

A Bold Plan in Action

Walking the Talk
on Transformation

Annual Report 2022/23



About NNAS

The National Nursing Assessment Service (NNAS) is a non-profit organization whose membership comprises 18 Nursing Regulatory Bodies in Canada. We represent the “first stop” Internationally Educated Nurses (IENs) make on their journey to practice nursing in Canada, and we are committed to protecting the public and the safety of Canada’s health care system.

NNAS collects and authenticates documents required to obtain a nursing license, reviews international nursing education, and provides credible information to IENs, regulators, and other stakeholders. We strive to continually review, improve, and innovate this process so that it is fast, simple, and safe—supporting IENs and the work of regulators alike.

We issue Advisory Reports for all three nursing professions: Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Registered Psychiatric Nurses (RPNs). We serve all provinces (excluding Quebec, Yukon, Nunavut, and the Northwest Territories).



Letter from the Chair and Executive Director

Meaningful
and measurable
progress towards
transformation

If 2022 was defined by a year of reflection and self-study, 2023 marks the year that we put our plan into action.

Last year we conducted a Streamlining Study, interviewing almost 70 stakeholders across governments, regulators, non-profits, Fairness Commissioners, educators, and IENs. The goal: become more efficient and effective in the face of the evolving needs of Canada's health care ecosystem. The result: 11 key recommendations, all of which were accepted by the NNAS Board of Directors.

In response to these recommendations, we created the NNAS 2023-2026 Strategic Plan. It is an action-oriented approach involving several initiatives across three pillars: governance excellence, building relationships, and transformation. Many of these initiatives are already underway.

Of particular note is the development of the new NNAS Expedited Service—a brand new process centred on better understanding how international nursing education relates to Canadian context. The improvements introduced by this new service are designed to support IENs and the work of regulators to make the application process faster, simpler, and safe. Details about this program and our progress towards our strategic goals are outlined on Page 6.



Letter from the Chair and Executive Director

Meaningful
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Our journey towards transformation comes not a moment too soon. The wake of the pandemic continues to pose challenges worldwide. Everyone in and adjacent to health care delivery—including governments, regulators, employers, and NNAS—is affected by the ongoing nursing supply shortage in Canada.

Despite the shortage, we're encouraged to report that this year we received the **highest volume of new applicants to NNAS ever†, an increase of 20.6% over the previous year. We also experienced the highest-ever volume of issued Advisory Reports† (14,115: almost double pre-pandemic volumes)**. This is why it is so important that NNAS stays nimble, works strategically with stakeholders, and maintains an ethical recruitment framework. The ability to keep Canada attractive to IENs seeking to relocate here depends on our ability to work in coordination and cooperation with all of those involved—applicants, regulators, and stakeholders.

NNAS is excited and committed to continue to evolve our contribution to these endeavours. With FY 2023/24 ahead, our intention is to focus on how best to serve the needs of IENs in partnership with regulators and the health care system as a whole. We are confident that the concrete and specific steps outlined in the 2023–2026 Strategic Plan will continue to guide our progress towards these goals and towards our own streamlining and transformation.

Thank you, all.



Cindy Smith

Chair, NNAS



Gayle Waxman

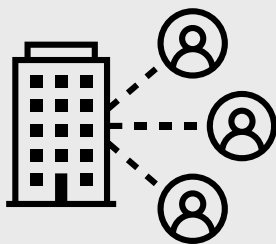
Executive Director, NNAS

† Based on data collected since FY 2018/2019, see page 7 for more details

From Strategy to Action

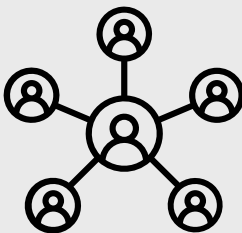
Our results so far

Our 2022/2023 Operational Highlights revolve around actioning key recommendations from the Streamlining Study conducted last year. The foremost output was the development of the 2023–2026 Strategic Plan, which incorporates the study findings, renews NNAS’s mandate, vision, and mission, and is supported by three pillars:



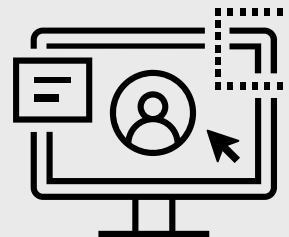
Governance excellence.

