

Mid-Year 2025 Applicant Timeline	
Pre-application Preparation	
February to April	ACE NURSING STUDENT PRESENTATIONS
Tuesday 18 March	March State Exam 2025
Tuesday 25 March	ACE Emails Previous Applicants: ACE emails all applicants who remain on the national talent pool or who remain unhired from 2023 and 2024 intakes inviting them to reapply for the upcoming intake.
Tuesday 1 April	Registered Employers Post Estimated Vacancy Numbers on Employer Websites: Estimated vacancies for each practice setting specialty are posted on DHB career websites or NETP webpages by COB the day before applications open.
Mid-Year 2025 Intake Opens	
Wednesday 2 April, 9am	Applications Open on the ACE Website: The ACE application portal automatically opens at 9am to allow applicants to start submitting applications.
Tuesday 29 April, 12pm (noon)	Applications Close: 4 weeks for applications to be completed on the ACE Nursing website.
Wednesday 30 April - Friday 9 May	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 12 May – Thursday 19 June	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 13 June	End of Year 2024 Talent Pool Closes
Monday 23 June	Application Edits and Updates Close: Applicants have until Monday 9am to change their employer preferences, if their change of preferences are not submitted prior to this time they will not be changed.
Monday 23 June - Friday 27 June	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 27 June	Electronic Match Results Distributed: ACE sends matched applicant lists to employers.
Monday 30 June - Wednesday 2 July	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 4 July, 5pm	Official Match Results/ Employer Spreadsheets Distributed: ACE Emails all employer participants with the full list of electronically and manually matched applicants.
Tuesday 15 July	July State Exam 2025
Wednesday 16 July, 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 16 July, 1pm	Employers Offer Letters: Employers send offer letters directly to successfully matched applicants formally offering them their position.
Thursday 17 July, 9am	Mid-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 23 July, 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 31 July	**July State Exam Results Released by NCNZ
From 1 September 2025	Successfully matched nursing graduates begin work with employers, starting dates will vary