025 8:58:36 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Shifts. No days and nights together. Better compensation up to $40-50/hr to start. Self scheduling and nicer people | | It is very difficult because there is a lot of red tape | A job that is unionized | A non-government health care facility | It is worse than what I have seen in the United State | | Compensation and full time |
| 6/5/2025 9:02:50 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Full time hours would need to be available with benefits and compensation would need to be the same or greater than the US | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Having resources available to ease the burden on nurses (nurses aides). He |
| 6/5/2025 9:53:01 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Improved work life balance & full-time with benefit opportunities | | It is easy because there is no red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/5/2025 11:16:45 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Reinstating my Canadian license so expensive to keep every year | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/5/2025 12:01:15 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Pay | | It is easy because there is no red tape | A job that is unionized | A government health care facility | Don't know | | Pay raise |
| 6/5/2025 12:52:17 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | None. The whole system is full of disgruntled people and rude attitudes. | | It is a little difficult because there is some red tape | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | There appears to be no collaboration between doctors,nurses or other mem |
| 6/6/2025 14:56:37 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | The way they schedule and the ability to get full time work | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Availability of full time work and scheduling |
| 6/9/2025 9:22:54 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Guaranteed full time hours with reasonable vacation availability | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Availability of full time jobs with similar quality of life and job satisfaction to |
| 6/9/2025 14:44:41 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Benefits and vacation time | | Don't know | A job that is unionized | A non-government health care facility | It is about equal with what I have seen in the United | | Nurses should not have to supervise other disciplines other than nursing. N |
| 6/9/2025 14:58:04 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Better training, straight day shift, better pay | | It is easy because there is no red tape | Doesn't matter | A non-government health care facility | It is worse than what I have seen in the United State | | |
| 6/11/2025 15:45:19 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | It's too late now. I'm retiring in 2.5 years. My daughter just graduated though and full time jobs are extremely rare. The one tip for Canadian hospitals in particular would be to make full time a 36 hour work week and have | | It is very difficult because there is a lot of red tape | Doesn't matter | A government health care facility | It is about equal with what I have seen in the United | | I did get my Ontario RN license back in 2020 because it was easier to do du |
| 6/18/2025 19:07:41 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | There is a need for mentoring as well visible leadership that currently not available in Canada. | | Don't know | A job that is non-unionized | A non-government health care facility | It is about equal with what I have seen in the United | | |
| 6/18/2025 19:22:42 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Lower licensing fees for Canada, Straight day shifts, flexibility with vacations and schedule. | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | Don't know | | |
| 6/18/2025 19:46:26 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | I do work in an Ontario hospital along with my us job | | It is easy because there is no red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Flexibility of scheduling, ability to work day shift only, ability to have time off |
| 6/18/2025 19:51:36 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Opportunity to advance, self scheduling, better management, more education in regards to cost savings without being detrimental to our pts. | | Don't know | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | Competitive pay and better management. |
| 6/18/2025 19:57:30 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Flexibility, availability to work from home, competitive salary | | Don't know | Doesn't matter | Doesn't matter | Don't know | | |
| 6/18/2025 20:15:03 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Competitive compensation and opportunities | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Opportunities, staffing ratios and the latest advances in equipment |
| 6/18/2025 20:23:40 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Rate of pay, advancement opportunities, self scheduling with a consistent shift, treated more as an equal with the doctors | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Offer full time employment to new grads(not just the 1yr program going on |
| 6/18/2025 22:39:03 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Match what I make in the US and give me full time hours | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | More full time hour positions/better wages |
| 6/19/2025 5:11:44 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Accept my US license, I had Canadian license before | | It is very difficult because there is a lot of red tape | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | Reciprocity of licenses (it's about time) |
| 6/19/2025 7:26:27 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Full-time hours and flexible schedule | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | Don't know | | stop giving nurses part-time positions and having them work full-time hours |
| 6/19/2025 8:30:32 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | nothing at this point | | Don't know | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | The biggest difference I have seen is that there is better staffing and they |
| 6/19/2025 23:00:41 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Nothing @ the moment. I have been hired for one shift only and can not be made to work another shift. Great pay. Work as a team in a teaching hospital. More respect from everyone including the physicicans. | | It is very difficult because there is a lot of red tape | Doesn't matter | A non-government health care facility | It is worse than what I have seen in the United State | | Give them full time hours with benefits and a good pension. Self scheduling, |
| 6/20/2025 14:10:41 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Guaranteed hours | | It is a little difficult because there is some red tape | A job that is non-unionized | A non-government health care facility | Don't know | | |
| 6/21/2025 10:37:55 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | compensation | | It is very difficult because there is a lot of red tape | A job that is unionized | A government health care facility | Don't know | | compensation and work life balance |
| 7/13/2025 20:59:03 | I am a resident of Canada. | I currently work in the U.S. in health care. | Availability of work with the schedule I want | | Get rid of red tape // made 1000. mth. SIT MY PHONE WAIT FOR SHIFTS. | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | It is about equal with what I have seen in the United | | They're going to have to get with the modern world here |
| 6/19/2025 9:50:09 | I am a resident of Canada. | I currently work in the U.S. in health care. | benefits of the US system, compensation, as much OT and bonus pay as you want. | | would take 125-150/hr to work in can. | | Don't know | Doesn't matter | A job that is non-unionized | It is worse than what I have seen in the United State | | |