Enhance governance effectiveness to drive strategic performance (including development of the Strategic Plan).



Building relationships.

Create value through effective partnerships and relationships.



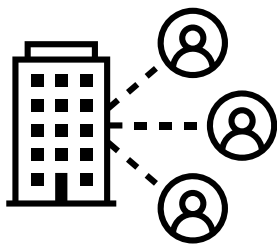
Transformation.

Evolve NNAS’s model so that it is more streamlined, efficient, and provides IENs with a clear understanding of the processes and pathways that lead to nursing licensure.

Executing initiatives within these pillars was a top priority throughout the last year, and we’re happy to share our progress to date.

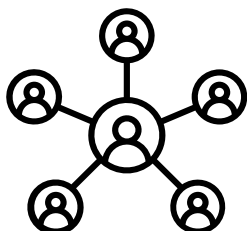
From Strategy to Action

Our results so far



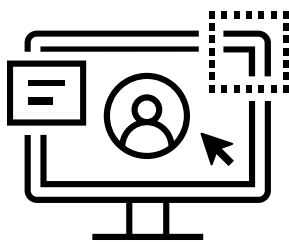
Governance Excellence

- In addition to the development of the Strategic Plan itself, we advanced a new governance model by bringing on board three public directors to broaden perspective and expertise.



Building Relationships

- We held numerous consultations with all regulators, including a consultation on our 2023–2026 Strategic Plan. This ensured we heard and understood the specific needs of regulators, who each have unique nursing professions and provincial context to consider. This wide range of input helped us develop the new Expedited Service.
- NNAS also participated in the Internationally Educated Health Professional Task Force convened by Health Canada.
- Finally, we sought out the views of IENs through a series of focus groups. The results are informing the further development of tools that will better address their needs.



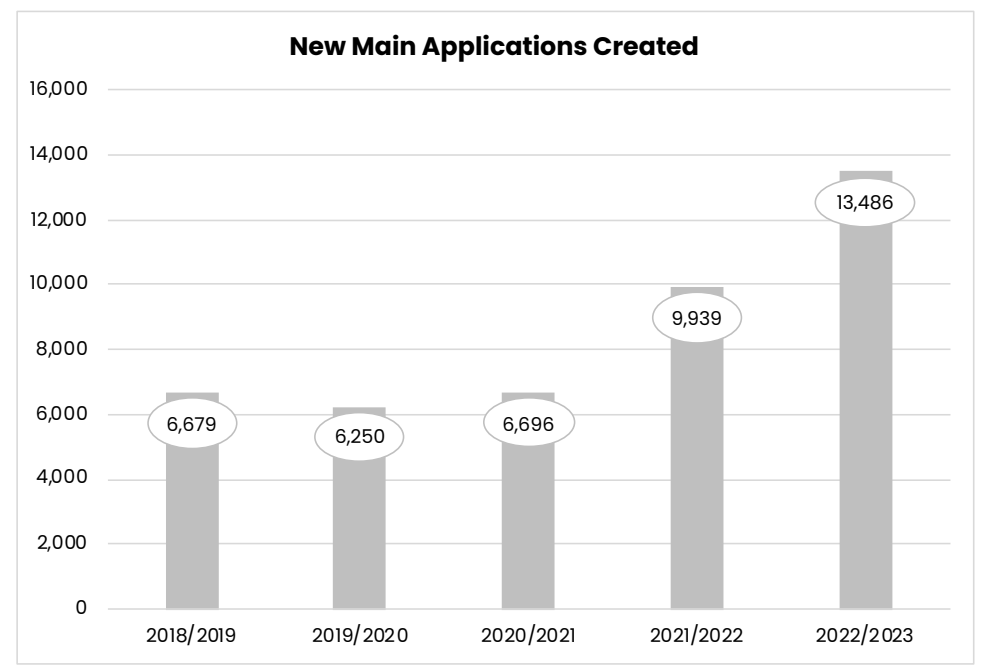
Transformation

- Our new Expedited Service offering is a brand new process centred on providing a faster service by streamlining requirements.
- Our new approach to reviewing international nursing education based on a better understanding of international nursing education more efficiently compares international nursing education to Canadian nursing context. This information is shared with regulators to help inform their decisions.
- NNAS launched two pilot projects that allowed us to test and refine the new model. These pilots helped us develop critical new digital infrastructure including enhanced analytics and third-party billing technology.
- We introduced enhanced fraud prevention initiative to reduce risk.
- We introduced an Applicant Navigator Team to better assist applicants who face barriers in completing the process efficiently.
- We also made sure those who found themselves unable to access documents because they were refugees or faced refugee-like circumstances had a pathway. This year, we approved 12 applicants to complete the process under NNAS's Alternative Assessment Policy.

