

OECD Health Statistics 2025

Definitions, Sources and Methods

Foreign-trained nurses

TOTAL NUMBER OF NURSES

The data should refer to practising nurses where possible. (If not possible, the data can be reported for professionally active nurses or nurses licensed to practice).

Foreign-trained nurses: number (stock)

The number of nurses who have obtained a recognised qualification in nursing in another country and are working as a nurse in the receiving country.

Inclusion

- Foreign-trained nurses who have obtained any type of registration to practice in the receiving country.
- Nurses who have obtained a recognised qualification in nursing in another country but have not yet obtained a (full) registration to practice in the receiving country.

Exclusion

- Foreign-trained nurses who are registered to practice in the receiving country but are practising in another country (temporarily or permanently).

Note: The number should be at the end of the calendar year.

Foreign-trained nurses: annual inflow

The number of nurses who have obtained a recognised qualification in nursing in another country and are receiving a new authorisation in a given year to practice in the receiving country.

Inclusion

- If the source is professional registers (preferred source): Foreign-trained nurses coming in the country under all types of registration status (full, temporary, limited, provisional or conditional registration).
- If the source is working permits delivered to immigrants (possible alternative source): Foreign-trained nurses coming in the country under a permanent or temporary working permit.

Note: The number should be at the end of the calendar year.

Sources and Methods

Australia

Stock of foreign-trained nurses

Source of data:

- 2013 onwards: **Department of Health**, NHWDS Nursing and Midwifery Practitioners Data. Data request. Data are as at the end of the re-registration period for the profession in the reference year.
- 2007-2009: **Australian Institute of Health and Welfare**, AIHW Nursing and Midwifery Labour Force Survey, 2007, 2008 and 2009 (published data).

Coverage:

- Data for 2011 and 2012 unavailable at requested level of detail. Data not collected in 2010.
- Data from a workforce survey that is voluntarily completed at the time of registration renewal was used to populate this table.
- The total includes records where 'Initial country of qualification' is not stated/inadequately described.

Break in times series: 2013.

- 2013 onwards data are for practising nurses (i.e. clinical nurses). 2007 to 2009 data are for professionally active nurses (i.e. employed nurses). Data prior to 2010 are not comparable with data post 2010.

Note: Country counts below 6 are suppressed for the Stock of Nurses by Country of Qualification, the count has been included in the Other Country count instead, due to privacy reasons.

Annual inflow of foreign-trained nurses

- 2013 onwards: **Department of Health**, NHWDS Nursing and Midwifery Practitioners Data. Data request. Data are as at the end of the re-registration period for the profession in the reference year.

Coverage:

- Data from NHWDS registration and qualification data was used to populate this table.
- Data are for professional registers.
- The total excludes records where qualification country is not stated/inadequately described.

Note: The strong decrease seen in the inflow of foreign trained nurses in 2021 can be attributed to international border closures and travel restrictions for Australia due to COVID-19 which extended from March 2020 to February 2022.

Austria

Stock of foreign-trained nurses

Source of data: **Austrian National Public Health Institute (GÖG)**, Health Professions Registry.

Reference period: 31st December.

Coverage: All registered professional nurses who have obtained a recognised qualification in professional nursing as defined by Directive 2005/36/EC (ISCO-08 code: 2221) Training for a higher service in health care and nursing lasts three years and comprises at least 4 600 hours of theory and practice. A distinction is made between training in general health care and nursing, specialised basic training in paediatric and adolescent nursing and specialised basic training in psychiatric health care and nursing. Included are:

- Practising nurses
- Professionally active nurses
- Registered nurses, who are not yet employed after training
- As a nurse registered jobseeker
- As a nurse registered volunteer
- As a nurse registered pensioner

Excluded are:

- Non-registered professional nurses
- Associate professional nurses and caring personnel

Deviation from the definition: Data refer to professional nurses who are licensed to practice.

Annual inflow of foreign-trained nurses

Source of data: **Statistics Austria**, Register of Educational Attainment; data based on recognitions of qualifications by the Austrian Ministry of Health and the offices for recognition of qualifications in the Austrian federal provinces.

Reference period: 1st January to 31st December.

- Coverage: Included are practising nurses having obtained a qualification in professional nursing as defined by Directive 2005/36/EC (ISCO-08 code: 2221) from a European country whose first qualification is recognised by the Austrian Ministry of Health
- from all countries of qualification whose first qualification is recognised by the Austrian federal provinces

Excluded are:

- Associate professional nurses
- Caring personnel.

Belgium

Stock and inflow of foreign-trained nurses

Source of data: **Federal Public Service - Public Health**. Full title of the database: Database of health work professionals (known as "Cadastré").

Reference period:

Coverage: The "Cadastré" only contains health work professionals with a license to practice their profession. At this stage, it is not yet possible to identify the health work professionals with an economic activity.

Deviation from the definition: Data refer to nurses licensed to practice.

Canada

Stock of foreign-trained nurses

Source of data: **Canadian Institute for Health Information (CIHI)**.

Full title of the database: Health Workforce Database.

<https://www.cihi.ca/en/health-workforce-database-metadata>.

Coverage:

- Data include all regulated nursing professions (registered nurses including nurse practitioners), licensed practical nurses, and registered psychiatric nurses.
- Nurses included in the count were registered and working in the health care sector for the year being referenced.
- The values for domestically-trained nurses and foreign-trained nurses will not add up to the total number of nurses, since the total number of nurses includes nurses that did not identify their location of graduation.
- Data did not exist between 2000-2001 for licensed practical nurses and registered psychiatric nurses, therefore they are not included in the counts for those years.
- CIHI has no way of distinguishing between foreign trained Canadian citizens and foreign trained immigrants.
- Note Other country(ies) includes small cells suppressed (counts lower than 5), and countries/regions that are not in the OECD country list.
- No data available in the Health Workforce Database on native-born but foreign-trained nurses.
- 2019 and 2021 data for registered nurses and nurse practitioners in Manitoba represented supply, as their workforce data was not available.
- 2021 data for registered nurses and nurse practitioners in Prince Edward Island represented supply, as their workforce data was not available.
- 2019 data for licensed practical nurses in New Brunswick, Yukon and Nunavut was not included as data was not available.
- Data for registered psychiatric nurses in Yukon was not included as data was not available.

Break in time series: 2002.

