

End of Year 2025 Applicant Timeline

Pre-application Preparation

July to August	ACE Nursing Student Presentations
Tuesday 15 July	July State Exam 2025
Tuesday 29 July	ACE Emails Previous Applicants: ACE emails all applicants who remain on the national talent pool or who remain unhired from the 2023 and 2024 intakes inviting them to reapply for the upcoming intake
Tuesday 5 August	Employers Post Estimated Vacancy Numbers on Employer Websites: Estimated vacancies for each practice setting specialty are posted on employer career websites or NETP webpages by COB the day before applications open.

End of Year 2025 Intake Opens

Wednesday 6 August, 9am	Applications Open on the ACE Website: The ACE application portal automatically opens at 9am to allow applicants to start submitting applications
Tuesday 2 September, 12pm (noon)	Applications Close: 4 weeks for applications to be completed on the ACE Nursing website
Wednesday 3 September - Friday 12 September	ACE Application Assessments: ACE has 8 working days to assess all completed applications against the national framework criteria and create spreadsheets for each employer of those applicants who have nominated them as one of their 3 preferred employers.
Monday 15 September to Friday 24 October	Employer Interviews and Assessments: Employers determine the number of vacancies they want to fill and have 6 weeks to screen and interview applicants and make their selections to hire, ranking their applicants in preference order. Employers should interview more applicants than places available to ensure their vacancies are filled. However, it is recommended that employers do not rank an applicant they do not wish to hire
Friday 17 October, 5pm	Mid-Year 2025 Talent Pool Closes
Friday 24 October, 5pm	Applicant Edits and Updates Close: Applicants have until Friday 5pm to change their employer preferences, if their change of preferences are not submitted prior to this time they will not be changed.
Tuesday 28 October to Friday 31 October	Electronic Match and Audit Conducted: ACE has 1 week to conduct the electronic match, audit match results and compile matched applicant spreadsheets for each employer.
Friday 1 November	Electronic Match Results Distributed: ACE sends matched applicant lists to employers.
Monday 4 November to 4pm, Wednesday 6 November	Early Talent Pool: Employers going through the Early Talent Pool process have 3 working days to confirm if there are any further people on their Early TP that they wish to employ. Employers are required to email ACE by 4pm Wednesday with any further applicant names.
Friday 8 November, 5pm	Official Match Results/ Employer Spreadsheets Distributed: ACE Emails all employer participants with the full list of electronically and manually matched applicants.
Tuesday 18 November	November State Exam 2025
Wednesday 19 November, 9am	Notification of Match Result Emails: ACE emails all applicants letting them know if successful or not. ACE notifies ALL applicants simultaneously via email whether they have been successful or not.
Wednesday 19 November, 1pm	Employers Offer Letters: Employers send offer letters directly to successfully matched applicants formally offering them their position. These must be sent between 1pm and 5pm.
Thursday 20 November	End of Year Talent Pool Opens: ACE compiles and opens the national talent pool for employers. ACE also sends excel copy of spreadsheet to employers manually as this excel spreadsheet includes the ACE scores while the live TP spreadsheet doesn't. This involves compiling a single spreadsheet of all remaining applicants who have not yet been matched and sending this to all employers. Employers use this list to fill any remaining or subsequent NETP/NESP positions.
Wednesday 26 November, 5pm	Applicants Accept or Decline Employer Offers: Successfully matched graduates have 1 week to accept or reject offers and respond to the employer. If they have not responded by this time they are assumed to be rejecting the offer and the position will be offered to another applicant. The applicant who did not respond will then also be removed from this intake altogether as per the rules following rejection of an offer
Thursday 4 December	**November State Exam Results Released by NCNZ
From 5 January 2026	Successfully matched nursing graduates begin work with employers, starting dates will vary