

NNAS 

**National Nursing
Assessment Service**

ANNUAL REPORT 2023/24



Removing Barriers, Creating Results

A Year in Transformation



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 service 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

Eliminating barriers for Internationally Educated Nurses in Canada

This past year, NNAS continued to put our 2023-2026 Strategic Plan into action. We invested in transforming our services and creating new resources to remove barriers and create a more efficient system for assessing the credentials IENs considering a career in Canadian nursing.

Our transformation led to innovative approaches including the launch of the Expedited Service. This service provides IENs with a fast, simple, and safe credentialing process that results in IENs now receiving their NNAS Advisory Reports in five days or less. At the same time, we continued providing regulators with high-quality, up-to-date, and reliable information to support their decisions. Moreover, this is being done at a lower cost to the applicant.

We also streamlined the application process by changing our approach to assessing international nursing education. This new approach is both more comprehensive, fairer, and more efficient. Our new country-level assessments take a strengths-based approach. This allows us to better identify both the similarities and the differences between the Canadian Entry to Practice Competencies and the nursing education within a specific country. We also believe that nursing experts are best positioned to evaluate international nursing education. Our new approach relies on the expertise of Canadian nursing education experts. This is allowing to provide regulators and others in the health care system with a fuller understanding of nursing education outside of Canada, contributing to the efficient entry of IENs into nursing in Canada.

We know the decision to immigrate and practice nursing in another country can be daunting. This past year we focused on developing resources to assist IENs to understand the process and what they need to do. We launched regular IEN webinars where our Applicant Navigators explain the process. We interviewed IENs so they could share their experiences and act as role models. And we created a new Readiness to Apply Tool. The results of these efforts are now available on our website.

As NNAS transformed, we knew we needed to become sustainable into the future. To this end, NNAS put in place a new Team this past year. Each of our Team members brings energy and experience to the work we do. We look forward to seeing the continued success of NNAS with the Team's support.

Innovation requires change. And change requires collaboration. We looked for opportunities to build and strengthen our relationship with regulators, agencies supporting IENs, and governments. This resulted in several innovative initiatives that support provincial efforts to meet the health human resources challenges in their jurisdictions. It is our ongoing commitment to work alongside our nursing regulatory bodies and our other partners as we continue to serve the needs of IENs and the system. We thank all those who helped NNAS through the changes of this past year. This includes the NNAS Board of Directors, the Regulatory Body members, as well as the many stakeholders in government, the non-profit sector and nursing education as well as IENs who use our services. Of course, special thanks to the NNAS Team and Nursing Education Consultants. Working in collaboration with our partners, we hope to support the Canadian health care system by being a safe, simple and efficient starting point for IENs wishing to become licensed as a nurse in Canada.

With appreciation,



Cindy Smith

Chair, NNAS



Gayle Waxman

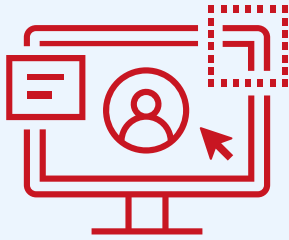
Executive Director, NNAS



OUR RESULTS

From strategy to transformation

The 2023/2024 operational year marked one year into our 2023-2026 Strategic Plan, designed to better meet the evolving needs of IENs, regulators and stakeholders. Through the new approach, NNAS put its three key pillars into action, implementing positive changes to support IENs on their path to Canada.



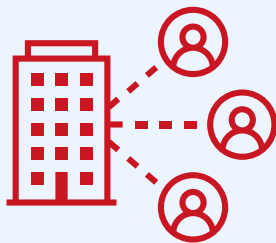
Transformation

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.



Building Relationships

Create value through effective partnerships and relationships.



Governance Excellence

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

NNAS is the “first step” for IENs on their journey to practicing nursing in Canada. Two critical elements driving IENs's decisions on which country to immigrate to and continue working as nurses are time and cost. NNAS listened and changed – in a significant way to address this.