- Data for the years 2000-2001 only include registered nursing data, whereas the data from 2002 onwards include data from the three regulated nursing professions: registered nurses (including nurse practitioners), licensed practical nurses, and registered psychiatric nurses.

- Due to voluntary reporting to CIHI of employment status in Manitoba, registered nurses employment numbers from 2014 to 2018 may be understated. Please use with caution.
- 2022 and 2023 information for Yukon Registered psychiatric nurses and Nunavut Licensed practical nurses were not included, as their 2022 and 2023 data was not available.
- The following counts were used as estimates for their 2022 counts, as their 2022 data was not available: 2018 counts for Manitoba nurse practitioner & registered nurses, 2020 counts for Prince Edward Island registered nurses, 2021 counts for Northwest Territories/Nunavut nurse practitioners, 2016 counts for Yukon Licensed practical nurses.
- Starting in 2023, CIHI revised its methodology for imputing missing values in data for 2023 and subsequent years. This change may have an impact on the trends. As a result, comparisons with data for previous years should be made with caution.
- Data from 2023 for registered nurses and nurse practitioners in Manitoba, along with data from 2019 to 2023 for psychiatric nurses in British Columbia, and data from 2017 to 2023 for licensed practical nurses in Yukon—both foreign-trained and domestically trained—was estimated using the revised methodology. When the data for Nurses licensed to practice is available for the reporting year, this was done by applying the foreign-trained nurses and domestically-trained nurses distribution of the licensed to practice nurse data to the professionally active nurse data. When data for the reporting year is missing, this was done by taking the most recent figures for licensed to practice nurses and multiplying them by the annual growth rate. Then, the distribution of foreign-trained and domestically trained nurses was used to impute the missing data for a specific year.
- 2022 information on domestic/foreign trained for 3,912 nurses was not available.
- 2023 information on domestic/foreign trained for 2,469 nurses was not available.
- The total number of Foreign-trained nurses calculated using the revised methodology to impute the missing values may not match the total from the country-specific data.- 2023 counts for Yukon licensed practical nurses (5), Manitoba nurse practitioners (11) and registered nurses (1361), British Columbia registered psychiatric nurses (246) were excluded, as their 2023 foreign trained data were estimated and be lack of detailed information.

Annual inflow of foreign-trained nurses

Source of data: **Canadian Institute for Health Information (CIHI).**

Full title of the database: Health Workforce Database.

<https://www.cihi.ca/en/health-workforce-database-metadata>.

Coverage:

- Data include all regulated nursing professions (registered nurses including nurse practitioners), licensed practical nurses, and registered psychiatric nurses.
- Data did not exist between 2000-2001 for licensed practical nurses and registered psychiatric nurses, therefore they are not included in the counts for those years.
- New authorisations for each year represent foreign trained nurses who were working in the jurisdiction for the first time for the year being referenced.
- The new authorisations for each year referenced represents the first time that the foreign trained nurses was authorized to work in that jurisdiction. The nurse may have been authorised in another Canadian jurisdiction previously.
- CIHI has no way of distinguishing between foreign trained Canadian citizens and foreign trained immigrants.
- Counts lower than 5 are shown as 0 for specific countries as per the privacy standards of the Canadian Institute for Health Information. These low counts are included in aggregate under the category “OTHERS (not elsewhere classified)”.
- 2019 - 2021 data for registered nurses and nurse practitioners in Manitoba represented supply, as their workforce data was not available.
- 2021 data for registered nurses and nurse practitioners in Prince Edward Island represented supply, as their workforce data was not available.
- 2019 data for licensed practical nurses in New Brunswick, Yukon and Nunavut was not included as data was not available.
- Data for registered psychiatric nurses in Yukon was not included as data was not available.

Break in time series: 2002.

- Data for the years 2000-2001 only include registered nursing data, whereas the data from 2002 onwards include data from the three regulated nursing professions: registered nurses (including nurse practitioners), licensed practical nurses, and registered psychiatric nurses.
- Due to voluntary reporting to CIHI of employment status in Manitoba, registered nurses employment numbers from 2014 to 2018 may be understated. Please use with caution.
- 2022 information for Manitoba nurse practitioner & registered nurses, Prince Edward Island registered nurses, Northwest Territories/Nunavut nurse practitioners, Yukon Licensed practical nurses were not included, as the data was not available.
- 2023 counts for Yukon registered psychiatric nurses, Yukon licensed practical nurses, Manitoba nurse practitioners & registered nurses, Nunavut licensed practical nurses, Prince Edward Island registered nurses, Northwest – for 2022 and 2023 Territories/Nunavut nurse practitioners were excluded for inflows.

Chile

Stock of foreign-trained nurses

Source of data: Health Superintendence (Superintendencia de Salud).

Full title of the database: National Registry of Individual Health Providers (Registro Nacional de Prestadores Individuales de Salud). The inscription in the National Registry is possible only when the foreign-trained professionals have obtained a permanent, temporary or conditional registration from the corresponding Authorities.

<http://webservice.superdesalud.gob.cl/bases/prestadoresindividuales.nsf/buscador?openForm>.

Deviation from the definition: Only professional Universities graduate nurses are included. The data refer to nurses licensed to practice.

Annual inflow of foreign-trained nurses

Source of data: Health Superintendence (Superintendencia de Salud).

Full title of the database: National Registry of Individual Health Providers (Registro Nacional de Prestadores Individuales de Salud).

Coverage: Data is included since year 2017.

Colombia

Source of data:

- 2011-2021: Calculations by the Direction of Human Talent Development in Health, **Ministry of Health and Social Protection**.

Coverage: National.

Estimation method:

- The estimate of nurses trained abroad is built from the information of degrees validated by the Ministry of National Education, which is used to calculate the indicator that monitors the percentage of human resources in health trained in Colombia.

- The estimate considers the distribution of nurses trained in Colombia and abroad, without detailing their nationality.

- The data presented are estimates.

- The total series since 2011 was revised/recalculated taking into account the year of registration in the National Unified Registry of Human Resources in Health (Registro Único Nacional del Talento Humano en Salud-RETHUS) for the authorization of the professional practice. The estimates are based on three main calculations: i) the percentage of nursing professionals (registered by the end of each year) who obtained their degree abroad with respect to the total number of nursing professionals registered in the RETHUS; ii) the percentage of national nursing professionals (registered with the Colombian citizenship card as identification document) registered in the RETHUS who obtained their degree abroad (with respect to the total number of nursing professionals who obtained their degree abroad); and, iii) for the variable "Foreign-trained nurses: annual inflow", the year of registration in the RETHUS is taken into account for nursing professionals who obtained their degree abroad.