NNAS Statistics

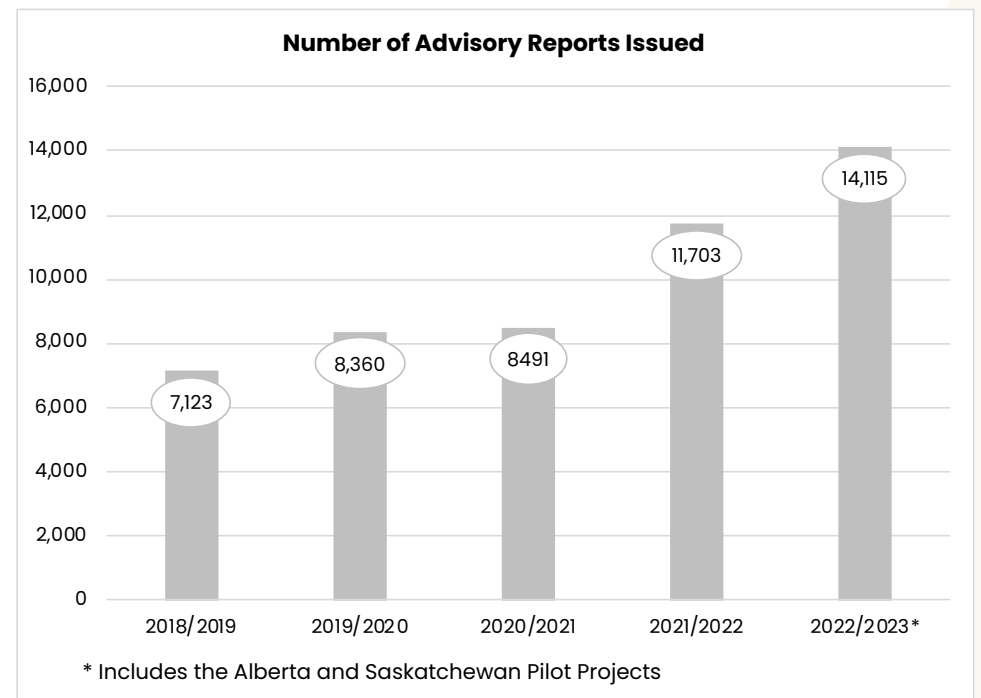
New Applications to NNAS

Table 1: Volume of new applicants to NNAS over the past 5 years.



Advisory Reports Issued

Table 2: Volume of Advisory Reports issued over the past 5 years.



NNAS Board of Directors

- Cindy Smith, Chair (Member Director)
- Ken Alger (Public Director)
- Beverly Balaski (Member Director)
- Leah Hutt (Public Director)
- Lori Janes (Member Director, Resigned)
- Melissa Panton (Member Director)
- Ben Rempel (Public Director)
- Tamara Richter (Member Director)
- Dawn Rix-Moore (Member Director)
- Raj Sharma (Public Director)
- Wanda Wadman (Member Director)

NNAS Members

British Columbia College of Nurses
and Midwives

College of Registered Nurses
of Alberta

College of Licensed Practical Nurses
of Newfoundland & Labrador

College of Licensed Practical Nurses
of Prince Edward Island

College of Licensed Practical Nurses
of Manitoba

College of Licensed Practical Nurses
of Alberta

College of Nurses of Ontario

College of Registered Nurses
of Newfoundland and Labrador

College of Registered Nurses
of Prince Edward Island

College of Registered Nurses
of Manitoba

College of Registered Nurses
of Saskatchewan

Nova Scotia College of Nursing

Nurses Association of New Brunswick

Registered Psychiatric Nurses
Association of Saskatchewan

Saskatchewan Association of
Licensed Practical Nurses

The Association of New Brunswick
Licensed Practical Nurses

The College of Registered Psychiatric
Nurses of Alberta

The College of Registered Psychiatric
Nurses of Manitoba



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