NEW MODEL

Expedited Service

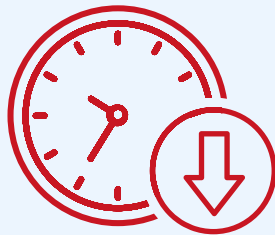
Our Expedited Service offers an innovative way of completing international nursing credentials and educational assessments, building upon NNAS's decade of experience and extensive consultation with regulatory bodies, governments, experts and IENs.

The new model, accepted by most Registered Nurses (RN) & Licensed Practical Nursing (LPN) regulators in Canada is fast, simple and safe, and is already yielding strong results for IENs, regulators and the health care system.



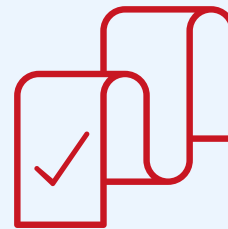
24,000+ Advisory Reports Issued Representing 13,000 IENS

The highest number of reports ever released by NNAS



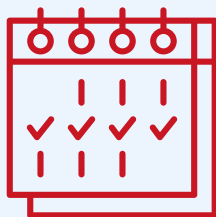
5 Days or Less

IENs to now receive their Advisory Reports (down from 12 weeks)



Zero Backlog

Eliminated the backlog of applicants



1.3 Months

The average time it takes for IENs to complete NNAS's process (down from almost a year)



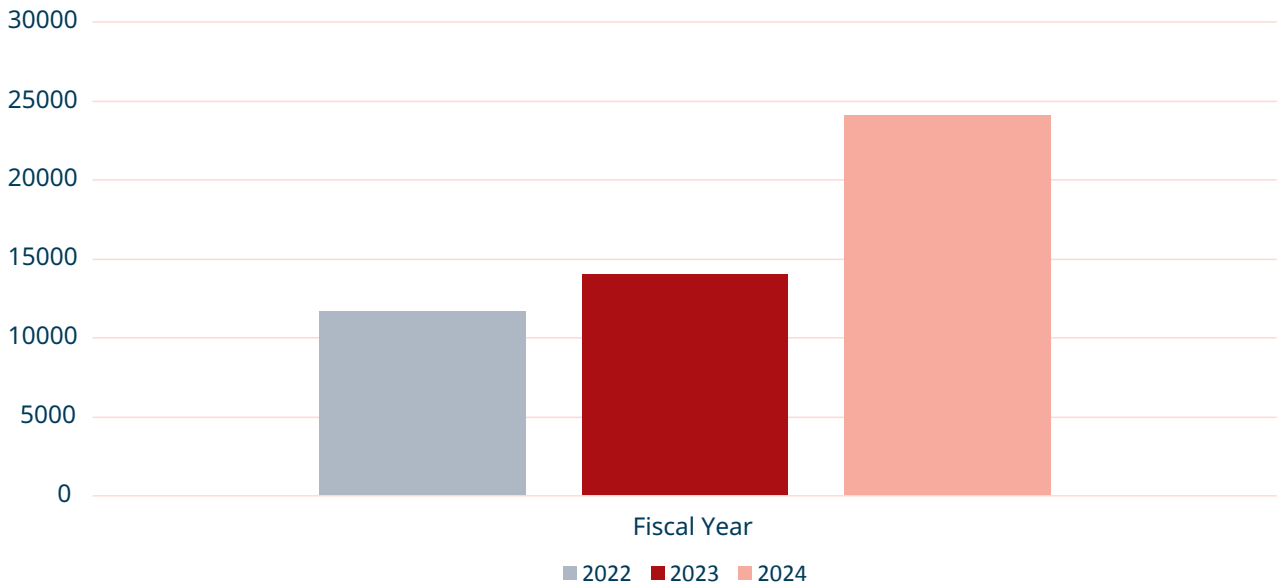
Reduced Cost

A lower application fee allows applicants to apply to multiple regulatory bodies at no additional cost

