

Determining Nursing Education Comparability

Since 1977, TruMerit (formerly CGFNS International) has been evaluating the credentials of internationally educated nurses seeking licensure and entry into the U.S. These assessments are guided by benchmarks developed by our International Commission on Healthcare Professions (ICHHP), subject matter experts serving on professional standards committees.

To determine U.S. comparability, TruMerit examines the following:

- 1 Rights to the profession**
We assess whether the credential provides access to the nursing profession in the country of study and identify the associated level and scope of nursing practice.
- 2 Official documents**
We verify that complete, official records are received directly from the primary source and validate their authenticity to ensure the integrity of the credentialing process.
- 3 Type of school**
We determine whether the institution was recognized by the appropriate authority at the time of study and assess its status within the country's educational system.
- 4 Level & nature of study**
We assess if the educational level of the program was delivered at the secondary or postsecondary level and its nature and purpose (e.g., academic, vocational).
- 5 Curricular analysis**
We evaluate whether the nursing program satisfies the curricular requirements and competencies outlined by the ICHHP.

Credential evaluation assesses the academic preparation and licensure qualifications of internationally educated nurses to determine how they compare to U.S. standards.

Traditionally, credential evaluation systems rely primarily on the equivalency model, which focuses on quantitative measures such as program length, credit hours, and grade conversions. While these factors remain important, professional licensure and visa-screening assessments require a broader review.

Under the guidance of the International Commission on Healthcare Professions (ICHHP), we use a comparability model that combines quantitative analysis with a comprehensive evaluation of educational quality and outcomes. This approach examines the level and nature of the credential, the institution's status, and the curriculum and competencies completed by the applicant.

We carefully review both classroom instruction and clinical education as they were delivered at the time of study. By evaluating what candidates learned, not simply how long they studied, we can more accurately assess their preparation for professional practice.

The comparability model enables us to uphold both fairness and rigor in the credential evaluation process, no matter the country of study or nursing credential received. It also enables us to identify gaps in training. Through this process, we are committed to supporting the healthcare professions and patient safety.