



Annual Report

Certification of Certain Healthcare Workers

FY 2025 (October 1, 2024 – September 30, 2025)

Prepared for:
U.S. Department of Homeland Security
and U.S. Department of Health and Human Services



TruMerit™
Global careers. Care anywhere.

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Foreword

This annual report is submitted to the U.S. Department of Homeland Security and the U.S. Department of Health and Human Services in fulfillment of reporting requirements related to the certification of certain foreign-educated healthcare professionals seeking to practice in the United States. It summarizes TruMerit's VisaScreen® activity for Fiscal Year (FY) 2025 (October 1, 2024, through September 30, 2025) providing a transparent overview of application volumes, outcomes, and selected characteristics of the applicant population.

VisaScreen® is a credentials assessment and certification process used in connection with immigration pathways for designated health professions. The program helps confirm that applicants meet core requirements—including education and licensure comparability, English language proficiency, and identity and credential verification—prior to entering the U.S. workforce. While TruMerit does not grant immigration benefits or professional licenses, VisaScreen® plays an important role in supporting lawful, orderly, and safe workforce mobility.

FY2025 reflects continued normalization following the elevated demand observed in the years immediately after the COVID-19 pandemic. TruMerit received 20,048 new VisaScreen® applications during the reporting period, marking a decrease from prior fiscal years. The report also documents certificates issued and other application outcomes including denied, expired, and pending cases. Notably, pending cases remained low at year end, reflecting sustained operational efficiency. Together, these indicators provide insight into both demand trends and program performance.

Section I provides statistical information on application volumes and outcomes, with breakouts by professional category, visa category, country of origin, and English Language Proficiency (ELP) testing. Where appropriate, brief narrative context is provided to support interpretation of notable trends; however, the report does not seek to attribute causality and should be considered alongside broader labor market, migration, and policy developments. Section II highlights additional TruMerit activities and publications relevant to our stakeholders.

TruMerit remains committed to rigorous credential evaluation, timely processing, and continuous improvement in support of patient safety and public trust. We are grateful to the applicants, regulators, professional bodies, test providers, and employers whose collaboration and data contributions make this work possible. We welcome ongoing feedback to strengthen reporting, enhance transparency, and support clarity in certification requirements within an evolving global healthcare environment.



Peter Preziosi, PhD, RN, CAE, FAAN

President and CEO

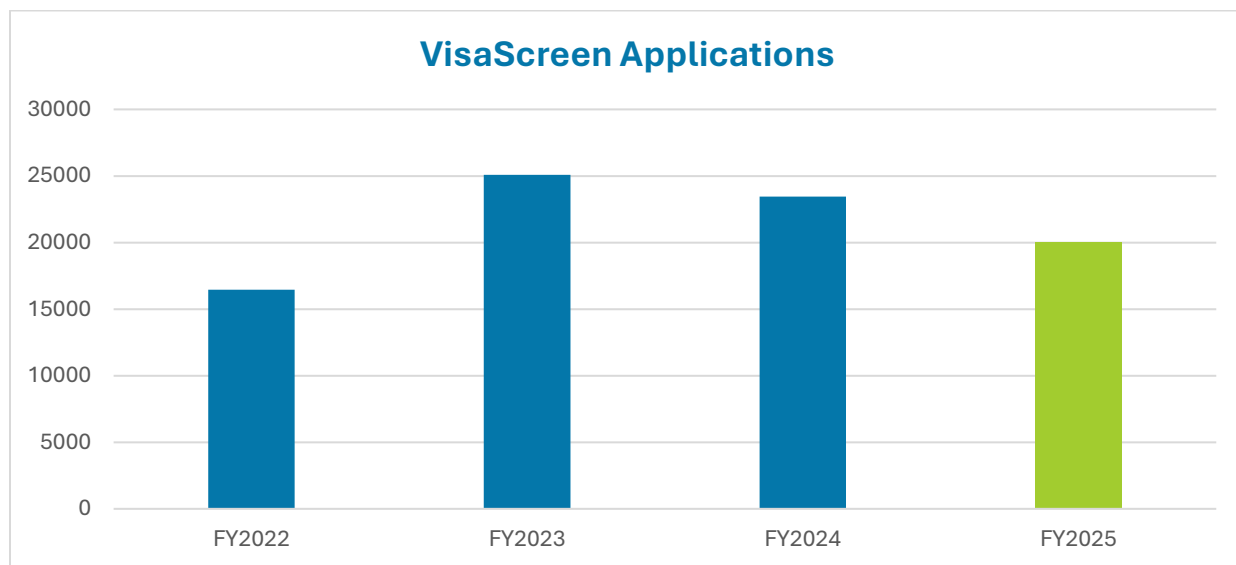
TruMerit

I. Statistical information for FY2025

Total number of applications

In FY2025, the total number of new applications for TruMerit's VisaScreen® (Visa Credentials Assessment Service for healthcare professionals seeking an occupational visa to work in the United States) was **20,048**.

There was a significant decrease compared to FY2024 (-15%) when applications totaled 23,457, and to FY2023 (-20%) when the total reached 25,079.