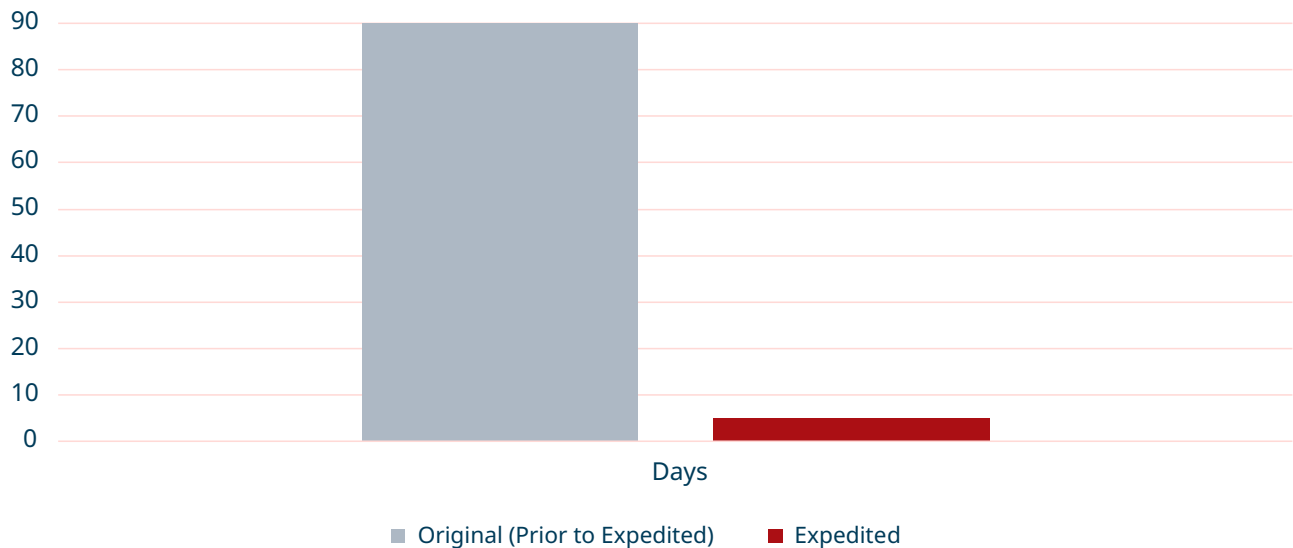
OUR RESULTS

NNAS by the numbers

Numbers of Reports Issued FY 2022 – FY 2024



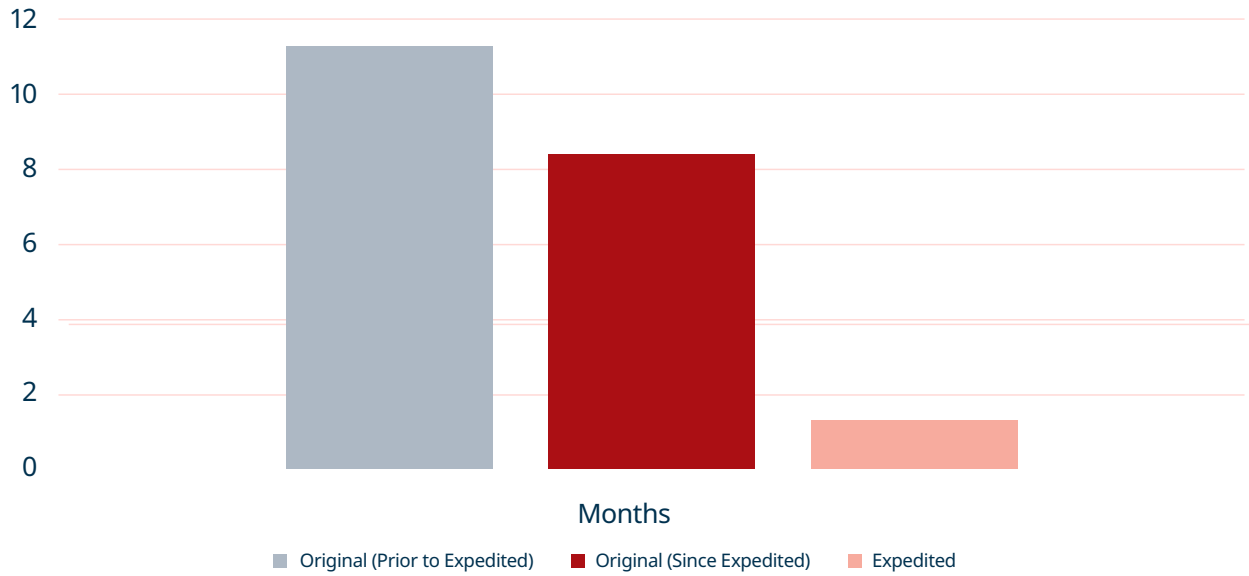
Time to Issue Reports from Full Document Submission



