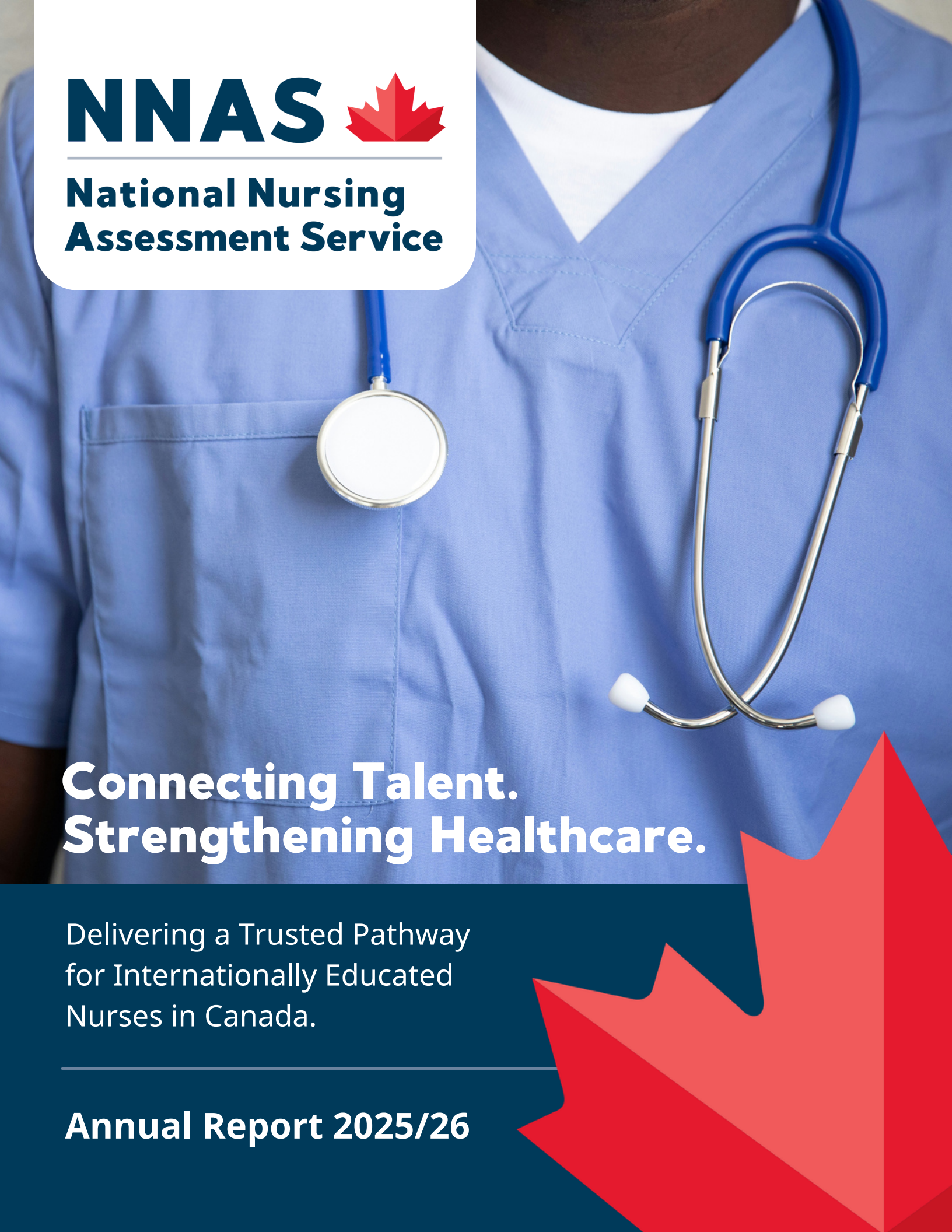




NNAS



**National Nursing
Assessment Service**

**Connecting Talent.
Strengthening Healthcare.**

Delivering a Trusted Pathway
for Internationally Educated
Nurses in Canada.

Annual Report 2025/26

About NNAS

The National Nursing Assessment Service (NNAS) is a non-profit organization whose membership is composed of 16 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 Board Chair

Looking back over the past year, resilience and dedication are the two words that best define NNAS's journey. It was a year of transition, yet through every change, NNAS emerged stronger — remaining steadfast in its commitment to serving internationally educated nurses and supporting nursing regulators across Canada.

