

NNAS 

**National Nursing
Assessment Service**

**Annual Report
2024/25**



**Trusted Assessments.
Stronger Futures.**





About NNAS

The National Nursing Assessment Service (NNAS) is a non-profit organization whose membership is composed of 18 nursing regulatory bodies across Canada.

NNAS provides credentialling services for Internationally Educated Nurses (IENs) interested in becoming a nurse in Canada. NNAS collects and verifies nursing credentials and assesses international nursing education. We share accurate and verified information that helps nursing regulatory bodies make licensing decisions. Our reports are accepted by all nursing regulatory bodies in Canada (except in Québec and the Territories).

With a decade of experience working with IENs and nursing regulators, NNAS is proud to be a reliable and established credentialler for IENs wishing to become licensed as a nurse in Canada.

Our Vision

NNAS represents the highest standard of excellence for authenticating credentials and reviewing international nursing education while providing the highest quality of service.

Our Mission

To provide IENs with a single entry point to begin the process of becoming licensed as a nurse in Canada.

Our Values

- Service focused
- Transparent
- Proactive and innovative
- Equity, diversity and inclusion
- Collaboration and accountability



Message from the Chair and Executive Director

This past year marked a significant period of transition for NNAS with the retirement of our Executive Director. This change prompted an important opportunity to reflect on NNAS's position within the broader healthcare and regulatory landscape. This moment of transition allowed us to reflect on how we serve the system, reaffirm our mandate to provide a pan-Canadian credentialing service for IENs pursuing licensure in Canada, and explore new directions to better meet the needs of our stakeholders.

We continued to advance the key priorities outlined in our 2023-26 Strategic Plan.

A major milestone was the national roll out of the Expedited Service, now being offered in all jurisdictions across Canada*. This service provides IENs with a fast, simple and safe credentialling process, delivering their NNAS Advisory Reports in five days (or less) and at a lower cost. While this report provides regulators with up-to-date, quality and reliable information, we continue to enhance the service to ensure all relevant data is available to support their licensure decisions.

Another initiative nearing completion is the development of our own Applicant Portal. Designed and built in-house, this platform is being finalized in close consultation with regulators to ensure it meets jurisdictional needs while significantly improving the applicant experience. The portal aims to increase functionality and transparency, reducing any friction in the early stages of the licensure journey. It is currently in the final stages of consultation with regulators, ensuring it includes all the necessary user interface features to support their workflows effectively. We look forward to its official launch date in the near future!

**except Quebec and the Territories*



Message from the Chair and Executive Director

NNAS also expanded its partnerships this year. In addition to our longstanding collaboration with TruMerit, NNAS has partnered with Canadian Educational Services (CES) as a second provider of educational assessments. This diversification strengthens the reliability of our service model and helps mitigate operational risk, ultimately benefiting both regulators and IENs.

It has been a productive and rewarding year. While it's enjoyable to stop and reflect on the accomplishments of the NNAS team, it is even more exciting when we look forward to the opportunities that await us. We recognize there is more work to do, but we are proud of the strides made and remain focused on building a credentialing system that is efficient, transparent, and responsive to the evolving needs of our stakeholders.

Stay tuned!

Sincerely,



Cathy McIntyre
Acting Board Chair



Ken Alger
Acting Executive Director

HIGHLIGHTS



Expedited Service

All regulators across Canada* are now on the Expedited Service!

This achievement represents a major step forward for NNAS, streamlining the licensure assessment process and reinforcing our commitment to excellence and continuous improvement.

Building on this success, our focus has shifted to strengthening and refining the offering. We are actively engaging with regulators to understand their evolving needs and tailoring outputs to provide the right level of detail for licensure decision-making. Improvements underway include clearer, more tailored reports and stronger alignment with regulatory standards.

By taking these steps, NNAS is ensuring the Expedited Service continues to strengthen the service's value for regulators while upholding fairness, transparency and reliability for IENs.

In FY 24/25, the Expedited Service took 2.4 months compared to 5 months through the Regular Service.