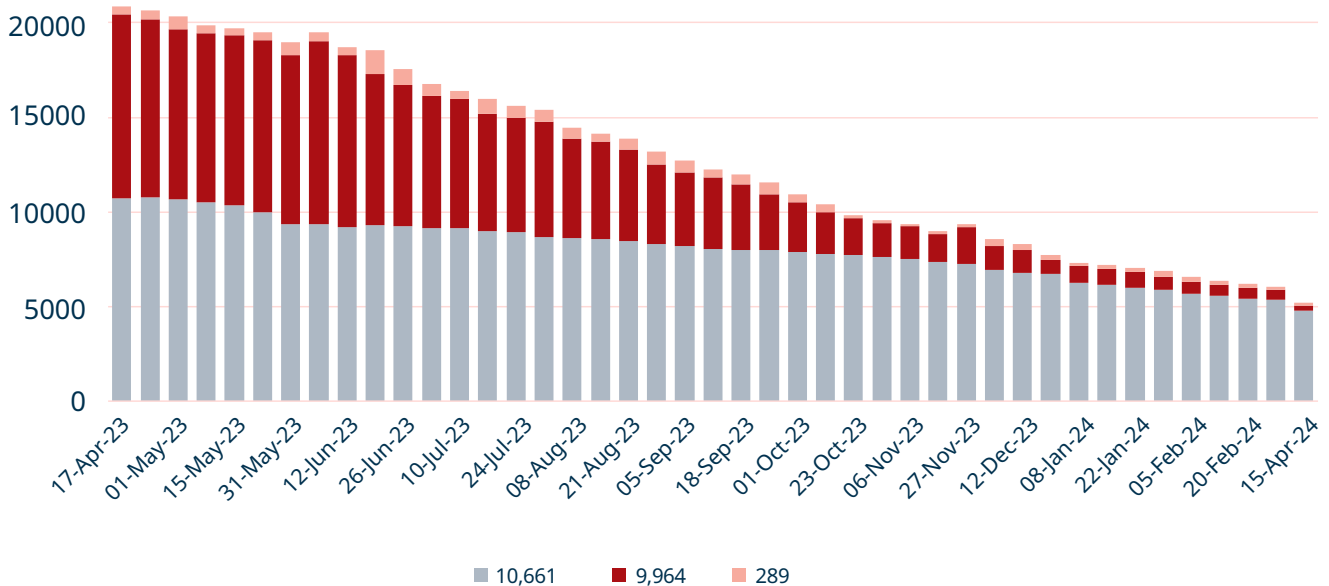
OUR RESULTS

NNAS by the numbers

Average Time to Complete Full Process Including Document Collection (In Months)