Following a leadership transition, I stepped from my role as Board Chair into the role of interim Executive Director. It was a significant responsibility, and one I was privileged to undertake with the support and dedication of NNAS's exceptional staff. I want to express my deepest appreciation to the entire NNAS team. Throughout this period of change, they remained focused on our core purpose. Their adaptability, commitment, and unwavering dedication to the communities we serve ensured our programs continued to run seamlessly. The Board is immensely proud of all they have accomplished.

To our valued members and partners: thank you. We are deeply grateful for your patience, trust, and continued support while the Board conducted a thorough and thoughtful search for our next leader. We knew that finding the right person to guide NNAS into the next chapter required both time and care, and your confidence in us throughout the process was invaluable.

I am pleased to share that the search culminated in the appointment of Penni Caron as Chief Executive Officer. Penni brings a wealth of expertise, vision, and energy to NNAS. She steps into this role with full confidence and unanimous support from the Board. We are excited about the future of NNAS under her leadership and the opportunities that lie ahead.

As we look ahead, we do so with clarity, confidence, and optimism. This past year has demonstrated the strength of our community, the value of our partnerships, and the resilience of the organization. Thank you for walking alongside us through this transformative year — we could not do this work without you.

Sincerely,

Ken Alger
Board Chair





Message from the CEO

Healthcare systems across Canada continue to evolve, bringing new opportunities and new expectations for organizations that support the nursing profession.

Throughout this year, NNAS remained focused on its purpose: delivering trusted credential assessments that contribute to safe nursing practice and public confidence. We continued to work closely with our regulatory partners to understand the changing landscape and ensure our services remain responsive to the needs of those we serve.

At the same time, we invested in the people, partnerships, and systems that will ensure NNAS continues to meet the needs of regulators, applicants, and the healthcare system in the years ahead. This included strengthening our capabilities, advancing our systems, and exploring new ways to improve the experience of those who rely on our services.

As I reflect on my first months with NNAS, I am grateful for the warm welcome and support I have received from staff, regulatory body members, and other partners. I have been inspired by the expertise, professionalism, and dedication of the NNAS community. Their commitment to our purpose and the people we serve is evident in the work they do. I am also grateful to the Board of Directors for their support and confidence as we work together to advance NNAS's strategic priorities.

Our commitment is straightforward: to remain a trusted partner — responsive to change, innovative in how we deliver our services, and collaborative in strengthening Canada's nursing landscape. I am excited about the opportunities ahead of us and confident in our ability to build on the strong foundation already in place. Together, we will continue to evolve, grow, and support the changing needs of nursing regulation and the Canadian healthcare system.

Sincerely,

Penni Caron

Penni Caron, RPN, BHA
Chief Executive Officer



The work of NNAS extends beyond credential assessment. It is about supporting confidence in nursing regulation, helping internationally educated nurses navigate complex pathways, and contributing to a healthcare system that Canadians can trust.



2025/2026 AT A GLANCE



Modernized Service Delivery

Launched the new NNAS Applicant Portal and companion Regulatory Body Portal, replacing legacy systems with a secure, Canadian-hosted platform.



Expanded Supports for IENs

Advanced the Health Canada-funded Access and Support Initiative, including the IEN Navigator Service and a new explainer video series.



Strengthened Collaborations

Continued to build and strengthen relationships with member regulatory bodies across the country, fostering open dialogue and collaborative problem-solving on shared priorities in credential assessment.



Research and Strategic Initiatives

Advanced research initiatives to strengthen understanding of the IEN credential assessment landscape and inform NNAS's strategic direction.



Faster Processing Times

The Expedited Service averaged 2.9 months and the Registered Psychiatric Nurse Pathway averaged 7.3 months, both well ahead of target.



Applications From Around the World

NNAS received 7,734 applications and issued 6,300 reports this year, led by applicants from the Philippines, the United States, and India.

The full FY2025/26 Financial Statement is now available to view on our website.