Costa Rica

Stock of foreign-trained nurses

Data not available.

Annual inflow of foreign-trained nurses

Source of data: Consejo Nacional de Rectores – CONARE (National Council of University Chancellors). Annual Statistics as reported in 2022.

Czechia

Source of data: Institute of Health Information and Statistics of the Czech Republic; National Register of Health Professionals

Reference period: 31st December.

Coverage: Foreign trained nurses who have obtained a recognized education in the Czech Republic, we report total practicing nurses.

Denmark

Stock of foreign-trained nurses

Source of data: The Danish Health Data Authority, Registered Health Professionals, the Danish Register for Evaluation of Marginalisation, The Danish Civil Registration System.

Reference period: 31st December

Coverage: 2000-2023

Deviation from the definition: Only possible to divide into Denmark vs other countries.

Break in time series: 2023 change in the data collection

Annual inflow of foreign-trained nurses

Source of data: The Danish Health Data Authority, Registered Health Professionals, the Danish Register for Evaluation of Marginalisation, The Danish Civil Registration System.

Reference period: 31st December

Coverage: 2000-2023

Deviation from the definition: Only possible to divide into Denmark vs other countries.

Break in time series: 2022 change in the data collection

Estonia

Stock of foreign-trained nurses

Source of data: Health Board, Register of Health Professionals.

Reference period: at the end of the calendar year.

Coverage: The register was established on 01.01.2002. The total number of nurses is not complete for the years 2002-2004, all nurses had to be registered by the beginning of 2005.

Deviation from the definition: The data refer to nurses licensed to practice (not practising nurses).

Annual inflow of foreign-trained nurses

Source of data: Health Board, Register of Health Professionals.

Reference period: at the end of the calendar year.

Deviation from the definition: The data refer to nurses licensed to practice (not practising nurses).

Finland

Stock of foreign-trained nurses

Source of data: THL Health Personnel Statistics; Finnish Institute for Health and Welfare. The data are based on the Employment Register kept by Statistics Finland.

Reference period: At the end of the calendar year.

Coverage: Practising nurses, which includes all individuals employed as nurses in the health care field in Finland. This includes all nurses working as temporary staffers as well.

Deviation from the definition:

Estimation method:

Break in time series:

Annual inflow of foreign-trained nurses

Source of data: VALVIRA. **National Supervisory Authority for Welfare and Health**. Register on Qualified Health Care Personnel.

Reference period: At the end of the calendar year.

Coverage: All professional nurses with a license to practice in Finland who have acquired their first license to practice on a given year.

Deviation from the definition:

- Individuals with temporary or provisional licenses have not been included.
- All nurses who have acquired a permanent licence to practice nursing on a given year are included, even if they live and practice medicine abroad.

Estimation method:

Break in time series:

France

Stock and annual inflow of foreign-trained nurses

Source of data: **Ministère des solidarités et de la Santé - Direction de la Recherche, des Études, de l'Évaluation et des Statistiques** (DREES), Sous-Direction de l'Observation de la Santé et de l'Assurance maladie, Bureau des Professions de santé. **Répertoire ADELI**, DREES.

Data were revised in 2023 (from 2000 to 2021).

Reference period: 31st December year N (approximated by data of January 1st year N+1).

Coverage:

- Due to weaknesses in the administrative source, nurses aged 62 or above are here excluded. Nurses tend indeed not to declare when they cease their activity, which leads to an overestimation of professionally active nurses if not corrected.

- Data not available since 2022 (incomplete data source).

Stock: Nurses who have obtained their diploma in a foreign country OR have obtained from the Ministry of Health a registration to practice or have a “European diploma validated”.

All nurses with French nationality are considered as “native-born”.

Annual inflow: Nurses who have registered themselves for the first time in the “ADELI Registry” during the given year of the annual data AND who have obtained their diploma in a foreign country OR have obtained from the Ministry of Health a registration to practice or have a “European diploma validated”.

- The location of training abroad outside Europe is not detailed.

- Data refer to active nurses, registered in the “ADELI Registry”, and not to practising nurses (not available).

- Data refer to metropolitan France and D.R.O.M. (overseas departments and regions).

Warning: The data from ADELI Registry referring to foreign trained professionals are not exhaustive. For example, in the case of physicians, the change of data source had a significant impact on the global number of foreign trained physicians, and as such, the ADELI Registry significantly underestimates this category of professionals.

Deviation from the definition: All nurses with French nationality are considered as “native-born”. Data refer to professionally active nurses.

Germany

Stock of foreign-trained nurses

Source of data: **Federal Statistical Office in cooperation with the Federal Statistical Offices of the Länder**.

Full title of the database: 1. German Microcensus including the Labour Force Survey and 2. Health Labour Accounts January 2025.

Please note that the provided stock-data for foreign-trained nurses do not completely correspond with the definitions of this data collection.

Reference period: 31st December.

Coverage:

- The data provided cover all practicing professional nurses to the end of each reference year. Source of this data is the health labour accounts.
- For the distinction between domestically-trained nurses and foreign-trained nurses the German Microcensus has been used. The German Microcensus is a cross-sectional survey (1% of the population living in Germany) and collects data across the whole year. Therefore, the results are annual averages.
- The total amounts of domestically- and foreign-trained nurses were calculated in two steps: The shares of domestically-/foreign-trained nurses were calculated based on the German Microcensus (first step). In order to obtain the total amounts of domestically-trained nurses and foreign-trained nurses the calculated shares based on the German Microcensus were multiplied by the total number of practicing professional nurses based on the health labour accounts.