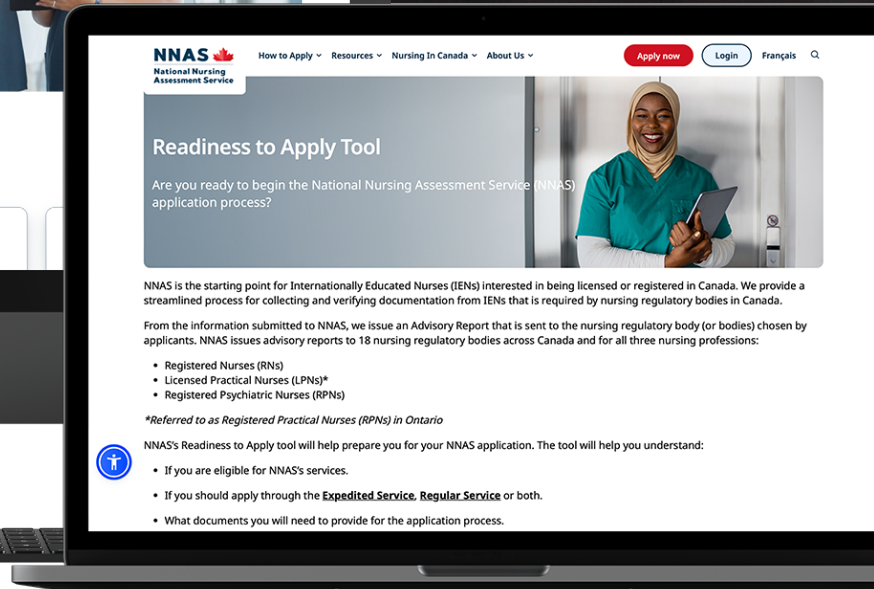
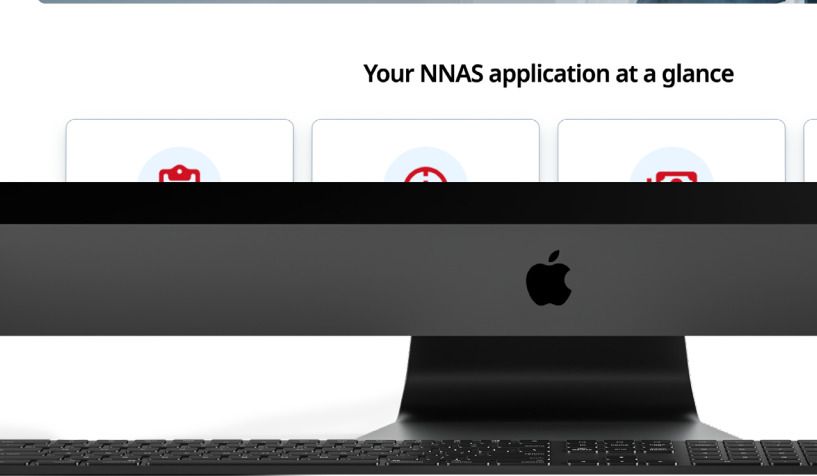
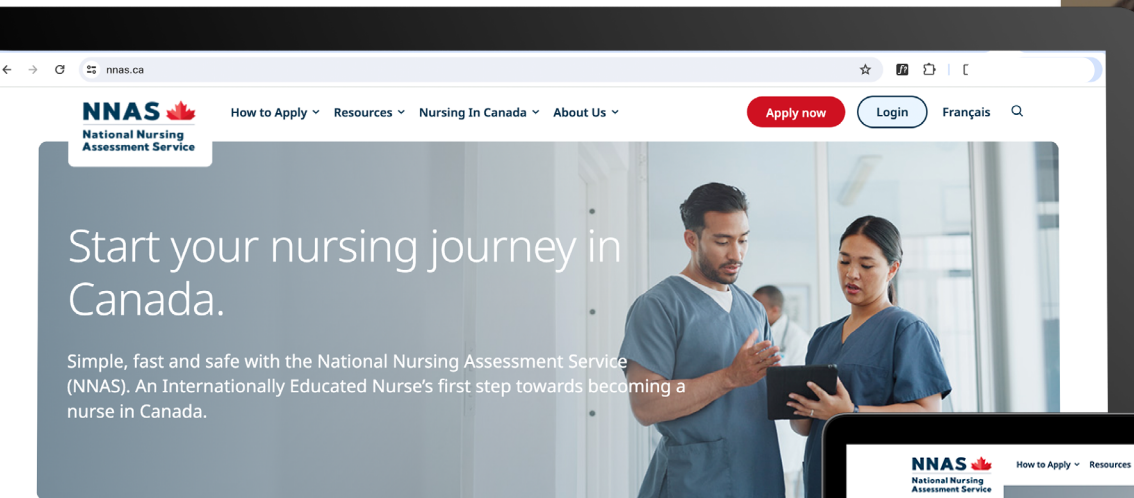
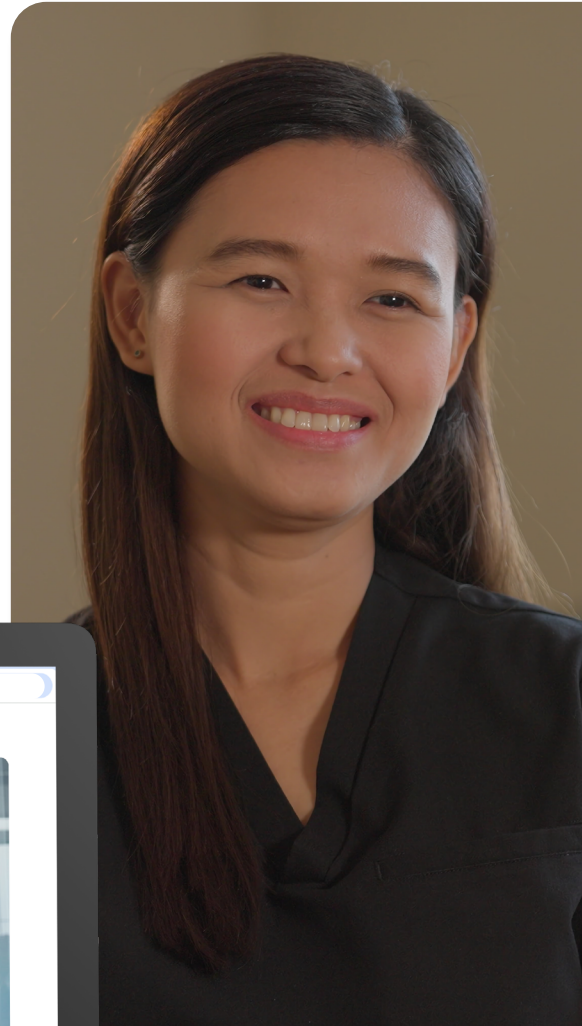
Reduction of Backlog FY 2024