HIGHLIGHTS

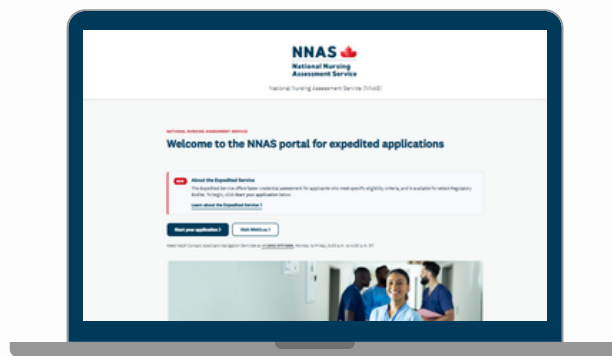
Modernizing the Applicant Experience

After years of planning, development, testing, and close collaboration with member regulatory bodies, NNAS successfully launched its new Applicant Portal in June 2026 — one of the most significant modernization initiatives in the organization's history.

The launch was paired with a new Regulatory Body Portal, giving regulators direct, secure access to applicant assessment information through a modernized transfer process.

Key Improvements

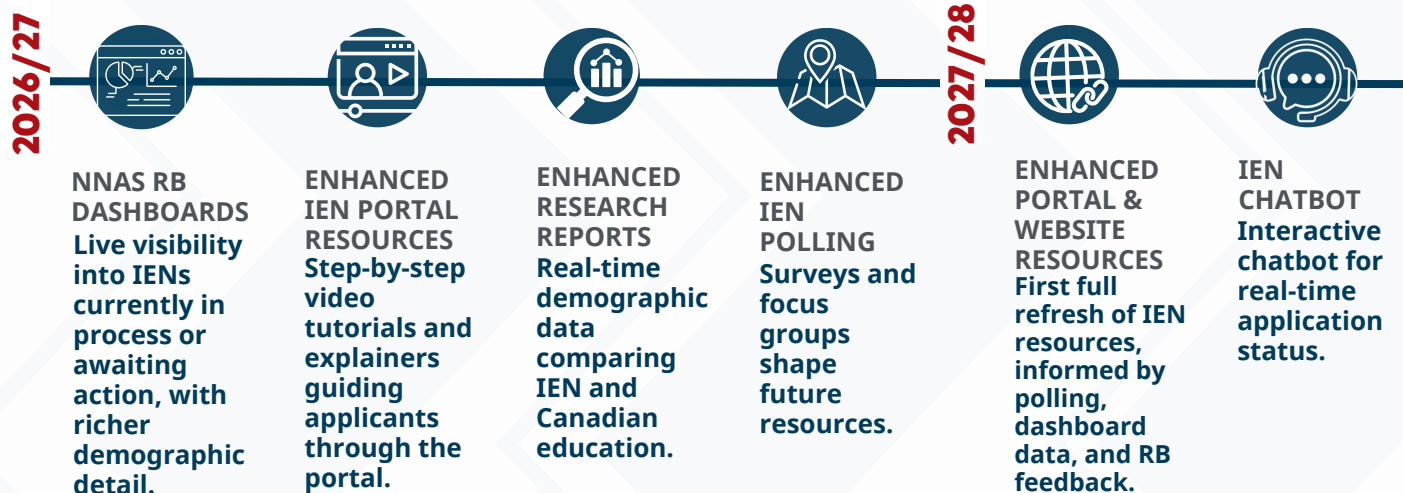
- Enhanced document management and secure Canadian-based data storage
- Direct communication tools between applicants and NNAS staff
- Greater transparency into each stage of the assessment journey
- A modernized experience for both applicants and regulatory body users



The portal establishes a strong technical foundation for future innovation, including planned enhancements to self-service functionality and reporting, while positioning NNAS to keep pace with the evolving needs of applicants and regulatory partners alike.

Looking Ahead

PORTAL DEVELOPMENT ROADMAP



HIGHLIGHTS

Expanding Support for Internationally Educated Nurses

SUPPORTING SUCCESS BEYOND ASSESSMENT

Credential assessment is one step in an internationally educated nurse's path to practice, but it is not the whole journey. NNAS has increasingly recognized that the most significant gap facing IENs isn't licensure delay alone, but the transition to practice that follows: understanding next steps, accessing the right supports, and successfully entering the Canadian healthcare workforce.