*except Quebec and the Territories



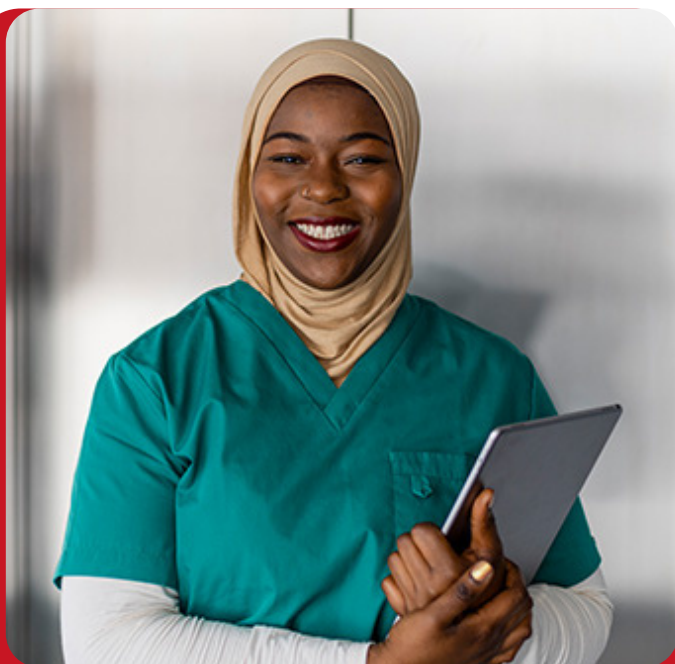
Applicant Portal Development

NNAS is preparing to launch our own secure Portal, a major step for regulators and IENs. With this new Portal, applicants will retain ownership of their data, which will be stored in Canada and shared with regulators at their discretion. With regulator consultations wrapping up and IEN feedback reporting underway, we're excited to share more soon.



Enhancements in Progress

Following a change in leadership in April, we reflected both internally and externally to recalibrate NNAS's role within the assessment ecosystem. This period has brought many positive developments, including staff growth, strengthened relationships with regulators, and the formation of strategic alliances with key stakeholders. These achievements have been rewarding and leave NNAS well-positioned for the future.



LOOKING AHEAD

NNAS is embracing a year of innovation and growth. With the Portal launch on the horizon and continued service enhancements underway, we are building a stronger, more responsive system that benefits both regulators and IENs on their journey to licensure.





NNAS Financials

NNAS continues to demonstrate financial strength and stability. Both revenue and profitability were above the plan for 2025.

NNAS closed the year in a strong financial position, with results that reflect both stability and resilience. Revenues for the year totaled **\$7.4M**, with expenses of **\$7.2M**, resulting in a surplus of **\$239K**. Our balance sheet remains healthy, with net assets of **\$14.7M** and a working capital ratio of **2.84**. This financial stability provides NNAS with ample resources to sustain operations and support strategic priorities, including the Portal launch, enhancements to the Expedited Service, and ongoing engagement with regulators and IENs.

After several years of increased demand related to the pandemic, the organization has returned to more typical operations, with revenues and expenses now aligned with pre-COVID levels. These figures reflect a steady operating rhythm and demonstrate NNAS's ability to adapt to changing conditions while managing resources carefully and maintaining a sustainable model.