| 7/22/2025 13:01:12 | I am a resident of Canada. | I currently work in the U.S. in health care. | Better opportunity in a bigger city. Windsor is a small city and there is very little full time permanent opportuni | | Offer full time permanent right away. Offer opportunities in specialty areas with required experience but not extended dedication to one institution. For example, I work in Interventional Radiology after 3 years Emergency I | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | Need to properly staff hospitals so Nurses and Doctors aren't overworked a |
| 6/4/2025 12:57:12 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Better compensation, more respect from physicians | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | As an internationally educated RN, but a Canadian citizen, it was very difficu |
| 6/4/2025 12:59:43 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Full time employment with competitive wage | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Increase full time positions and offer competitive wages |
| 6/4/2025 13:08:48 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | A full time position, equivalent compensation (I am making over 55CAD/hr with the exchange rate), working on a unit that interests me | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is better than what I have seen in the United State | | I would go back if I could but there were only part time RPN jobs were availa |
| 6/4/2025 13:21:26 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Getting an RN license is next to impossible in Canada, even though I'm Nclex certified with an active RN license.for | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | Don't know | | Make getting an Ontario licence easier, esp for those that are already licens |
| 6/4/2025 13:22:00 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Keep US Benefits, pay at least minimume of 75.00 CAD/hour. | | Don't know | A job that is unionized | A non-government health care facility | It is worse than what I have seen in the United State | | no. I plan to be out of the industry in 5 years hopefully anyways. |
| 6/4/2025 13:35:11 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Full-time work and compensation | | It is easy because there is no red tape | Doesn't matter | A government health care facility | It is about equal with what I have seen in the United | | Flexibility and self scheduling &full time is important component. Unfortuna |
| 6/4/2025 14:09:38 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Money, more support (nurse aide), full time and only day shift | | It is a little difficult because there is some red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | Money, support, full time, days |
| 6/4/2025 14:12:45 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Higher compensation | | It is easy because there is no red tape | A job that is unionized | Doesn't matter | It is about equal with what I have seen in the United | | Better compensation |
| 6/4/2025 14:25:03 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | More money | | Don't know | A job that is non-unionized | Doesn't matter | It is about equal with what I have seen in the United | | I do work in Canada also. I've been passed up for leadership roles because |
| 6/4/2025 14:28:44 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Flexibility in scheduling, every 3rd weekend, no night shifts | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | |
| 6/4/2025 16:19:26 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Compensation and work life balance | | It is easy because there is no red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Better work schedules, better pay, incentives |
| 6/4/2025 16:22:17 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Better pay and patient ratios | | It is easy because there is no red tape | A job that is unionized | Doesn't matter | It is about equal with what I have seen in the United | | Better pay and better ratios |
| 6/4/2025 19:44:40 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Pay | | It is a little difficult because there is some red tape | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | Pay better, offer full time positions, get rid of seniority. |
| 6/4/2025 20:39:28 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Contingent or per diem positions. | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/4/2025 21:12:03 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Better compensation; easier licensing for US RN | | It is very difficult because there is a lot of red tape | A job that is unionized | A non-government health care facility | It is about equal with what I have seen in the United | | |
| 6/4/2025 23:32:43 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Matched pay after taxes, hospital resources for patient care, hospital resources for staff, better patient ratios, same incentives offered for OT and picking up. Better hours | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Better environments and staffing ratios |
| 6/5/2025 9:32:55 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Salary | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | |
| 6/5/2025 8:35:57 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Work schedule. pay | | Don't know | Doesn't matter | Doesn't matter | Don't know | | |
| 6/5/2025 8:52:21 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | scheduling flexibility, paid CE, OT incentive bonuses | | It is easy because there is no red tape | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | exclusive contracts create barriers. ie. contracts with non-emergent ambula |
| 6/9/2025 14:35:05 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Pay, not having to work both days and night shifts, more support staff (nurse aides, respiratory therapists, etc) | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/9/2025 14:38:51 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | I work at a teaching hospital in Detroit, learning is better for nurses, I get paid more. I've developed more as a nurse working in the USA compared to Canada | | It is a little difficult because there is some red tape | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | Pay more |
| 6/9/2025 17:20:53 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | The employer would have to not be unionized | | It is very difficult because there is a lot of red tape | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/9/2025 18:12:53 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Better pay, more opportunities to have flexible schedule, more support, less old school technology | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Windsor healthcare specifically has a reputation of being slow and poor qua |
| 6/9/2025 18:57:36 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Hiring us part time. Non-toxic working environment, staffing ratios | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Pay them better. Hire fulltime since that's what you make them work anyway |
| 6/10/2025 3:01:15 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Compensation, work life balance, available supplies and support | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Left Canada because I couldn't get full time |
| 6/10/2025 15:16:43 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Pay and working conditions | | It is very difficult because there is a lot of red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/11/2025 23:25:53 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Better conditions and wage | | Don't know | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/13/2025 14:53:56 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Full time hours with benefits being offered, comparable pay, and good resources/ support staff | | It is easy because there is no red tape | A job that is unionized | A non-government health care facility | It is worse than what I have seen in the United State | | No |