Through the Health Canada-funded Access and Support Initiative, NNAS expanded resources this year to help close that gap.

Initiative Highlights:



IEN Navigator Service

Continued development of personalized navigation support to help applicants understand the resources and pathways available to them at each stage of their journey.



IEN Video Series

Produced a new library of video content featuring internationally educated nurses sharing their own licensure and practice journeys, giving future applicants a realistic, relatable picture of what to expect.



Virtual Information Hub

Built centralized, accessible resources designed to reduce confusion and reliance on ad hoc outreach for common questions.



Educational Resources

Developed applicant-facing tools, guides, and support materials addressing the full breadth of the assessment journey, from initial application through to transition to practice.



Outreach and Awareness

Collaborated with workforce partners to raise awareness of available supports, particularly among applicants earlier in their journey.



HIGHLIGHTS

Building on Research Excellence

International nursing education doesn't exist within a single system — it spans dozens of countries, regulatory frameworks, and educational models, each evolving on its own timeline. Understanding that landscape is foundational to fair, accurate credential assessment.

NNAS continues to invest in research and knowledge development to keep pace, including outreach to international nursing regulatory bodies to secure updated curriculum information supporting the production of NNAS's Country Reports.

Areas of Focus



International Nursing Education

Deepening understanding of educational pathways in the jurisdictions represented in the NNAS applicant population



Professional Practice Environments

Examining the regulatory and healthcare contexts in which IENs build clinical experience abroad



Emerging Trends and Issues

Monitoring developments that may affect nursing regulation and applicant experience in Canada



Continuous Improvement

Feeding research and analysis directly back into service design

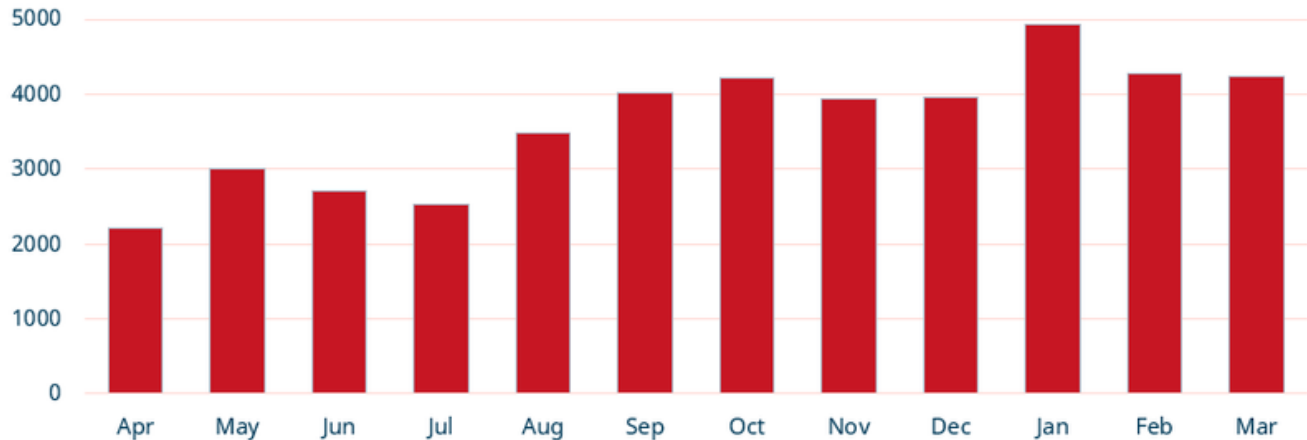


HIGHLIGHTS

Applications & Reports: Annual Activity

Monthly applications and report volumes for the 2025/26 fiscal year.

