

Table 1605 (2026). How many people entered the Advanced Choice of Employment (ACE) talent pool for each of the 12-month periods ending 31 December in 2020, 2021, 2022, 2023, 2024, and 2025; exited the ACE talent pool; and what was the net change for each period?

Registered Nurses (RN)

Intake	Number of RN entered in talent pool	Number of RN employed through talent pool	Number of RN exited talent pool: other reasons	Numbers of RN remained in talent pool
Mid-Year 2020	145	78	0	67
End of Year 2020	382	285	0	97
Mid-Year 2021	54	11	6	37
End of Year 2021	175	110	23	42
Mid-Year 2022	27	9	10	8
End of Year 2022	125	76	23	26
Mid-Year 2023	49	17	11	21
End of Year 2023	229	145	26	58
Mid-Year 2024	166	61	25	80
End of Year 2024	802	409	138	255
Mid-Year 2025*	401	120	23	258
End of Year 2025*	896	187	13	696

Notes:

- Data extracted 5 February 2026.
- The talent pool for the Mid-Year intake generally opens from July to October, and the talent pool for the End-of-Year intake generally opens from November/December to June of the following year.
- The number of applicants entered in the talent pool is reported at the time the national talent pool opens for each intake.
- The number of applicants remaining in the talent pool is reported at the time the talent pool closes for each intake, except for End-of-Year 2025, as this is currently open.
- The End-of-Year 2025 intake talent pool will remain open until 19 June 2026. Employers will continue to hire applicants from the talent pool as vacancies arise.
- Other reasons for applicants exiting the talent pool include withdrawals such as employed elsewhere, no reason and failed state exam.
- Talent pool figures for each intake may include repeat applicants from previous ACE-RN intakes.

***As the Member will be aware, the ACE process for the 2025 end-of-year cohort remains open until June 2026, and therefore, the 2025 cohort is not comparable to previous years. Additionally, Health New Zealand is on track to hire 1,800 graduate nurses in the current financial year. You can read more about this plan here:**

<https://www.beehive.govt.nz/release/health-new-zealand-welcome-1800-graduate-nurses>

Enrolled Nurses (EN)

Year	Number of EN applications	Number of EN employed within the year	Net change in talent pool
2020	60	33	27
2021	57	42	15
2022	120	107	13
2023	176	91	85
2024	186	63	123
2025	218	42	176

Notes:

- Data as of 31 December 2025.
- ACE EN was only put in place from 2020, and July 2020 entry point was run as a pilot.
- ACE EN does not have a match process; it operates as an open-ended talent pool, with the talent pool remaining open for two years for each intake.
- ACE EN data is limited to the employment updates we receive from ACE employers.
- ACE EN has two to three entry points a year and applicants can remain in the talent pool for up to two years.
- Employers continue to hire applicants from the talent pool when vacancies arise.