There are several factors that might have contributed to the decrease in applications, but specific research would be necessary to have a better understanding.

First, we might be experiencing a regression from the high levels of applications that followed the Covid-19 pandemic.

Second, visa retrogression, longer processing times and backlogs are limiting the inflow of healthcare professionals and may also be influencing the decision of potential applicants to wait for future dates before applying for VisaScreen®.

Third, new rules and policies that came into effect at the start of 2025, with the new administration, may be deterring potential applicants from applying until such rules and policies provide more certainty.

Finally, the geopolitical shifts regarding nurse migration, particularly the global shortage of health professionals combined with higher demand from other regions of the world, may be leading applicants to search for opportunities outside the United States, creating new

migration patterns. TruMerit's 2025 [Nurse Migration Report](#) provides data and insights into these new trends.

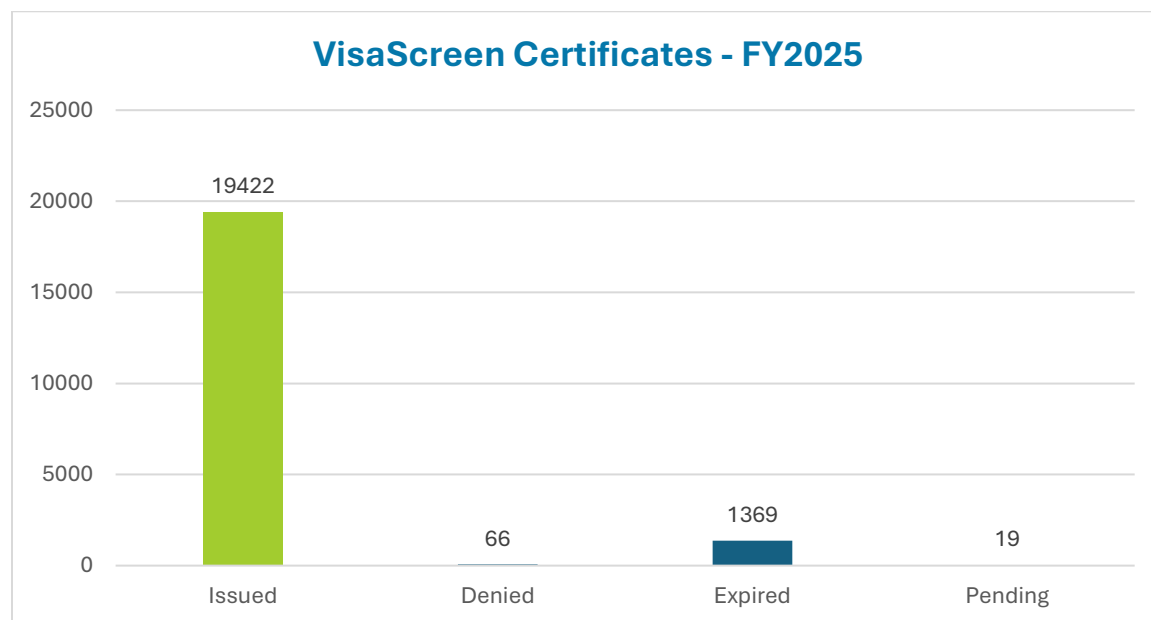
However, it is not possible to fully ascertain if this reflects a decrease in the total volume of migrant healthcare workers to the United States because TruMerit is not the only organization authorized to issue certificates. That analysis can only be done by comparing the total number for all authorized organizations.

During this period, TruMerit evaluated 15,926 applications. It is important to note that there is no direct relation between the number of new applications received (20,048) and the number of applications evaluated because this is a rolling process and the evaluations may be referring to applications from a previous period or may be pending by the end of the period.

Certificates issued, denied, expired, and pending

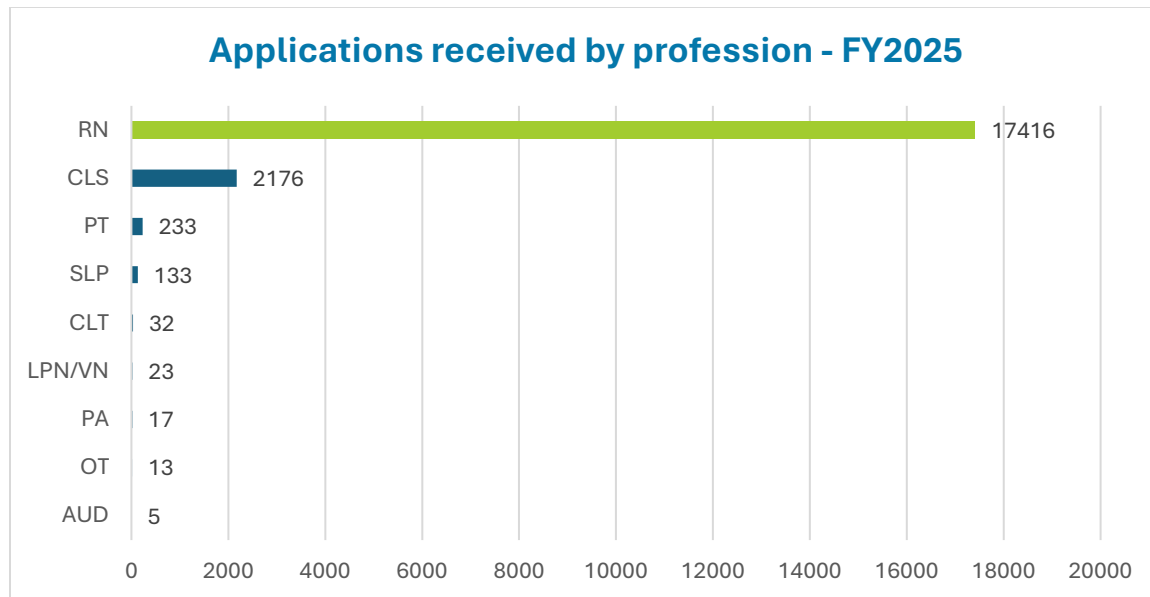
The following chart shows the number of certificates issued, denied, and expired, as well as the applications pending evaluation by the end of FY2025. VisaScreen® certificates are issued when all the requirements are met. Applications may be denied for inaccuracy or lack of supporting documentation or payment. VisaScreen® orders expire after 12 months without completion of all requirements.

