



**AOLA HEALTHCARE  
STAFFING SOLUTIONS**

*EXCELLENCE IN NURSING, BEYOND BORDERS.*

**The AOILA International RN GUIDE**

A General Information Guide To Starting the U.S.  
Licensure and Immigration Process

**NCLEX. LICENSURE. IMMIGRATION. CAREER  
PREPARATION.**

# HI, I'M FEGA

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As a Registered Nurse practicing in the United States, I understand the challenges and opportunities that come with pursuing a nursing career abroad. Internationally educated nurses play a vital role in strengthening the healthcare workforce and delivering high-quality patient care.

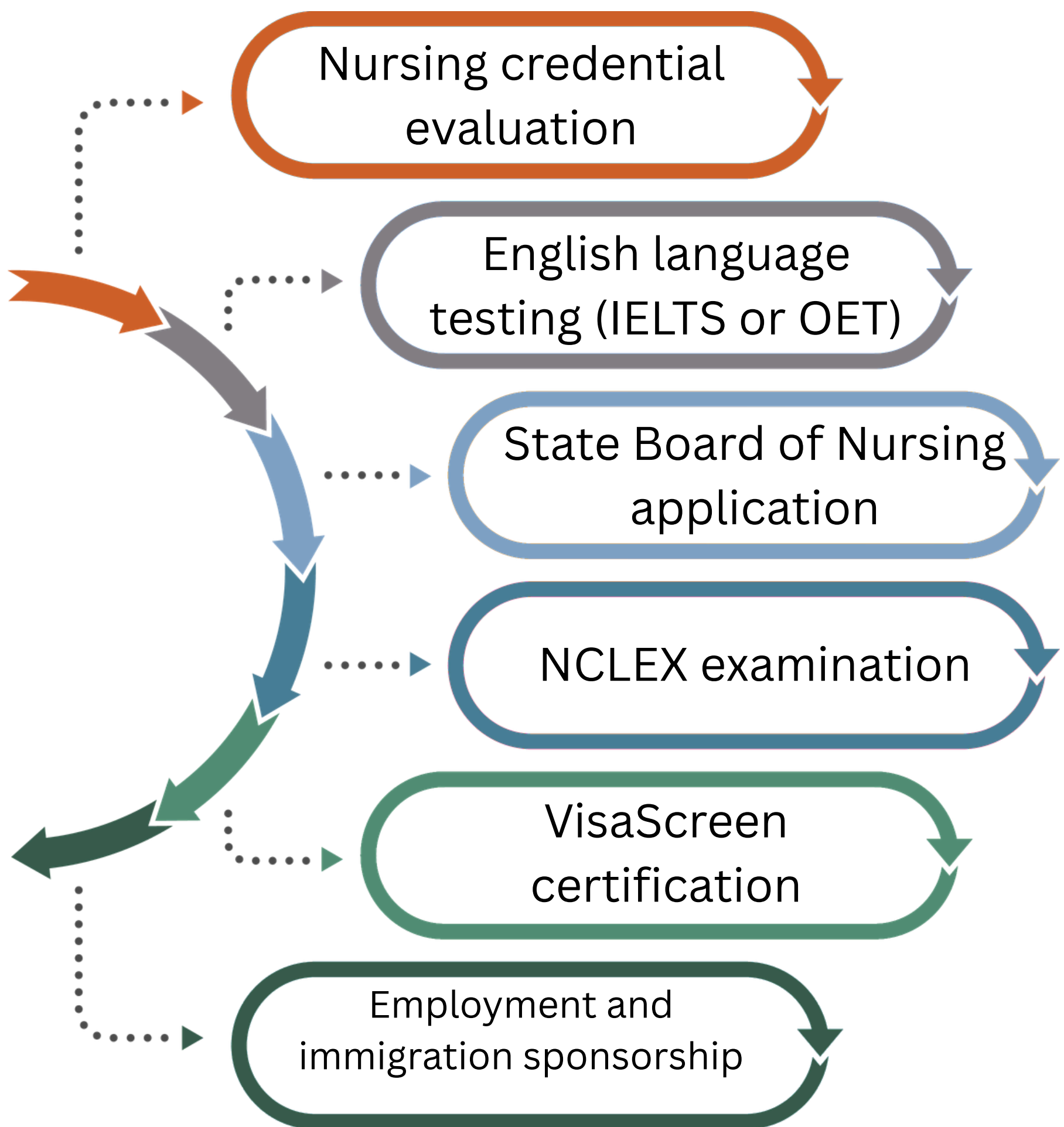
At AOLA Healthcare, we are a nurse-led organization committed to helping nurses navigate the path to U.S. licensure, immigration, and employment with confidence. Our goal is to provide clear, practical guidance from professionals who understand the nursing profession firsthand.

This guide outlines the key steps in the process and serves as a starting point for your journey toward practicing as a Registered Nurse in the United States.