Deviation from the definition:

- Foreign-trained nurses are defined as individuals who are working in the reference year as practicing nurses in Germany and have successfully completed their highest level of education or training abroad. The data provided does not show if the highest level of education or training successfully completed is a degree in nursing or in another field than nursing.
- The respondents classify themselves as nurses. Therefore, the data provided does not show the amount of people with an officially recognized degree in nursing which was acquired in Germany or abroad.
- The data provided include the following categories of nurses:
 - all categories of professional nurses,
 - professional geriatric nurses.
- Foreign-trained is defined as:
 - working in the reference year as practicing nurses in Germany,
 - highest degree of education or training was acquired in a foreign country,
 - native-born but foreign-trained are included.
- Data of the country where the highest degree was acquired are not collected by the German Microcensus directly. Therefore nationality/former nationality is used as proxy to identify the country where the highest degree was acquired.
- The German Microcensus is a cross-sectional survey and can be used to measure the stock of foreign-trained nurses, but has also some restrictions:
 - Data for nationality and former nationality are collected according to the entire list of countries of this data collection. Until reporting year 2019, in general the Federal Statistical Office publishes results based on the German Microcensus for individuals with a foreign nationality only, if the estimated population total exceeds 7000. For estimated totals below 7000 the relative standard error is considered being too large.
 - As of reporting year 2020, the following regulation applies to evaluations based on the microcensus: Annual results based on a value of less than 71 people in the sample are suppressed because of the size of their relative standard error (over 15% on average) and the associated low informative value.
 - Because the values supplied for “Nurses from the Russian Federation” largely exceed the relative standard error (more than 15%), a meaningful representation of a time series is not possible. Therefore, no values are shown for this country.
 - Native born but foreign-trained are included in the total of foreign-trained nurses. They cannot be listed separately; because of the small size of this subgroup result would not be reliable.
 - The sum of the list of foreign-trained nurses by country of first qualification is equal to the total number of foreign-trained nurses. Native-born but foreign-trained and German repatriates are contained in the total of foreign-trained nurses and in the category “OTHERS (not elsewhere classified).”

Estimation method:

- Data from the Health Labour Accounts are generally head-counts rounded to the nearest thousand.

Break in time series:

Annual inflow of foreign-trained nurses

2020-2023:

Source of data: **Federal Statistical Office in cooperation with the Federal Statistical Offices of the Länder.**

Full title of the database: Survey pursuant to Section 17 of the Professional Qualifications Assessment Act (BQFG).

Reference period: 31st December.

Coverage:

- The basis of the statistics according to the Professional Qualifications Assessment Act (BQFG) is Section 17 BQFG of the federal law as well as the corresponding paragraphs or articles of the state laws on the recognition of foreign professional qualifications under federal or state law.
- The data provided include the number of positively decided applications for the recognition of foreign professional qualifications (decision before appeal). The positively approved recognition procedures include both those procedures in which full equivalence of the professional qualification is certified directly, as well as those applications that receive full equivalence only after completion of a compensatory measure or receive positive-partial access to the profession.
- The data cover recognised foreign professional qualifications for nursing, pediatric nursing and nursing for the elderly.
- The data by country are based on country of training.

Deviation from the definition:

- The data include recognized qualifications of persons with German or non-German citizenship regardless of their place of residence.

Estimation method:

- For reasons of data protection, a rounding procedure was used to ensure confidentiality. Individual results are initially determined without rounding. Subsequently, each number is rounded up or down to a multiple of 3. As a consequence, the total value can deviate from the sum of the individual values. This method distorts the data only slightly. The deviation from the real value is at most 1 for each data cell.

2012-2019:

Source of data: **Federal Statistical Office in cooperation with the Federal Statistical Offices of the Länder.**

Full title of the database: Survey pursuant to Section 17 of the Professional Qualifications Assessment Act (BQFG).

Reference period: 31st December.

Coverage:

- The basis of the statistics according to the Professional Qualifications Assessment Act (BQFG) is Section 17 BQFG of the federal law as well as the corresponding paragraphs or articles of the state laws on the recognition of foreign professional qualifications under federal or state law.
- The data provided include the number of positively decided applications for the recognition of foreign professional qualifications (decision before appeal). The positively approved recognition procedures include only those procedures in which full equivalence of the professional qualification is certified directly.
- The data cover fully recognised foreign professional qualifications for nursing, pediatric nursing and nursing for the elderly.
- The data by country are based on country of training.

Deviation from the definition:

- The data include fully recognized qualifications of persons with German or non-German citizenship regardless of their place of residence.

Estimation method:

- For reasons of data protection, a rounding procedure was used to ensure confidentiality. Individual results are initially determined without rounding. Subsequently, each number is rounded up or down to a multiple of 3. As a consequence, the total value can deviate from the sum of the individual values. This method distorts the data only slightly. The deviation from the real value is at most 1 for each data cell.

Break in time series:

- The Federal Government's Recognition Act ("Act to improve the assessment and recognition of foreign professional qualifications") has been in effect since April 1, 2012. Therefore, data are existent from this point of time.
- Until 2019 data cover only fully recognised foreign professional qualifications for nursing and pediatric nursing (full equivalence of the professional qualification is certified directly).
- From 2020 onwards the positively approved recognition procedures include both those procedures in which full equivalence of the professional qualification is certified directly, as well as those applications that receive full equivalence only after completion of a compensatory measure or receive positive-partial

access to the profession (foreign professional qualifications for nursing, pediatric nursing and nursing for the elderly).

Additional information:

The “Others (not elsewhere classified)” item includes countries not in the country list of the table, i.e.:

- former Serbia (including Kosovo)
- former Serbia and Montenegro
- Kosovo
- Macedonia (former Yugoslav Republic)
- Czechoslovakia
- Soviet Union
- Palestinian territories

Greece

Source of data: **Hellenic Statistical Authority (EL.STAT)-Annual Hospital Census** and **Hellenic Regulatory Body of Nurses (ENNE)** - data drawn from their membership registry.

Reference period: 31st December

Coverage: All professional nurses. The enrolment of all nurses is compulsory.

Deviation from the definition: Annual inflow is not yet available

Break in time series: The data has been available only for 2023

Hungary

Stock and annual inflow of foreign-trained nurses

Source of data:

- From 2013 until 2014: **Office of Health Authorisation and Administrative Procedures** (EEKH in Hungarian), www.eekh.hu.
- From 2015 to 2016, **Health Registration and Training Center** (ENKK in Hungarian), www.enkk.hu. Operational Register.
- From 2017: **National Healthcare Service Center** (ÁEEK in Hungarian), www.enkk.hu. Operational register.
- From 2021, **National Directorate General for Hospitals** (OKFŐ in Hungarian) www.okfo.gov.hu. Operational register.