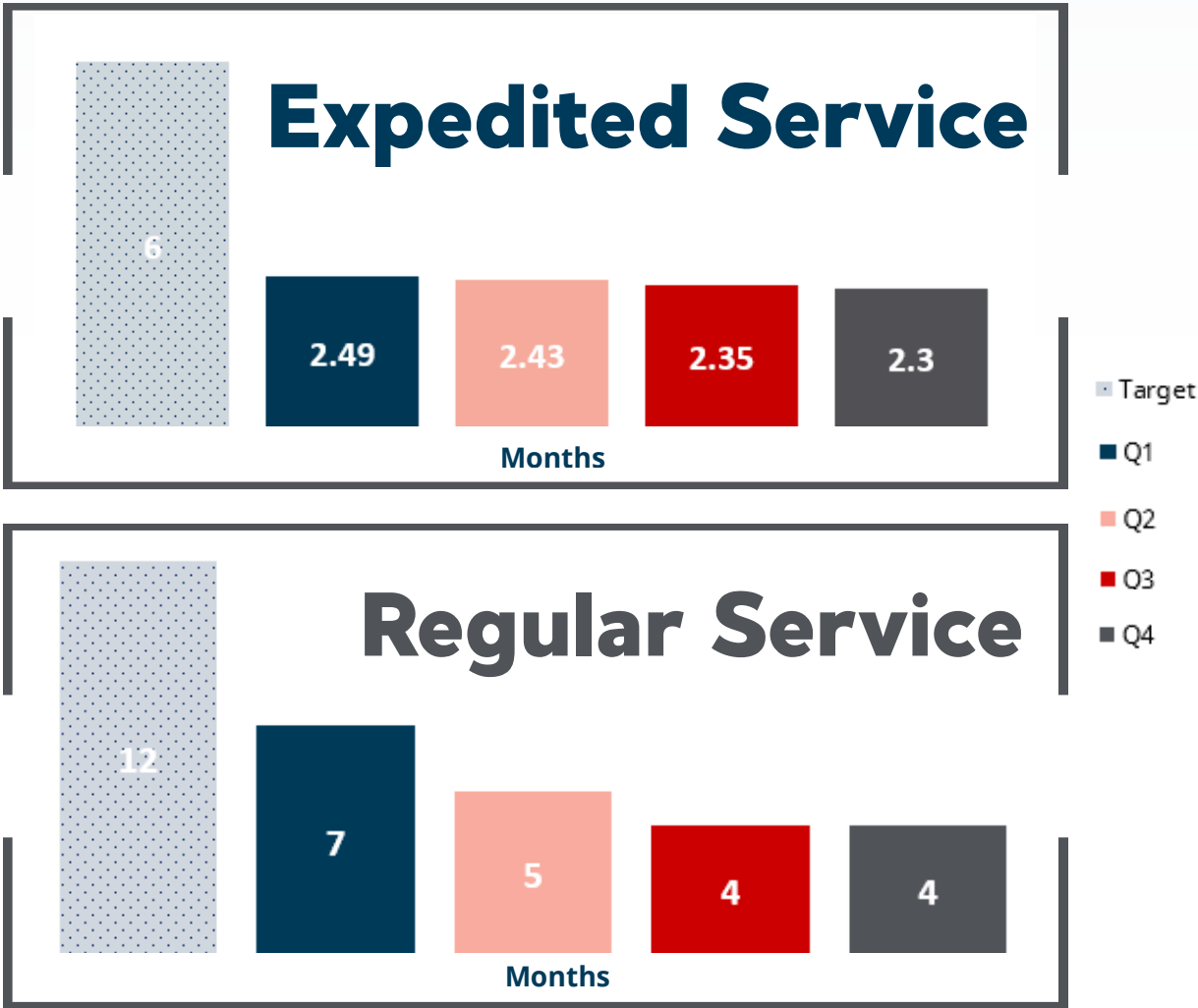
The full FY2024/25 Financial Statement is now available to view on our website.



NNAS processing times continue to outperform targets. The Regular Service process averaged just 5 months, less than half of the 12-month benchmark. The Expedited Service was even faster, averaging **2.4 months** - well under its 6-month target.