| 6/18/2025 19:02:43 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Compensation would be equivalent, and availability in the specialty that I prefer (Pediatrics or Women's Health) | | It is a little difficult because there is some red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Job availability, most hospitals only start hiring in temporary or part time po |
| 6/18/2025 19:06:44 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Comparable wages. I can make twice as much in the US. | | Don't know | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/18/2025 19:13:15 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Rate of pay and better schedules | | It is very difficult because there is a lot of red tape | A job that is unionized | A government health care facility | It is about equal with what I have seen in the United | | |
| 6/18/2025 19:22:44 | I am a resident of the United States. | I currently work in the U.S. in health care. | Compensation | | Higher pay and stable shift work (working only night shift) | | It is a little difficult because there is some red tape | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | Higher pay - raise the base rate, better hazard pay, full time benefits for part |
| 6/18/2025 19:52:04 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Increase in wages | | It is easy because there is no red tape | A job that is unionized | Doesn't matter | It is about equal with what I have seen in the United | | |
| 6/18/2025 20:09:46 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Better wages/hours | | It is a little difficult because there is some red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | More respect from doctors as colleagues |
| 6/18/2025 22:21:39 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | No union, based on skill not seniority, better pay, better scheduling (none of this work 2 weeks day 2 weeks nights for my entire career) | | It is a little difficult because there is some red tape | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | |
| 6/22/2025 20:18:40 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation | | Money | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/24/2025 11:08:21 | I am a resident of the United States | I currently work in the U.S. in health care. | Compensation | | Nothing at this point. The whole government needs to change. Cost of living and taxes are too high. Compensation is too low | | It is easy because there is no red tape | A job that is unionized | A non-government health care facility | It is worse than what I have seen in the United State | | |
| 6/24/2025 16:16:34 | I am a resident of the United States. | I currently work in the U.S. in health care. | Compensation | | Nothing. | | It is a little difficult because there is some red tape | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | Canada is trash |
| 6/4/2025 18:00:22 | I am a resident of Canada. | I currently work in the U.S. in health care. | Compensation, opportunities, better care | | The pay, the positions, the retirement, PTO. Pretty much everything that Canada does not offer their nurses.You | | It is a little difficult because there is some red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | I have been a nurse for under ten years, I have an amazing job, I work three |
| 6/5/2025 8:17:50 | I am a resident of Canada. | I currently work in the U.S. in health care. | Couldn't find full time job in Canada | | To have full time job offers | | Don't know | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | Full time jobs |
| 6/10/2025 10:02:43 | I am a resident of Canada. | I currently work in the U.S. in health care. | Department I wanted to work in would not be available to me in Canada as a new grad when I finished nursing | | I don't think I would change | | Don't know | Doesn't matter | Doesn't matter | Don't know | | After many years I relinquished my nursing license because Ontario was for |
| 6/4/2025 19:31:33 | I am a resident of Canada. | I currently work in the U.S. in health care. | full time and benefits | | offer full time and proper salary | | It is a little difficult because there is some red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | offer full time and proper salary |
| 6/4/2025 14:09:02 | I am a resident of Canada. | I currently work in the U.S. in health care. | Full time availability as a new graduate | | Full time with benefits and pay for mandatory training like BLS and ACLS and provide in house. Staff here have to find their own classes. More mentoring for. Ew staff - too many charge nurses have their own patients and | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Full time full time full time |
| 6/19/2025 5:51:24 | I am a resident of Canada. | I currently work in the U.S. in health care. | Full time position | | Not working night shift | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | More full time positions and better scheduling |
| 6/18/2025 19:04:24 | I am a resident of the United States | I currently work in the U.S. in health care. | Full time work and opportunities | | Better working conditions, and collaboration. | | Don't know | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | |
| 6/4/2025 14:56:10 | I am a resident of Canada. | I currently work in the U.S. in health care. | Full time, retirement package, flexible self scheduling, support staff, compensation | | They'd have to offer equal pay, retirement package, benefits and flexibility with my schedule and ancillary support staff. | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | RETIREMENT PACKAGE, FULL TIME POSITIONS, SELF SCHEDULE |
| 6/18/2025 20:31:37 | I am a resident of Canada. | I currently work in the U.S. in health care. | Full-time work | | Full-time positions (ideally set days or nights) | | It is a little difficult because there is some red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | Mimic the hiring and scheduling processes in the U.S. 6 shifts in 2 weeks in |
| 6/19/2025 5:29:51 | I am a resident of Canada. | I currently work in the U.S. in health care. | I am a nurse anesthetist, this specialty is not offered in Canada. | | If I could do my specialty in Canada, and of course wages. | | Don't know | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | Money is always the key to keeping good help. Also, seems like the CEOs o |
| 6/19/2025 15:36:14 | I am a resident of Canada. | I currently work in the U.S. in health care. | I needed full time work and benefits and at the time Ontario was only offering part-time or contingent/casual. | | Full time work with benefits. | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | I have found there is more autonomy in the United States. Job stability and |
| 6/19/2025 9:46:11 | I am a resident of Canada. | I currently work in the U.S. in health care. | I started work in the United States over 40 years ago because there were no jobs in Windsor Ontario. I ended u | | I would not, I am retired and still work contingent. I probably would not have done that even if I was younger because of the exchange rate. | | Don't know | Doesn't matter | Doesn't matter | Don't know | | To be honest, I think there are less Canadian nurses that are working in the |
| 6/19/2025 4:59:06 | I am a resident of Canada. | I currently work in the U.S. in health care. | I went to nursing school in the US, received an RN degree through a two year associate program. Canada does | | Recognize my license, as an RN. I've been licensed and practicing in the U.S. for 18 years. The licensing test I completed was the NCLEX, which Canada recently switched to. | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | Don't know | | |
| 6/4/2025 13:07:38 | I am a resident of Canada. | I currently work in the U.S. in health care. | I'm only licensed in the US (citizen) | | Appropriate wage and full time benefits | | Don't know | A job that is non-unionized | Doesn't matter | Don't know | | |
| 6/18/2025 19:07:00 | I am a resident of Canada. | I currently work in the U.S. in health care. | It was the best option at the time | | In Ontario, they still rotate shifts. Two weeks days, 2 weeks night. | | Don't know | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | No |