Break in time series:

- 2017 and onwards:
 - o stock of nurses: the time series has been revised in accordance with the methodology applied in the Health Employment table for nurses (Practicing Nurses).
 - o ambulance nurses are excluded from the group of Nurses (stock and annual inflow of foreign trade nurses as well)

Stock of foreign-trained nurses

Coverage: Nurses, who have a valid registration in the Operational Registry as nurse, which is the condition of the unsupervised healthcare activity.

Annual inflow of foreign-trained nurses

Coverage: Nurses, by the year of registration in the Basic Register.

Note: The data source of the stock of nurses is the Operational Registry. In order to pursue healthcare activities in Hungary, healthcare professionals are required to hold a valid operational registration, which is valid for five years and can be renewed by collecting certain amount of CPD credits.

The inflow of doctors (and nurses) is one possible factor of the change of the stock from one year to another, however the renewal or the expiration of the operational registration or the cancellation due to the death of the professional can also contribute, therefore the change of stock and the inflow do not necessarily meet.

Iceland

Stock of foreign-trained nurses

Data not available.

Annual inflow of foreign-trained nurses

Source of data: Directorate of Health in Iceland, register of health care professionals.

Reference period: The calendar year.

Coverage:

- Register data, nationwide coverage. All nurses who have received their first degree in another country and have subsequently received registration as nurses in Iceland.

- Data available as of 2017.

Deviation from the definition:

Estimation method:

Break in time series:

Ireland

Stock of foreign-trained nurses

Source of data: Nursing and Midwifery Board of Ireland - An Bord Altranais

(<https://www.nmbi.ie/Home>).

Reference period: Figures refer to as at end of December.

Coverage:

- From 2021: Stock of Nurses refers to practising nurses (refer to practising nurses definition above). Data is available by the disaggregation of; domestically trained, foreign-trained (including if native-born) and unknown place of training.

Deviation from the definition: Data contains midwives who have dual registration. For reference year 2023, around 1,820 midwives (around 43%) were also registered as Nurses and indicated to be practising in both fields.

Annual inflow of foreign-trained nurses

Source of data: Nursing and Midwifery Board of Ireland - An Bord Altranais

(<https://www.nmbi.ie/Home>).

Reference period: Figures refer to as at end of December.

Coverage:

- From 2021, data refers to practising nurses (refer to practising nurses definition). It is assumed that newly registered nurses are practising.

- Up to 2020, the data refer to nurses who are licensed to practice, who obtained their nursing qualification outside of Ireland and are currently registered with NMBI with an active status.

Deviation from definition: Data contains midwives who have dual registration. For reference year 2023, around 1,820 midwives (around 43%) were also registered as Nurses and indicated to be practising in both fields.

Israel

Stock of foreign-trained nurses

Source of data: Health Information Division and the Nursing Division in the **Ministry of Health**.

Full title of the database: Nurses License Registry, Ministry of Health.

Coverage: All licensed nurses under age 67, which is the retirement age in Israel since the early 2000's. Midwives are included, as in Israel all midwives are also nurses.

- The category "OTHERS (not elsewhere classified)" includes 55 nurses trained in the Former USSR and 3837 nurses trained in the West Bank in 2024, 56 nurses trained in the Former USSR and 3319 nurses trained in the West Bank in 2023, 58 nurses trained in the Former USSR and 2743 nurses trained in the West Bank in 2022, and 84 and 356, respectively, in 2015.

Deviation from the definition: All licensed nurses and midwives under age 67.

Annual inflow of foreign-trained nurses

Source of data: Health Information Division and the Nursing Division in the **Ministry of Health**.

Full title of the database: Nurses License Registry, Ministry of Health.

Coverage: Includes all new licenses. Midwives are included, as in Israel all midwives are also nurses.

- The category "OTHERS (not elsewhere classified)" includes 584 nurses trained in the West Bank in 2024, 661 nurses trained in the West Bank in 2023, and 42 in 2015.

Note: The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

Italy

Stock and annual inflow of foreign-trained nurses

Source of data: **Federazione nazionale Ordini Professioni Infermieristiche (FNOPI)**.

<https://www.fnopi.it/>.

Reference period: 31st December.

Coverage: Nurses registered in Italy but practicing abroad are included.

- Nurses who have obtained a recognised qualification in nursing in another country but have not yet obtained a (full) registration to practice in Italy are excluded.

- Foreign-trained nurses who are registered to practice in Italy but are practicing in another country (temporarily or permanently) are included.

Deviation from the definition: Data refer to nurses entitled to practice.

Estimation method: None.

Break in time series: 2021.

- In 2021 the increase in the number of “Domestically-trained nurses” and the decrease in “Unknown place of training” are due to the availability of the variable on the University where the professional obtained the degree (Italian in most cases).

Japan

Data not available.

Korea

Stock of foreign-trained nurses

- Data not available.

Annual inflow of foreign-trained nurses

Source of data: **Ministry of Health and Welfare**, unpublished data.

Coverage:

- From 2000: Data from nursing licensing administration.

Latvia

Source of data: **Health Inspectorate of Latvia**; Register of Medical Practitioners and Medical Support Staff.

Reference period: 31 December (stock), 1st January to 31st December (inflow).

Coverage: The data coverage is complete. The data cover entire country, and both public and private sectors.

Stock data for nurses (in the dataset on Health Workforce Migration) may differ from data reported under Nurses (in the dataset on Health Care Resources) due to some differences in the specialties included in both datasets – dental nurses and radiologist assistants.

Deviation from the definition:

Estimation method:

Break in time series: 2020.

-From 2020, the migration data for nurses correspond to the number of professionally active nurses in the Health employment module.

-Starting from 2020, dental nurses are registered in the profession of dental assistant.

Lithuania

Stock and annual inflow of foreign-trained nurses

Source of data: **Health Information Centre of Institute of Hygiene**. Data are calculated from the Compulsory Health Insurance Fund information system (subsystem METAS).

Reference period: 31st December.

Coverage:

- The number includes nurses licensed to practice in the country at the end of the year.
- The number of foreign-trained nurses is calculated according to the country of the medical school they graduated.
- Annual inflow of foreign-trained nurses is the number of nurses received the licence to practice for the first time calculated according to the country of the medical school they graduated.
- Specialists declared emigration but having valid licence at the end of the year are included as there is no information if they are practicing abroad.

There is no possibility to recognize if the foreign-trained person is native-born.