Applications Submitted by Month



7,734
Orders
submitted

6,300
Reports
issued

525
Average
reports per
month

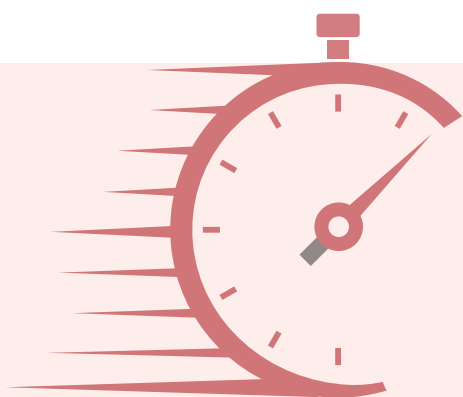
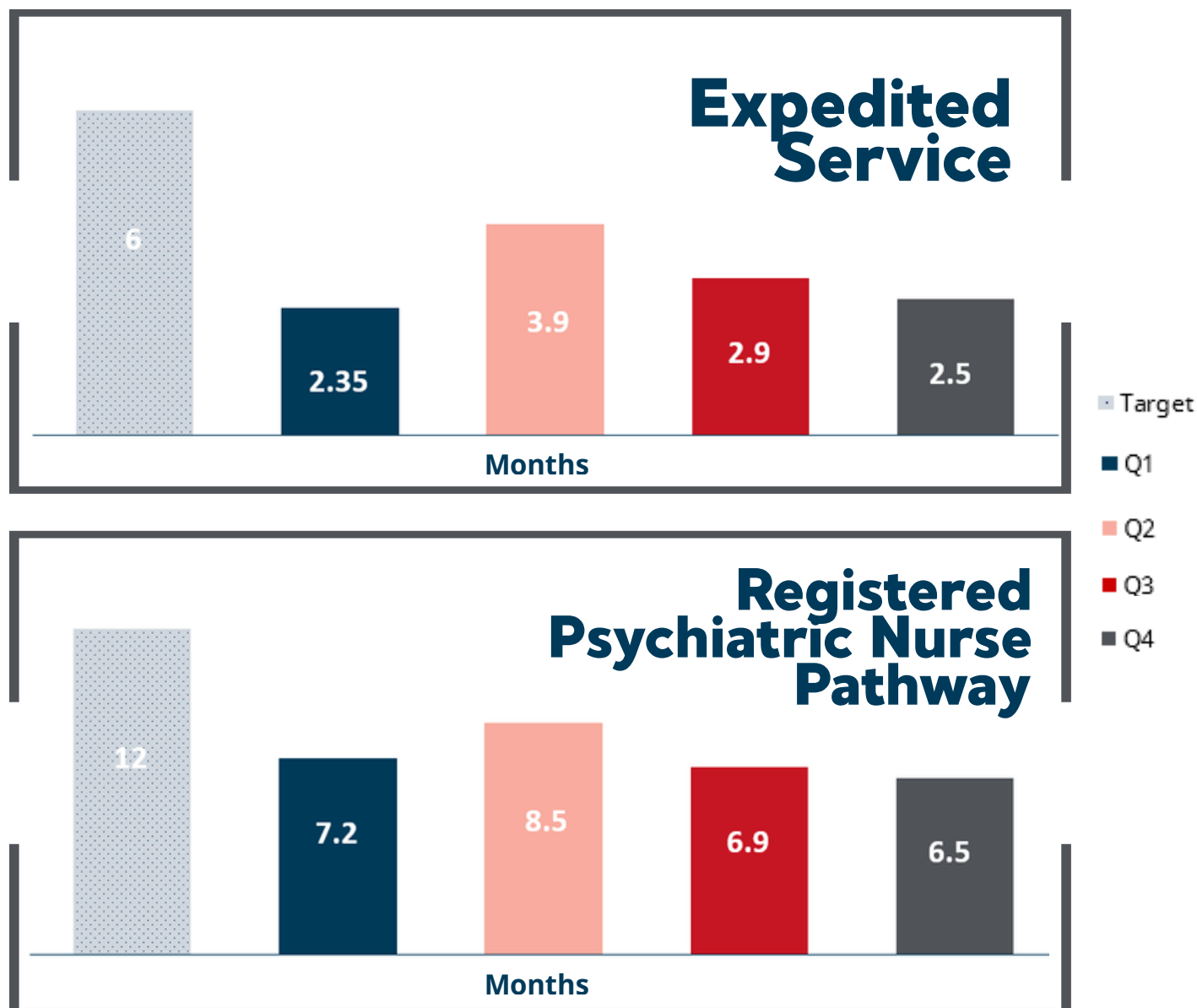
645
Average
orders per
month

Reports Issued by Month



HIGHLIGHTS

Applications & Reports: Annual Activity



NNAS applicants and regulators continue to see faster results. The Registered Psychiatric Nurse Pathway averaged 7.3 months this year, and the Expedited Service came in at just 2.9 months.