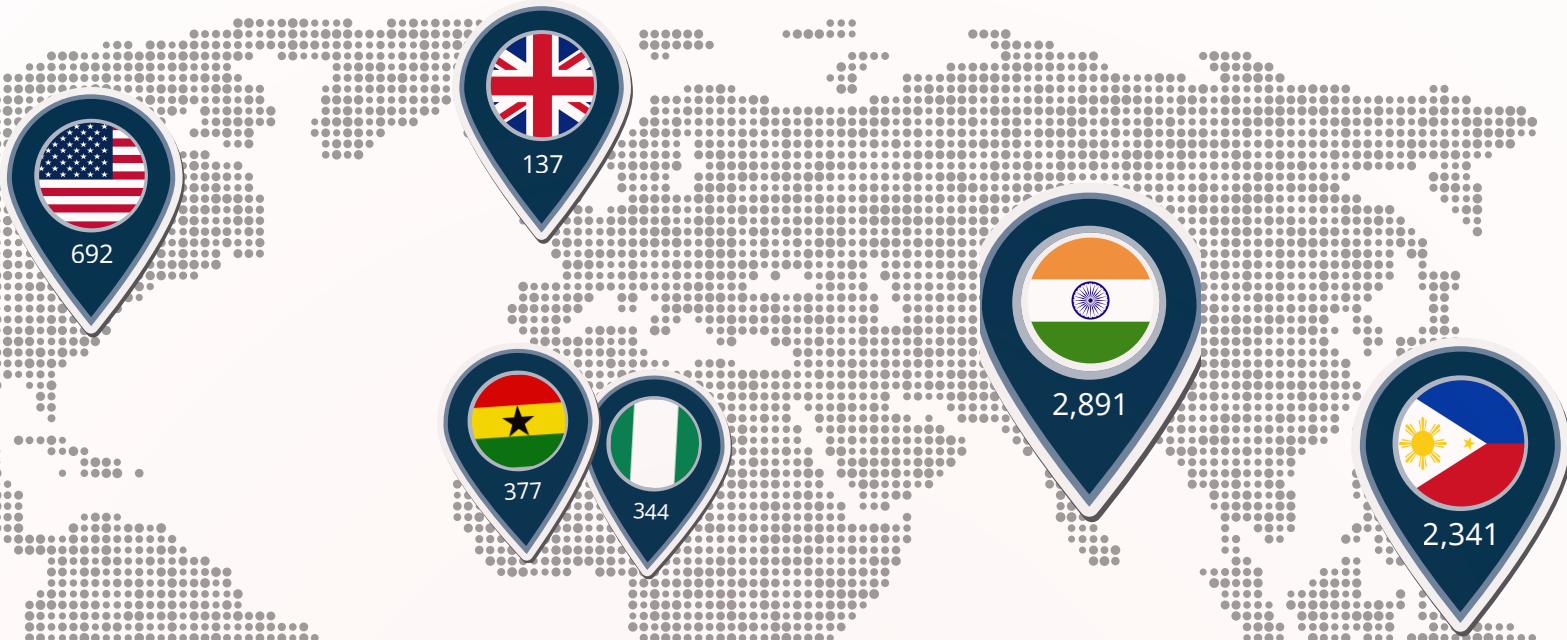


These results show that both pathways are running at more than *double the expected efficiency*, giving applicants and regulators quicker results than ever before.





Applications by Country



Top Countries Where NNAS Applications Originated in FY 2024/25

India	2,891
Philippines	2,341
United States of America	692
Ghana	377
Nigeria	344
Nepal	304
Morocco	196
Iran	163
United Kingdom	137
Cameroon	129
Hong Kong	120
Kenya	116
People's Republic of China	104
Pakistan	95





NNAS Members

Association of New Brunswick
Licensed Practical Nurses

British Columbia College of
Nurses and Midwives

College of Licensed Practical
Nurses of Alberta

College of Licensed Practical
Nurses of Manitoba

College of Licensed Practical
Nurses Newfoundland & Labrador

College of Licensed Practical
Nurses of Prince Edward Island

College of Licensed Practical
Nurses of Saskatchewan

College of Nurses of Ontario

College of Registered Nurses of
Alberta

College of Registered Nurses of
Manitoba

College of Registered Nurses of
Newfoundland and Labrador

College of Registered Nurses and
Midwives of Prince Edward Island

College of Registered Nurses of
Saskatchewan

College of Registered Psychiatric
Nurses of Alberta

College of Registered Psychiatric
Nurses of Manitoba

Nova Scotia College of Nursing

Nurses Association of New
Brunswick

College of Registered Psychiatric
Nurses of Saskatchewan

NNAS Board of Directors



Cathy McIntyre, Acting Chair



Ben Rempel, Public Director



Beverly Balaski, Acting Vice Chair



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SNEI



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