Deviation from the definition: data refer to nurses licensed to practice.

Estimation method:

Break in time series:

- 2016: Since 2016 valid licenses with expired date of updating of license is treated like not valid license.

Luxembourg

Luxembourg is not able to provide reliable information on Health Workforce Migration due to its specificities:

- Luxembourg nationals often obtain their diplomas/qualifications abroad, mainly because education is not available in Luxembourg for several health professions. Hence, using the country where the qualification was obtained as a criteria to assess migratory status is not pertinent.
- Moreover, nearly half of Luxembourg's population is of foreign origin and some Luxembourg nationals choose to live across the borders. Thus, using nationality as a criteria to assess migratory status is not pertinent.
- However, methodology and data collection are under discussion and revision in order to better complete this data collection.

Mexico

Data not available.

Netherlands

Stock and annual inflow of foreign-trained nurses

Source of data: **CIBG**. Full title of the database: Beroepen in de Gezondheidszorg (BIG). To distinguish working nurses in the health care and health care related sectors, the database was linked to the Social Statistical Database of Statistics Netherlands.

<http://www.cibg.nl>.

Reference period:

Coverage: From 2014: Data refer to nurses who are licensed to practice and live and work in the Netherlands. Their license requires that they have been practising in the past five years.

Data cover nurses working in the Netherlands (also doctors living in other countries and working in the Netherlands, but that last group may be incomplete).

Deviation from the definition:

- Until 2014: Data refer to nurses working in the Netherlands, in the health care sector, or health related sectors (excluded e.g., is agriculture and industry, it more or less equals SHA HP classification). Definition is approach of professionally active nurses.
- Figures below 5 are not reported; they are included in 'other'.

Estimation method:

Break in time series:

- 2020: After 2019 the annual inflow decreased again. Probably partly because of the increase in 2019 and partly because the borders were temporarily closed because of Covid-19.
- 2019: Due to efforts from the bureau of the register to add the social security number of foreign doctors and nurses with a foreign training the number has increased substantially in 2019. This is an administrative correction. New social security numbers are seen as inflow.
- 2017 onwards: nurses from other countries and working in the Netherlands slowly get a better registration in the data of CIBG.
- 2012. The register has been cleaned up in 2012.
- 2014, 2019, 2023: As of 2014, nurses are obliged to re-register. The requirement is that they have been practising in the past 5 years. As a result, the total number of nurses are significantly lower than before and the percentage of foreign-trained nurses increases.

New Zealand

Stock of foreign-trained nurses

Source of data: **Nursing Council of New Zealand.**

Full title of the database: Nursing Council of New Zealand Workforce Survey Data.

Coverage:

- The Nursing Workforce Survey is collected via questionnaire as part of a nurse's Annual Practising Certificate (APC) renewal form. Response rates to each questionnaire vary between 95-100%.
- Includes those nurses who received their initial registration qualification in New Zealand AND somewhere other than New Zealand.
- Before 2011: Includes practising nurses only under the nursing scopes of practice: Registered Nurse. It does not include those under the scopes of practice Nurse Practitioner and Enrolled Nurse.
- From 2011: Practising Nurses defined as those nurses who meet the Council's statutory declaration requirements to practise, and who were actually working as nurses at the time of completing their APC, for all scopes, ie. Registered Nurse, Nurse Practitioner and Enrolled Nurses (excluding nurse management and administration, nursing education, nursing professional advice/policy development, nursing research).
- Data are reported on information collected during the renewal of APCs until the 31st March of the year indicated in the series, e.g. 2010 data refer to all certificates from 1st April 2009 to 31st March 2010.
- Non-practice criteria not included in the reporting include: 1. Non-nursing health-related management or admin, 2. Other non-nursing paid employment, 3. Not in paid employment, 4. Working in another health profession.

Deviation from the definition:

- 2002 and 2003 data when available refer to Registered Nurses and Midwives.
- Data for 2000, 2001 and 2003-2007 unavailable.

Break in time series: Data for 2002 are not comparable with data from 2008. In 2002, the Nursing Council operated under the Nurses Act 1977 while in 2008 it was operating under the Health Practitioners Competence Assurance (HPCA) Act 2003, which came into force in 2004. The legislative change led to changes in the Nursing Council's coverage. In 2002 the Nursing Council regulated midwives and midwives were included in the reported number of active nurses. Under the HPCA Act, midwives are regulated by the Midwifery Council (established in 2004) and so they were no longer included in Nursing Council reporting of nurse numbers from that time. The legislative change also led to major changes in the Nursing Council's rules and processes for registration and for the issuing of annual practising certificates. The total number of nurses recorded for 2002 refers to the number of registered nurses (as defined under the 1977 act) and midwives who responded to the workforce survey. The data from 2008 onwards do not include midwives.

Note:

- There has been a decrease in the inflow of foreign-trained doctors and nurses which can be attributed to the COVID-19 pandemic and on consequent border restrictions on entry to New Zealand. For nurses, the decreased inflow is only apparent in the 2021 counts, because the data is reported as of 31 March each year. These decreases have nevertheless had only a small effect on the proportions of foreign-trained personnel in the stocks of doctors and nurses.

Headcount for 2024: There was very active recruiting of international-qualified nurses to fill local vacancies. There has also been a change in immigration rules which make it easier for nurses to gain residence. This has resulted in an above average increase from certain locations for this year.

Annual inflow of foreign-trained nurses

Source of data: **Nursing Council of New Zealand.**

Full title of the database: Annual Reports 2003-2018. From 2019, Nursing Council of New Zealand Workforce Survey Data.

Coverage up to 2022:

- Number of registrations of overseas qualified nurses (and midwives in 2003) from 2003 to 2007. These are registrations and means those nurses who met the Council's statutory declaration requirements to practice (i.e. are capable of legally practicing as a nurse) and may include nurses who are not actually working, or working in non-nursing roles.

- Data relate to nurses issued with an Annual Practising Certificate until the 31st March of the year indicated in the series, i.e. 2010 data refer to all certificates from 1st April 2009 to 31st March 2010, etc.

Deviation from the definition: Up to 2022, nurses assessed as competent to practice but not all are necessarily actively practicing.

Break in time series: From 2023, coverage is for practising nurses only, as for the stock of foreign-trained nurses.