Both pathways remain well ahead of their targets, reflecting NNAS's ongoing commitment to timely, reliable assessments.

Applications By Country



Top Countries Where NNAS Applications Originated in FY 2025/26

Philippines	1,411
United States of America	1,215
India	956
Nigeria	578
Egypt	512
Ghana	264
United Kingdom	210
Nepal	193
Haiti	140
Kenya	136
Morocco	114
Germany	104
Cameroon	102

Board

Responsibilities

- ✓ Strategic oversight
- ✓ Financial stewardship
- ✓ Risk management
- ✓ Organizational accountability
- ✓ Long-term planning

This year, the Board has approved a strategic roadmap spanning December 2025 through March 2027, setting interim milestones to support the development of a longer term vision, in collaboration with key partners, for NNAS's continued modernization and expansion of applicant supports over the period ahead.

NNAS Board of Directors

NNAS is governed by a Board of Directors comprised of both public representatives and representatives from member regulatory bodies across Canada, providing strategic oversight grounded in direct regulatory experience.



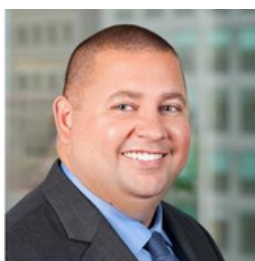
Ken Alger
Board Chair



Leah Hutt
Vice Chair



Beverly Balaski
Member Director



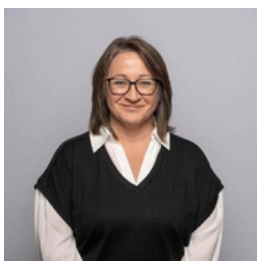
Adam Harvey
Public Director



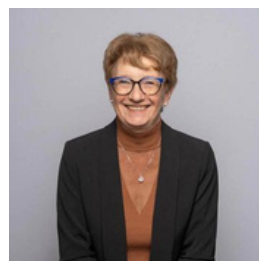
Melissa Panton
Member Director



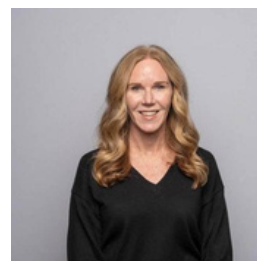
Ben Rempel
Public Director



Jennifer Breton
Member Director



Cheryl Hamilton
Member Director



Kate Sheppard
Member Director

NNAS Members

- **British Columbia College of Nurses and Midwives (BCCNM)**
- **College of LPNs and HCAs of Alberta (CLHA)**
- **College of Registered Nurses of Alberta (CRNA)**
- **College of Registered Psychiatric Nurses of Alberta (CRPNA)**
- **College of Licensed Practical Nurses of Saskatchewan (CLPNS)**
- **College of Registered Nurses of Saskatchewan (CRNS)**
- **College of Registered Psychiatric Nurses of Saskatchewan (CRPNS)**
- **College of LPNs of Manitoba (CLPNM)**
- **College of Registered Nurses of Manitoba (CRNM)**
- **College of Registered Psychiatric Nurses of Manitoba (CRPNM)**
- **College of Nurses of Ontario (CNO)**
- **Association of New Brunswick Licensed Practical Nurses (ANBLPN)**
- **College of Nursing of New Brunswick (CNNB)**
- **Nova Scotia Nursing and Midwifery Regulator (NSNMR)**
- **Prince Edward Island College of Nursing and Midwifery (PEICNM)**
- **Newfoundland & Labrador College of Nurses (NLCN)**

Thank you.

To our internationally educated applicants, our regulatory body members, partners, staff, and committee members – thank you for making this year possible. We look forward to the journey ahead.

NNAS



**National Nursing
Assessment Service**

SNEI



**Service National
D'évaluation Infirmière**

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