| 6/4/2025 19:05:29 | I am a resident of Canada. | I currently work in the U.S. in health care. | More opportunities available especially in different departments | | Better pay and automatically full time | | It is easy because there is no red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/4/2025 15:00:58 | I am a resident of Canada. | I currently work in the U.S. in health care. | More positions/advancement opportunities. | | Full-time leadership opportunities with annual bonus. | | Don't know | A job that is non-unionized | Doesn't matter | Don't know | | The only jobs I see posted in Canada (my local area) are part-time (materni |
| 6/4/2025 12:54:58 | I am a resident of Canada. | I currently work in the U.S. in health care. | More work options, can work in the area I want. Work life balance, Compensation | | See above answer | | It is very difficult because there is a lot of red tape | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | Need to look at private care options, not to take away from the current Prov |
| 6/19/2025 18:33:29 | I am a resident of Canada. | I currently work in the U.S. in health care. | Multiple things including all of the above | | Full time position and compensation | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | Compensation, life work balance and full time position with benefits. |
| 6/5/2025 12:13:05 | I am a resident of Canada. | I currently work in the U.S. in health care. | My license is not valid in Canada. I only have US license, I went to school there | | Besides licensing for me, self scheduling, licensing fees are ridiculous, they need to provide CPR and ACLS training. | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | Don't know | | Provide work life balance, pay, time off, autonomy. |
| 6/4/2025 18:02:36 | I am a resident of Canada. | I currently work in the U.S. in health care. | No full time jobs in my city at graduation. Live in a cross border city. The hospital recruiter out graduates. I've r | | Full time status. Competitive US pay | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/19/2025 6:29:30 | I am a resident of Canada. | I currently work in the U.S. in health care. | None of the 4 hospitals in Windsor were hiring full time nurses when I graduated in 1994. | | A less cumbersome process to reinstate my Ontario musing license. | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Modern hospital facilities. |

| Timestamp | 1) When it comes to your home situation, which stat | 2) When it comes to your work situation, which stat | 3) What is the main conflict you resolve | why you decided to work in the U.S. as a nurse? | 4) If an Ontario hospital or clinic (in a convenient location) wanted you to work for them, what would be required | so that you would prefer to work in Canada? | 5) If you wanted to work in Canada, how would you describe the | 6) If you were to consider working in Canada, what? | 7) If you were to consider working in Canada, what | 8) How would you describe the level of health care | 9) Would you be willing to share your experience ar | 10) Do you have any other feedback on how Canada could attract or keep n |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 6/19/2025 11:53:42 | I am a resident of Canada. | I currently work in the U.S. in health care. | Not licensed in Canada | | Make it easy to get my license | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | |
| 6/4/2025 13:00:16 | I am a resident of Canada. | I currently work in the U.S. in health care. | Ontario made it hard for me to obtain my nursing license when I graduated back in 2013 | | No | | It is very difficult because there is a lot of red tape | A job that is unionized | A government health care facility | Don't know | | nurses need better wages, more opportunities to grow in the medical field. |
| 6/4/2025 13:19:57 | I am a resident of Canada. | I currently work in the U.S. in health care. | Paediatric icu experience | | Comparable wages | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | I have applied to many positions at WRH and haven't gotten called back for |
| 6/9/2025 16:14:11 | I am a resident of the United States. | I currently work in the U.S. in health care. | Prefer the United States | | Nothing. Canada is trash. | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Canada is a lost cause. I'm happy I left. |
| 6/5/2025 4:07:26 | I am a resident of Canada. | I currently work in the U.S. in health care. | Really, all of the above. work/life balance.. treating RNs with respect and as a team member working for the pt | Self scheduling, respect of nurses, monetary compensation | | | Don't know | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | too much too mention, self scheduling, being hired for a shift, not making a |
| 6/5/2025 22:42:07 | I am a resident of Canada. | I currently work in the U.S. in health care. | Received license when I lived in the US. Difficult and expensive to get it examined to be licensed in Ontario | Going me my RN license | | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | Don't know | | |
| 6/18/2025 19:08:58 | I am a resident of Canada. | I currently work in the U.S. in health care. | Salary | Better hours, better salary, better parking | | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/20/2025 9:13:27 | I am a resident of Canada. | I currently work in the U.S. in health care. | Salary, work/life balance, flexibility in scheduling. | | 1)salary must match. The pay was awful when I worked in Ontario. A step in face when I worked in Ontario. 2) It would need to be full-time and permanent. All jobs in Ontario are temporary part-time and temporary full-tim | | It is easy because there is no red tape | A job that is unionized | A non-government health care facility | It is worse than what I have seen in the United State | | More money into the system. Only way to give nurses full time and a good s |
| 6/5/2025 4:55:26 | I am a resident of Canada. | I currently work in the U.S. in health care. | Sarnia hospital has poor doctors and poor nursing leadership | | Empower the nurses, change leadership in the hospital.. it's really bad in Sarnia. | | Don't know | Doesn't matter | A non-government health care facility | It is worse than what I have seen in the United State | | Make Zofran available, get EPIC documentation in all hospitals, create oppo |
| 6/19/2025 8:03:26 | I am a resident of Canada. | I currently work in the U.S. in health care. | Schedule and working conditions | | Schedule full time and day shifts | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Build the new hospital, fix the schedules for nurses since only part time and |
| 6/19/2025 11:53:49 | I am a resident of Canada. | I currently work in the U.S. in health care. | The first 3 options in this list are my #1's | | You would have to beat what I make in the US now as an RN (and that's $120k per year and I work from home non-proctored). Then I would consider it | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | MASSIVE pay increase, a plethora of full time only positions, |
| 6/5/2025 11:01:34 | I am a resident of Canada. | I currently work in the U.S. in health care. | There were no full time jobs available at the 4 hospital's in my city at the time I graduated. | | Reinstating my Ontario license based on working full time for 30 years at a Level 1 Trauma Center. | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Proper staffing ratios. Proper facilities. |
| 6/4/2025 14:04:03 | I am a resident of Canada. | I currently work in the U.S. in health care. | Travel nursing | | Traveling opportunities in my speciality | | It is very difficult because there is a lot of red tape | A job that is unionized | A non-government health care facility | It is worse than what I have seen in the United State | | Pay/ compensation, nursing ratios to be followed (one of the worst countrie |