Headcount for 2024: There was very active recruiting of international-qualified nurses to fill local vacancies. There has also been a change in immigration rules which make it easier for nurses to gain residence. This has resulted in an above average increase from certain locations for this year.

Norway

Stock of foreign-trained nurses

Source of data: **Statistics Norway**, Statistics on health-care personnel. Administrative registers. See http://www.ssb.no/hesospers_en/.

Reference period: 3rd week of November.

Coverage:

- Data include all qualified nurses working within HP1-HP4. There is no guarantee that qualified nurses actually work as nurses, as data refer to education rather than employment (the job they hold).

- Native born is defined according to standard for Immigration category (2008), all codes except 'B' and practicing physicians not living in Norway (see codes below).

Code	Title
A	Born in Norway to Norwegian-born parents
B	Immigrants
C	Norwegian-born to immigrant parents
E	Foreign-born with one Norwegian-born parent
F	Norwegian-born with one foreign-born parent
G	Foreign-born to Norwegian-born parents

- Only nurses younger than 75 years are included, which gives a small discrepancy to number of nurses in the health employment file, where all practicing nurses, in all ages, are included.

Inclusion

- Professional nurses.

- Foreign nurses licensed to practice and actively practicing in the country and working in HP1-HP4.

Annual inflow of foreign-trained nurses

Source of data: Helsepersonellregisteret (HPR) is the administrative register where you are required to be registered if you wish to work under the titles medical doctor or nurse (among many other medical titles)

<https://ehelse.no/helseadministrative-registre/helsepersonellregisteret-hpr>

Coverage: HPR covers all of Norway.

Deviation from the definition: It is possible to apply and be registered as a nurse in HPR without entering Norway. However, it is reasonable to assume that someone applying and paying the application-fee (NOK 1665) intends to enter the Norway or is already located in Norway.

Poland

Stock of foreign-trained nurses and annual inflow of foreign-trained nurses

Source of data: **Main Chamber of Nurses and Midwives.**

Full title of the database: Central Register of Nurses and Midwives, updated based on information provided by 45 regional registries of nurses and midwives.

www.nipip.pl.

Stock of foreign-trained nurses

Coverage: Data available by training country since 2016.

Annual inflow of foreign-trained nurses

Note: The increase in the number of foreign-trained nurses in 2021 is due to a simplified access to nursing profession for nurses with diplomas from outside the EU.

Portugal

Stock of foreign-trained nurses

Source of data: **Ordem dos Enfermeiros.** Full title of the database: Gestão de Membros da Ordem dos Enfermeiros.

<http://www.ordemenfermeiros.pt/membros/DadosEstatisticos/2013/index.html>.

Reference period: 31st December.

Coverage: 2002-2014.

- Data from 2002 to 2013 include foreign-born but domestically-trained nurses.

Deviation from the definition:

Estimation method:

Break in time series: 2014.

- From 2014, data exclude foreign-born but domestically-trained nurses.

Annual inflow of foreign-trained nurses

Data not available.

Slovak Republic

Data not available.

NOTE: Data cannot be provided because they are currently not available in sufficient quantity and quality. For part of the required data, the National Health Information Center (NHIC) will be able to provide after capacity increase of the National Register of Healthcare Professionals (NR ZPr), and part of the required data is not subject of collection of the National Register of Healthcare Professionals (NR ZPr) (i.e. country of obtaining first medical qualification of the doctor is not stated in the NR ZPr; there is stated only “abroad” in the National Register of Healthcare Professionals).

Activities of National Health Information Center (NHIC) move towards providing and fulfilling of this indicator.

Slovenia

Stock of foreign-trained nurses

Source of data: **National Institute of Public Health Slovenia.** Full title of the database: National Healthcare Providers Database.

http://www.ivz.si/Mp.aspx?ni=46&pi=5&_5_id=29&_5_PageIndex=0&_5_groupId=185&_5_newsCategory=&_5_action=ShowNewsFull&pl=46-5.0.

Reference period:

Coverage:

- Full coverage.

- Practising nurses only.

- Includes professional nurses (according to the Joint Questionnaire methodology) only.

Deviation from the definition:

- Data provided for nurses who have graduated in a foreign country.
- Data are reliable for those who graduated after 1990. Before 1990, there are many missing values in database. These cases are added to Slovenia. Interpretation should therefore be very cautious. We are not able to separate Slovenian citizens who studied abroad from foreigners who studied abroad.

Estimation method:

Break in time series:

Annual inflow of foreign-trained nurses

Data not available in NIJZ databases.

Spain

Annual inflow of foreign-trained nurses

Source of data: **Ministerio de Ciencia, Innovación y Universidades**, Secretaría General de Universidades y **Ministerio de Sanidad**, Dirección General de Ordenación Profesional (**Ministry of Science, Innovation and Universities**, General Secretariat of Universities and **Ministry of Health**, General Directorate for Professional Regulation).

Coverage: The coverage is the entire national territory.

- Data for foreign-trained nurses with recognized qualification.
- Between 2023 and 2024, the total inflow of nurses increased by 64%; inflow of nurses trained in certain countries increased by a relatively large amount (Colombia, Paraguay, Peru, Portugal, Venezuela) while in other countries decreased by a relatively large amount (Cuba, Italy, Romania). We cannot guarantee that the variation in immigration corresponds to a real change in immigration status, but rather to the handling of these professionals' recognition requests. Due to a regulatory change for the resolution of degree recognition requests, there was a substantial increase in applications that does not represent a break in the series (see Royal Decree 889/2022, of October 18, which establishes the conditions and procedures for homologation, declaration of equivalence and validation of university education from foreign educational systems and which regulates the procedure for establishing correspondence at the level of the Spanish Qualifications Framework for Higher Education of official university degrees belonging to previous academic orders). The apparent increase in migration, corresponds to an increase in pending resolutions and not to the actual number of applications for that year. The fact that a person requests recognition of their degree does not mean that they will actually come to the country to practice their profession. It is also worth noting that the number of requests is related, among other factors, to the economic situation of the country from which the professional comes.

Stock of foreign-trained nurses is not available

Sweden

Stock and inflow of foreign-trained nurses

Source of data: **National Board of Health and Welfare**.

Full title of the database: LOVA-register.

Coverage: The database only contains information on specific countries of training for the largest migration countries within the EU/EEA + Switzerland agreement area. Nurses trained in countries outside the EU28 / ESS country are from 2015 reported in the category OTHERS (not elsewhere classified).