## OVERVIEW OF THE U.S. NURSE PATHWAY\*

The Typical Pathway for International Nurses



*\* Process can vary slightly by state and individual situations*



## **Nursing credential evaluation**

Most internationally educated nurses must complete a credential evaluation through TruMerit (formerly CGFNS).

Create a TruMerit account, confirm your state's requirements, and order the correct evaluation (CES for most states or CVS for New York). Your nursing school and licensing authority will submit documents directly for verification.



## **English language testing (IELTS or OET)**

Most internationally educated nurses must demonstrate English proficiency for immigration purposes. Accepted exams include IELTS Academic and OET Nursing. Review current passing score requirements before registering. Schedule your exam early, as results are often required for VisaScreen certification and final immigration processing.

*\* Process can vary slightly by state and individual situations*



## State Board of Nursing Application

Each U.S. state has its own nursing licensure requirements. Research your preferred State Board of Nursing carefully before applying. Submit the required application, fees, identity verification, and supporting documents. Some states require credential evaluations before granting NCLEX eligibility, while others have additional licensure requirements.

## NCLEX Examination

The NCLEX-RN is the licensing exam required for U.S. nursing practice. Apply to your chosen State Board of Nursing, then register with Pearson VUE. Once approved, you'll receive an Authorization to Test (ATT). Check whether NCLEX testing is available in your country or select an international testing location.

*\* Process can vary slightly by state and individual situations*



# AOLA HEALTHCARE



## VisaScreen Certification

VisaScreen is required for most foreign-educated nurses seeking employment-based immigration to the United States. Issued by TruMerit, it verifies your education, nursing license, NCLEX results, and English proficiency. While some employers may begin sponsorship before issuance, VisaScreen is required before visa approval.

## Employment and Immigration Sponsorship

To immigrate through the EB-3 pathway, you must first secure employment with a U.S. healthcare employer willing to sponsor you. The employer files immigration petitions on your behalf, and your case progresses through the immigration process. Ensure all licensure, credentialing, and eligibility requirements are completed to remain visa-ready.

*\* Process can vary slightly by state and individual situations*

# *COMMON MISTAKES INTERNATIONAL NURSES MAKE*

- Starting the process without understanding state licensure requirements
- Allowing English test results or credential evaluations to expire
- Preparing for the NCLEX without addressing documentation or immigration timelines
- Relying on outdated or incorrect information online
- Not preparing for cultural and clinical transition into the U.S. healthcare system

**Strategic preparation early in the process can prevent costly delays later.**

## *TYPICAL PREPARATION TIMELINE FOR INTERNATIONAL NURSES\*:*

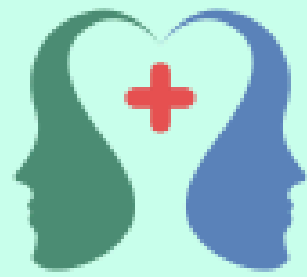
- Credential evaluation: 2 to 4 months
- English testing: 1 to 2 months preparation
- Board of Nursing application: 1 to 3 months
- NCLEX preparation: 2 to 4 months
- VisaScreen and immigration processing: varies by case and visa availability

**Remember: Strategic preparation early in the process can prevent costly delays later.**

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*\* Process can vary slightly by state and individual situations*

# What U.S. Employers Are Looking For



**AOLA Healthcare**

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Hospitals are looking for nurses who demonstrate:

- **Strong clinical competence**
- **Commitment to professional growth**
- **English proficiency and communication skills**
- **Preparation for transition into U.S. healthcare practice**
- **Long-term career stability**



## AOLA Nurse Mentorship Program

Preparation beyond the exam is often what helps internationally educated nurses succeed in their transition to the U.S. healthcare system.

The AOLA Mentorship Program is a structured, nurse-led, fee-for-service pathway designed to take internationally educated nurses from “interested” to U.S. license-ready.

We combine personalized coaching with practical tools and group learning to guide you through every critical step.



[aolahealthcare.com](http://aolahealthcare.com)

**AOLA Nurse**

**Mentorship**

# HOW AOLA SUPPORTS NURSES ✨



AOLA Healthcare is a nurse-led organization focused on ethical international nurse recruitment and professional guidance. Our approach emphasizes preparation, integrity, and long-term success.

## **AOLA PROVIDES:**

- Guidance for licensure and credential preparation
- Mentorship for internationally educated nurses
- Educational resources for NCLEX readiness
- Support navigating immigration pathways such as EB-3
- Connections with healthcare organizations seeking qualified nurses

## **WHY AOLA?**

- Nurse-led organization
- Ethical international recruitment practices
- Guidance from experienced U.S. nurses
- Direct-hire opportunities with U.S. healthcare employers
- Support from preparation through employment



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# *Ready to Begin Your Journey?*

If you are an internationally educated nurse preparing to work in the United States, AOLA Healthcare offers structured, nurse-led mentorship to help you navigate licensure, NCLEX preparation, and immigration readiness with clarity.

Take the next step:

 [Explore the AOLA Nurse Mentorship Program](#)

 [Start your U.S. nursing preparation](#)

Follow AOLA for ongoing guidance and updates



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