A fresh look for NNAS and new resources to support IENs

As part of our transformation over the last year with the Expedited Service, we updated our branding and created new tools and resources in an effort to be more accessible to applicants. This includes:

-  A **refreshed website**, which provides an improved user experience and hosts everything applicants need to know in one place, from specific information about the process to provincial-level resources and information and features a new Readiness to Apply Tool
-  **Stories from IENs** sharing their journeys to practicing nursing in Canada
-  A **new NNAS logo**



NNAS Board of Directors

-  **Cindy Smith**, Chair (Member Director)
-  **Dawn Rix-Moore**, Vice Chair (Member Director)
-  **Ken Alger** (Public Director)
-  **Beverly Balaski** (Member Director)
-  **Tim D'Souza** (Public Director)
-  **Leah Hutt** (Public Director)
-  **Cathy McIntyre** (Public Director)
-  **Melissa Panton** (Member Director)
-  **Ben Rempel** (Public Director)
-  **Wanda Wadman** (Member Director)



THANK YOU TO CINDY SMITH, BOARD CHAIR

As we reflect on all we accomplished this past year, we bid farewell to **Cindy Smith**, who is stepping down from her role as Chair of the Board of Directors. We wish Cindy the best in her future endeavours and appreciate all her work in helping NNAS achieve its innovative service offerings.

THANK YOU TO BOARD DIRECTORS COMPLETING THEIR TERMS

We wish to extend our appreciation to the following Board Directors who have contributed their time and energy to NNAS and who will be completing their terms:

 **Dawn Rix-Moore**

 **Wanda Wadman**



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

Registered Psychiatric Nurses Association of
Saskatchewan





NNAS 

**National Nursing
Assessment Service**

SNEI 

**Service national
d'évaluation infirmière**

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1 (877) 215-9989 | info@nnas.ca | www.nnas.ca