| 6/18/2025 19:49:13 | I am a resident of Canada. | I currently work in the U.S. in health care. | Unable to find a full time nursing job in Canada in 1996 | | Schedule, pay, type of job | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Offering more full time positions & more flexible scheduling. |
| 6/4/2025 14:11:16 | I am a resident of Canada. | I currently work in the U.S. in health care. | Wanted to work critical care with pediatrics | | More pay, if it was the specialty I wanted | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | More critical units in the area - not so far away, benefits |
| 6/4/2025 13:07:16 | I am a resident of Canada. | I currently work in the U.S. in health care. | Weather | | Eventually, I will move to BC., cold weather gives me body spams. | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is about equal with what I have seen in the United | | I paid too much on pension plan. I wish I could manage that by my desire. |
| 6/9/2025 14:51:46 | I am a resident of Canada. | I currently work in the U.S. in health care. | When I graduated I couldn't get a full time job in Canada | | Not unionized and flexible scheduling | | It is easy because there is no red tape | A job that is non-unionized | Doesn't matter | Don't know | | Make it easier to make the Canadian license active if they chose to go non-p |
| 6/4/2025 12:55:52 | I am a resident of Canada. | I currently work in the U.S. in health care. | Work/life balance | | Better shifts and more respect from the doctors | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Treat the nurses like the important part of the team they are. Stop treating t |
| 6/4/2025 13:17:11 | I am a resident of Canada. | I currently work in the U.S. in health care. | Work/life balance | | Better schedules, pay and benefits | | It is very difficult because there is a lot of red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/4/2025 17:59:36 | I am a resident of Canada. | I currently work in the U.S. in health care. | Work/life balance | | Better working conditions in staffing and ratios, pay compensations and supportive career opportunities | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/7/2025 8:02:17 | I am a resident of Canada. | I currently work in the U.S. in health care. | Work/life balance | | I would need a full time position immediately. In my experience, hospitals only want to offer part time and have you "pick up" shifts. This is unacceptable work/life balance. | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | More NP's need to be utilized so that nurses are well supported on all shifts |
| 6/16/2025 6:39:51 | I am a resident of Canada. | I currently work in the U.S. in health care. | Work/life balance | | Pay | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/18/2025 19:26:26 | I am a resident of Canada. | I currently work in the U.S. in health care. | Work/life balance | | flexability | | It is easy because there is no red tape | A job that is unionized | A non-government health care facility | It is about equal with what I have seen in the United | | |
| 6/18/2025 21:01:14 | I am a resident of Canada. | I currently work in the U.S. in health care. | Work/life balance | | I would not go back to Canada now to work. | | It is very difficult because there is a lot of red tape | A job that is non-unionized | A government health care facility | It is about equal with what I have seen in the United | | Exchange rate and flexible schedule keeps me in the US |
| 6/19/2025 1:23:05 | I am a resident of Canada. | I currently work in the U.S. in health care. | Work/life balance | | Better pay and availability to create my own schedule like I can in the US | | It is very difficult because there is a lot of red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | Pay more money, offer more incentive that aren't grossly taxed, and allow re |
| 6/19/2025 7:45:43 | I am a resident of Canada. | I currently work in the U.S. in health care. | Work/life balance | | Improved technology, safer patient ratios, increased support (hiring PSWs or nursing assistants) (I know they have UNEs but it's not nearly enough), and more respect. | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | My mental health and work-life balance are better supported with my curren |
| 6/20/2025 7:53:50 | I am a resident of Canada. | I currently work in the U.S. in health care. | Work/life balance | | a casual position | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | job flexibility, better staffing |
| 6/4/2025 12:52:46 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Common sense | | It is very difficult because there is a lot of red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | Contact me |
| 6/4/2025 12:57:07 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Working conditions/ pay | | It is very difficult because there is a lot of red tape | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | Stop testing nurses as having no rights to bodily autonomy without threate |
| 6/4/2025 13:13:26 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Nothing. Not even a remote consideration. | | Don't know | Doesn't matter | It is worse than what I have seen in the United State | | | A better system and government. |
| 6/4/2025 13:14:22 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Safe patient ratios guaranteed | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/4/2025 13:14:28 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | No | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | Don't know | | No |
| 6/4/2025 13:17:36 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | I am a nurse practitioner and want to work in this area, I also work as an iNtensive care unit nurse and wish full time hours. | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | improve supplies |
| 6/4/2025 13:24:31 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Improved RN to patient ratios, respect from the CNO which in my opinion provides no protection for RNs but charges a fortune for mandatory membership, better pay, less top heavy management | | It is a little difficult because there is some red tape | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | Better working conditions, better nurse to patient ratios, respect from manu |
| 6/4/2025 13:58:15 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Better compensation, paying what they do in the USA after conversion as well as better more safe working conditions, Canada has unsafe staffing ratios | | It is a little difficult because there is some red tape | A job that is non-unionized | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/4/2025 14:22:54 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Pay and schedule | | Don't know | Doesn't matter | | It is worse than what I have seen in the United State | | |
| 6/4/2025 15:11:20 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Patient ratios and staffing | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/4/2025 15:13:56 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Nursing assistants, self scheduling, day only or night only schedule option. | | It is easy because there is no red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Safer nurse-patient ratios. More help for nurses. |
| 6/4/2025 16:10:05 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Wages | | It is very difficult because there is a lot of red tape | Doesn't matter | | It is worse than what I have seen in the United State | | Lower patient to nurse ratios. Higher wages |
| 6/4/2025 16:18:42 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Compensation | | It is a little difficult because there is some red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/4/2025 16:34:37 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | More support staff | | It is a little difficult because there is some red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | Full time job positions and straight shifts |
| 6/4/2025 17:22:54 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | It would have to equivalent to what I have in terms of pay, benefits and autonomy | | It is a little difficult because there is some red tape | Doesn't matter | It is worse than what I have seen in the United State | | | Yes, the positions over here are not full time, no benefits. Is one of the bigge |