Nurses trained in Czechia and Slovakia are reported under Czechia.

- The time series has been revised in 2024, from the year 2015 and onwards.

Break in time series:

Due to a changed method for collecting and processing data from 2015 onwards, data may differ more than from previous years in time series.

Stock of foreign-trained nurses:

The time series is revised from 2015 onwards. The data before 2015 do not sum up to the same total for practicing nurses as in the Excel file Health Employment where the time series is revised from 1995.

Revising the entire time series backwards for stock of foreign-trained nurses would result in problems with quality of training country.

Switzerland

Stock of foreign-trained nurses

Source of data: **Federal Statistical Office (FSO)**, Neuchâtel; Hospital Statistics; yearly census.

Reference period: Data as of December 31.

Coverage:

- Only nurses employed in a hospital. The figures are not representative of the health system, because employment of foreign-trained nursing personnel is assumed to be significantly less important in nursing home, home care or other ambulatory care services. The figures must not be disseminated without this methodological warning.

- Many hospitals do not fill the basic questionnaire for data on the origin of the diploma.

Deviation from the definition: Foreign-trained: Origin of diploma of professionals employed in hospitals. Only limited information available concerning the countries covered.

Estimation method:

Break in time series:

Annual inflow of foreign-trained nurses

Source of data: **State Secretariat for Migration (SEM)**, Bern; Système d'information central sur les migrations SYMIC, analysis by Obsan (Swiss Health Observatory).

Reference period: Annual census.

Coverage:

- Full coverage based on survey data.

- Practising nurses, includes nurses trained at the tertiary level. It should be noted that in Switzerland, the nursing workforce is composed, to a considerable extent, of nurses trained at the secondary level.

- Data by country are based on the place of training.

Deviation from the definition: Foreign-trained: Numbers of residence permits, settlement permits, and cross-border permits delivered to nurses of foreign nationality. (Swiss citizens trained abroad are not included in the data.)

Türkiye

Data not available.

United Kingdom

Foreign-trained nurses: stock and annual inflow

Source of data: **Nursing and Midwifery council (NMC)**. Title of the original survey collection - Wiser Database.

Reference period (Stock): As of 31 December. 2021 data includes 9 months to 30th September 2021. This can be updated to include full calendar year later in 2022.

Coverage: Data cover the whole UK, and cover both private and public sector. Data include all registered nurses.

- In 2020, the time series have been revised for both stock and annual inflow of foreign-trained nurses, in order to exclude the midwives that were previously included in the data.

Deviation from the definition: The data supplied match the proposed joint definition.

Estimation method: The data are not an estimation or interpolation.

Break in time series: There is no break in the time series.

United States

Stock of foreign-trained nurses (estimated data)

Source of data:

- **Journal of Nursing Regulation**, The National Council of State Boards of Nursing and The Forum of State Nursing Workforce Centers, “2013 National Workforce Survey of Registered Nurses”, Vol. 4, Issue 2, July 2013 Supplement.
- **Journal of Nursing Regulation**, the official journal of the National Council of State Boards of Nursing, “The 2015 National Nursing Workforce Survey”, Vol.7, Issue 1, April 2016 Supplement.
[https://www.journalofnursingregulation.com/article/S2155-8256\(16\)31055-9/fulltext](https://www.journalofnursingregulation.com/article/S2155-8256(16)31055-9/fulltext).
- **Journal of Nursing Regulation**, the official journal of the National Council of State Boards of Nursing, “The 2020 National Nursing Workforce Survey”, Vol.12, Issue1, April 2021 Supplement.
[https://www.journalofnursingregulation.com/article/S2155-8256\(21\)00027-2/fulltext](https://www.journalofnursingregulation.com/article/S2155-8256(21)00027-2/fulltext).
- **National Council of State Boards of Nursing, Inc. (NCSBN®)**; Nurse Licensee Volume and NCLEX® Examination Statistics. <https://www.ncsbn.org/national-nursing-database.htm>.
- **U.S. Department of Labour. Bureau of Labour Statistics/Occupational Employment Statistics.**
<http://www.bls.gov/oes>.

Coverage:

- Data cover registered nurses (RNs) only.

Estimation method:

- The numbers of domestically- and foreign-trained nurses have been estimated by the OECD Secretariat based on the numbers of “professional nurses professionally active” reported in *OECD Health Statistics* and the share of foreign-educated RNs reported in the Journal of Nursing Regulation.

Annual inflow of foreign-trained nurses (estimated data)

The number of people passing the NCLEX (“pass rate”) is used as a proxy indicator of how many foreign-trained nurses are entering the profession in the U.S., because passing this NCLEX is usually the final step in the nurse licensure process.

Source of data: National Council of State Boards of Nursing, Inc. (NCSBN®); Nurse Licensee Volume and NCLEX® Examination Statistics. <https://www.ncsbn.org/exam-statistics-and-publications.htm> .

Reference period: Year-end statistics.

Estimation method: The country of first qualification of foreign-trained nurses is available for candidates who pass the NCLEX RN and LPN test on their first attempt and second attempt (i.e., repeat test) recorded.

Data coverage: Up to 2015, the data cover both RNs and LPNs. From 2016 onwards, the data only cover RNs (in 2022, 98.6% of all nurses who passed the NCLEX test were RNs).

NON-OECD ECONOMIES

Bulgaria

Source of data: Ministry of Health.

Reference period:

Coverage: Only annual inflow data are available. According to the national legislation the Ministry of Health is responsible institution for the recognition of medical training obtained in another country. All granted recognitions and issued certificates during the respective year are covered.

Croatia

Stock of foreign-trained nurses

Source of data: Croatian Nursing Council.

Reference period: Status on December 31st.

Coverage: complete.

Deviation from the definition: Data refer to nurses licensed to practice.

Estimation method:

Break in time series:

Annual inflow of foreign-trained nurses

Data not available.

Cyprus

Data not available

Romania

Source of data: Order of Nurses, Midwives and Medical Assistants in Romania;

Reference period: data as of December 31st

Coverage: The data refer to nurses licensed to practice and include foreign trained nurses who obtained full registration to practice in Romania.

Deviation from the definition: data refer to nurses licensed to practice.

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<https://www.oecd.org/en/data/datasets/oecd-health-statistics.html>