| 6/4/2025 18:44:03 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Making it easy to get my license in Canada. Not so many hoops and money to get license. | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Make it easier to get your license in Canada especially if you have BSN in n |
| 6/4/2025 18:58:29 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Working environment | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/5/2025 6:05:11 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Actually nothing, feel there isn't nursing autonomy or the right staffing ratios nor the latest equipment and facilities are old | | It is very difficult because there is a lot of red tape | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | I'm afraid with socialized medicine it would be difficult, even the fact the Elk |
| 6/5/2025 9:23:25 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | To get things moving quicker for patients! On the patient end and as someone trying to often get medical help for my aging parents, it's very frustrating how long healthcare related things take, such as testing, getting into | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | The government needs to do better so that healthcare can be of higher qual |
| 6/5/2025 9:25:10 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | The patient nurse ratio would have to change | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Need to treat the hospital as a business and be efficient . |
| 6/5/2025 9:51:22 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Full time positions . | | It is very difficult because there is a lot of red tape | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | Some years ago, > just prior to renewing my license, I was informed that I w |
| 6/9/2025 14:46:34 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Better working conditions, flexibility with scheduling | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/9/2025 18:25:32 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Better scheduling. Most american hospitals are day shift or night shift and you make your own schedule and minimal weekends. | | It is easy because there is no red tape | A job that is unionized | A non-government health care facility | It is worse than what I have seen in the United State | | |
| 6/9/2025 20:29:05 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Similar structures, updated hospitals/equipment | | It is a little difficult because there is some red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/18/2025 20:08:35 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Full time position, working conditions- better nurse:patient ratio, $$$, opportunity to move up ladder according to education action and work ethic, not just seniority . | | It is a little difficult because there is some red tape | Doesn't matter | A non-government health care facility | It is worse than what I have seen in the United State | | I tried to come back years ago, but even with all my experience and critical c |
| 6/18/2025 21:28:22 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Money | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/19/2025 4:06:01 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | NO | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Offer them better work conditions, full time positions , flexible schedules. N |
| 6/19/2025 8:30:33 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Get rid of union and rotating shift. I was hired in USA for a set shift upon graduation. I had the freedom to move into a position I wanted and was qualified for instead of having to have "years of seniority ." Workers in Wind | | Don't know | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | See above. |
| 6/19/2025 18:59:24 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | Nothing. | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 7/8/2025 12:48:26 | I am a resident of Canada. | I currently work in the U.S. in health care. | Working conditions | | I would like to see changed the scheduling setup for nurses working at hospitals in Canada. When working in Michigan nurses are either night shift or day shift, we don't alternate back and forth. Also the format is self-sch | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | I believe that supporting a healthy work:life balance for nurses is important |
| 6/19/2025 9:13:20 | I am a resident of Canada. | I do not have plans to work in the U.S. I earned (anc | I haven't worked in the U.S. However, working conditions, self-scheduling options, support for further educatio | Working conditions (improved nurse-to-patient ratios) and self-scheduling options | | | It is easy because there is no red tape | A job that is unionized | A government health care facility | Don't know | | For question 5 above, there is no red tape for me because I'm licensed in On |
| 6/9/2025 15:03:50 | I am a resident of Canada. | I have worked in both the U.S. and Canada | I lived there at the time | I would love to work in Ontario and tried to get a license after moving from Alberta. They required another test and after 25 years of exemplary experience - I refused !! | | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | Yes. Make transfer of license easier and give the "college" less authority. Y |
| 6/4/2025 13:04:37 | I am a resident of Canada. | I hope to work in the U.S. in health care. | Availability of work with the schedule I want | Availability of condition that i want | | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is about equal with what I have seen in the United | | |
| 6/8/2025 15:55:20 | I am a resident of Canada. | I hope to work in the U.S. in health care. | Availability of work with the schedule I want | not sure | | | Don't know | Doesn't matter | Doesn't matter | Don't know | | |
| 6/9/2025 15:01:43 | I am a resident of Canada. | I hope to work in the U.S. in health care. | Availability of work with the schedule I want | making mental health a NUMBER ONE priority for nurses/ caregivers | | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | I have found that places I have worked in the U.S., treat Canadian nurses be |
| 6/24/2025 9:00:23 | I am a resident of Canada. | I hope to work in the U.S. in health care. | Availability of work with the schedule I want | depends on the job | | | Don't know | A job that is unionized | Doesn't matter | Don't know | | |
| 6/3/2025 8:10:26 | I am a resident of Canada. | I hope to work in the U.S. in health care. | Compensation | Salary | | | It is a little difficult because there is some red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Compensation, safer nurse to patient ratios |
| 7/7/2025 6:14:57 | I am a resident of Canada. | I hope to work in the U.S. in health care. | Compensation | Better pay | | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | Don't know | | Better pay, better working environment |
| 6/10/2025 7:17:22 | I am a resident of Canada. | I hope to work in the U.S. in health care. | HAVENT YET | BETTER PAY | | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/19/2025 5:12:46 | I am a resident of Canada. | I hope to work in the U.S. in health care. | I do not work in the U.S | Different types of nursing positions | | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | More full time positions and different types of nursing roles |
| 6/7/2025 10:32:18 | I am a resident of Canada. | I hope to work in the U.S. in health care. | training opportunities | Work culture, management competency, shift schedule, training opportunities | | | Don't know | A job that is unionized | A government health care facility | Don't know | | Ensure English comprehension and fluidity in English (it is exhausting trying |
| 6/9/2025 16:50:31 | I am a resident of Canada. | I hope to work in the U.S. in health care. | Work/life balance | Offering self scheduling | | | It is easy because there is no red tape | A job that is non-unionized | A government health care facility | It is about equal with what I have seen in the United | | |
| 6/19/2025 19:58:45 | I am a resident of Canada. | I hope to work in the U.S. in health care. | Working conditions | Nothing | | | It is very difficult because there is a lot of red tape | Doesn't matter | A non-government health care facility | It is worse than what I have seen in the United State | | |
| 6/5/2025 12:32:14 | I am a resident of Canada. | I just resigned from my US position last month | Availability of work with the schedule I want | More specialized areas to work in (in my city's hospital a labor & delivery nurse is expected to work in all areas (I&L pediatrics & NICU) these are specialized areas that are unique. I would love a job in I&d but don't feel coz | | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Straight day shift or night shift, specialized areas, less weekend commitmen |
| 6/4/2025 13:17:21 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Availability of work with the schedule I want | Full time (no rotating shifts) either day or night shift. Working three 12 hour shifts/week | | | It is easy because there is no red tape | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | More job stability - no rotating shifts, 12 hour shifts days or midnights full ti |
| 6/4/2025 13:57:50 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Availability of work with the schedule I want | Offer full time positions with benefits | | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/4/2025 15:29:27 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Availability of work with the schedule I want | Non-union, full time hours on one shift and the ability to make my own schedule | | | Don't know | A job that is non-unionized | Doesn't matter | Don't know | | Canadian hospitals need to offer more full time positions on one shift. The |
| 6/9/2025 19:27:04 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Availability of work with the schedule I want | I don't know | | | Don't know | Doesn't matter | A government health care facility | It is about equal with what I have seen in the United | | I don't know |
| 6/1/2025 3:46:21 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Availability of work with the schedule I want | I currently work in Canada. I would have done it sooner if it wasn't for unionization | | | Don't know | A job that is non-unionized | A government health care facility | It is worse than what I have seen in the United State | | |
| 6/16/2025 15:01:23 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Availability of work with the schedule I want | Self scheduling | | | Don't know | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/18/2025 19:06:48 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Availability of work with the schedule I want | Full Time employment with benefits | | | It is easy because there is no red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Provide full time employment with benefits |
| 6/19/2025 6:48:00 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Availability of work with the schedule I want | First pay and second autonomy and that doctors value opinion | | | It is very difficult because there is a lot of red tape | A job that is non-unionized | A non-government health care facility | It is worse than what I have seen in the United State | | Increase sign in bonus . Right now it's so small compared to the usa |
| 6/19/2025 8:03:06 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Availability of work with the schedule I want | Excellent work conditions and scheduling. Supportive management team who pitches in! | | | Don't know | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/29/2025 20:25:47 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Availability of work with the schedule I want | Maternity leave better in Canada | | | Don't know | A job that is unionized | A government health care facility | It is better than what I have seen in the United State | | |
| 6/4/2025 13:02:59 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | Better pay, better funding models for NPs | | | It is a little difficult because there is some red tape | A job that is non-unionized | A government health care facility | It is worse than what I have seen in the United State | | compensation, staffing ratios, work/life balance, support for continuing edu |
| 6/4/2025 13:13:13 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | Licence reciprocity and pay equal to US | | | Don't know | A job that is unionized | A government health care facility | It is about equal with what I have seen in the United | | Full time, regular schedule whether full or part time. |
| 6/4/2025 13:50:37 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | fair compensation and NP able to treat fully without dr | | | It is very difficult because there is a lot of red tape | Doesn't matter | A non-government health care facility | It is worse than what I have seen in the United State | | allow np to bill chip, accepted my medical colleagues here in canada, i am c |
| 6/4/2025 14:50:55 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | Compensation, work environment | | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Better pay |
| 6/18/2025 19:02:44 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | Better pay | | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | Increase the pay |
| 6/18/2025 19:11:14 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | I work in Canada now. | | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | No |
| 6/19/2025 6:05:16 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | Licensure | | | It is very difficult because there is a lot of red tape | Doesn't matter | A government health care facility | It is better than what I have seen in the United State | | |
| 6/19/2025 6:11:12 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | Improve 12 hr work schedule | | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is better than what I have seen in the United State | | Improve work 12 hour work schedule |
| 6/20/2025 5:56:05 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | Allow nurse anesthetists to provide anesthesia in Canada | | | Don't know | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | |
| 6/21/2025 14:17:13 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | Better hours | | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | Full time jobs |
| 6/25/2025 9:15:16 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | mor respect for the nursing profession | | | It is very difficult because there is a lot of red tape | Doesn't matter | A non-government health care facility | It is worse than what I have seen in the United State | | |
| 6/25/2025 9:20:04 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Compensation | better compensation and better treatment of np | | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | pay, working conditions, better communication with cma, doctors accpting |
| 6/23/2025 7:09:14 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Easy to get RN license and full time positions | Availability of work & full-time position | | | It is very difficult because there is a lot of red tape | A job that is unionized | A government health care facility | Don't know | | Making it less stressful for international Educated Nurses/Full time job avai |
| 6/20/2025 7:49:24 | I am a resident of Canada. | I previously worked in the U.S. in health care. | full time employment | I returned back to Canada many years ago. | | | It is easy because there is no red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | multiple opportunities; respect and role clarity, allow practice to full scope, |
| 6/4/2025 18:07:21 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Full time work not available where I live | Nurse to patient ratios need to be better for patient safety | | | It is very difficult because there is a lot of red tape | Doesn't matter | A government health care facility | It is worse than what I have seen in the United State | | |
| 7/7/2025 10:20:30 | I am a resident of Canada. | I previously worked in the U.S. in health care. | I wanted a large research & teaching institution. None in my ON city that I resided in | Clinical Nurse Specialists recognized and employed in mid-sized hospitals. Windsor uses a less-educated, non-unionized position for some of the traditional CNS work-less effective and pulled away from the work at the v | | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | ON should offer FT work and retain RNs with a contract clause of ~10% of m |
| 6/18/2025 19:03:09 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Medically Retired | Cannor | | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | No |
| 6/19/2025 7:28:11 | I am a resident of Canada. | I previously worked in the U.S. in health care. | More advanced practice roles; health system was more innovative and collaborative; many more job opportun | Flexible hours/ schedule; collaborative work environment | | | It is a little difficult because there is some red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | Please see my studies on intent to migrate in border city . Freeman et al. Ap |
| 6/6/2025 13:09:55 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Moved to Canada after marriage | Yes, I love working in Canada | | | It is a little difficult because there is some red tape | A job that is unionized | A government health care facility | It is about equal with what I have seen in the United | | Definitely interested in a more equal wage equivalence as the CAD is droppi |
| 6/10/2025 19:03:32 | I am a resident of Canada. | I previously worked in the U.S. in health care. | No jobs available in Ontario when I graduates from nursing in 1994 | Presently working in Ontario, looking into travel nursing in Canada at present | | | It is a little difficult because there is some red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | Competitive wages, better nurse to patient ratio, guaranteed hours |
| 6/4/2025 14:55:30 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Only place that hires full time | Full time work | | | It is very difficult because there is a lot of red tape | A job that is unionized | Doesn't matter | It is about equal with what I have seen in the United | | Nurses can do alot more in the usa than Canada. Advancement is easier to |
| 6/4/2025 13:12:57 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Prefer the United States | Better work environment for nurses. Up to date, computerized, efficient, higher pay | | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Make it better in pay, technology, treatment of staff and patients. |
| 6/19/2025 5:39:24 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Prefer the United States | Rate of pay | | | It is a little difficult because there is some red tape | A job that is non-unionized | A government health care facility | It is worse than what I have seen in the United State | | Make yourEmployees happy with rate of pay and hire PSW's and allow them |
| 6/7/2025 14:47:02 | I am a resident of Canada. | I previously worked in the U.S. in health care. | seasonal contract for summer camp nurse | not applicable as also work in CDA as a camp nurse | | | It is easy because there is no red tape | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | |
| 6/4/2025 16:43:25 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Work/life balance | FT hours with benefits; steady shift | | | Don't know | Doesn't matter | Doesn't matter | It is about equal with what I have seen in the United | | Competitive wages/sign on bonuses |
| 6/7/2025 7:53:11 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Work/life balance | More autonomy for nurses and their schedules. Hiring more RN's instead of replacing existing RN lines with RPNs to save a buck. Higher compensation. Better work environment with better ratios- they want us to do mor | | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | Hospitals need to work with the front line to improve the work environment. |
| 6/4/2025 13:06:52 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Working conditions | hourly wage | | | Don't know | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/19/2025 19:48:21 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Working conditions | General overhaul of system to focus on patients | | | It is very difficult because there is a lot of red tape | A job that is non-unionized | A government health care facility | It is worse than what I have seen in the United State | | Offer permanent shifts instead of continually rotating |
| 6/18/2025 20:14:53 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Working conditions | Nurses are treated fairly and are provided a respectable work environment | | | It is very difficult because there is a lot of red tape | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | Reciprocity across North America and the provinces. US accepts the Canad |
| 6/20/2025 11:15:09 | I am a resident of Canada. | I previously worked in the U.S. in health care. | Working conditions | Nurse patient staffing ratio and use of Health care Aides with 6:1 HCA to patient ratios | | | It is very difficult because there is a lot of red tape | Doesn't matter | Doesn't matter | It is worse than what I have seen in the United State | | The College of Nurses was unnecessarily putting up so many barriers to re |
| 6/19/2025 17:11:52 | I am a resident of Canada. | I work in both Canada and us | Availability of work with the schedule I want | Higher wage, better nurse to patient ratios | | | Don't know | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | |

| Timestamp | 1) When it comes to your living situation, which stat | 2) When it comes to your work situation, which stat | 3) What is the most specific reason why you decided to work in the U.S. as a nurse? | 4) If an Ontario hospital or clinic (in a convenient location) wanted you to work for them, what could be changed so that you would prefer to work in Canada? | 5) If you wanted to work in Canada, how would you describe the | 6) If you were to consider working in Canada, which | 7) If you were to consider working in Canada, which | 8) How would you describe the level of health care i | 9) Would you be willing to share your experience ar | 10) Do you have any other feedback on how Canada could attract or keep m |
|---|---|---|---|---|---|---|---|---|---|---|
| 6/9/2025 16:39:08 | I am a resident of Canada. | I work in healthcare in Canada | I reside in Ontario and work full time in Ontario | I work in Ontario so this survey doesn't apply to me at all. I work and reside in Ontario Canada | Don't know | Doesn't matter | Doesn't matter | Don't know | | Your survey doesn't apply to me as I work fulltime in Ontario Canada and re |
| 6/4/2025 13:02:00 | I am a resident of Canada. | I worked in the US, currently work in Canada, but lo | Compensation, exchange rate, availability of full time positions WITH benefits | Ability to have benefits, full time work, flexibility in scheduled | It is a little difficult because there is some red tape | A job that is unionized | A government health care facility | It is worse than what I have seen in the United State | | Offer more medical/dental benefits to workers despite their work status as |
| 6/4/2025 14:00:51 | I am a resident of Canada. | Previously and intentions to return | Work/life balance | Unfortunately not much | Don't know | A job that is unionized | Doesn't matter | It is worse than what I have seen in the United State | | |
| 6/9/2025 14:58:20 | I am a resident of Canada. | Work remotely in Canada for US hospital | Multiple reasons, work where I am interested in not where I have enough seniority, work balance, | Work balance, compensation where I want to work, not just a job | It is very difficult because there is a lot of red tape | A job that is non-unionized | Doesn't matter | It is worse than what I have seen in the United State | | Canada needs desperately to re-invest in its infrastructure. Add directly in |