As shown below, the number of applications (new orders) denied, expired and pending are negligible compared to the number of certificates issued. The zeal of most applicants, along with TruMerit's operational efficiency, makes this possible.



Applications received by professional category

Registered nurses remained the most significant professional category applying for VisaScreen® services in FY2025, representing 87% of total applicants. This pattern is consistent with previous years, reflecting the large volume of the nursing profession compared to other allied health professions.



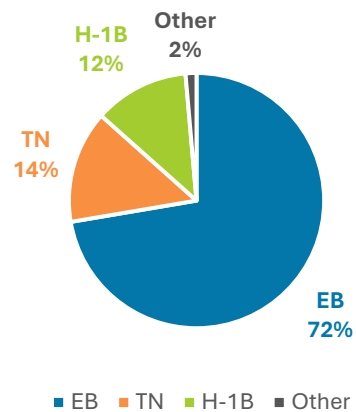
Legend: RN – Registered Nurses; CLS – Clinical Laboratory Scientists; PT – Physical Therapists; SLP – Speech Language Pathologists; CLT – Clinical Laboratory Technicians; LPN/VN – Licensed Practical or Vocational Nurses; PA – Physician Assistant/Associate; OT – Occupational Therapists; AUD – Audiologists.

Applications by visa category

Most VisaScreen® applicants seek permanent residence via immigrant, employment-based (EB) visas. This represented 73% of the total applications for FY2025.

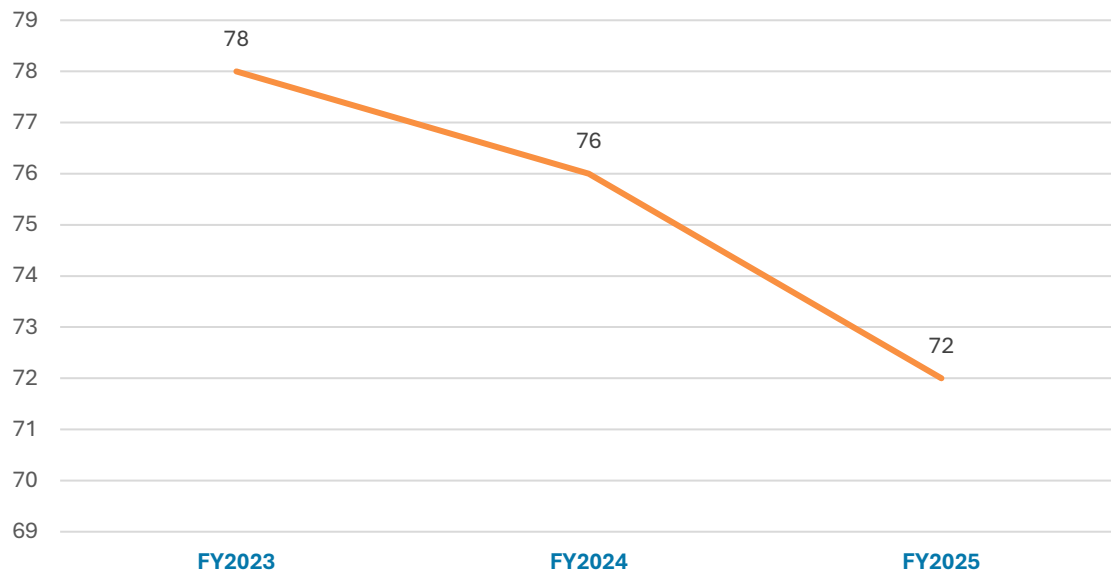
The two other major visa categories are TN (for Canadian and Mexican citizens under the United States-Mexico-Canada Agreement – USMCA, formerly known as the North American Free Trade Agreement – NAFTA) and H-1B (nonimmigrant, temporary, work-based visa). These represented 14% and 12% of total applications for the period, respectively.

Applications by visa category



It is noteworthy that the percentage of VisaScreen® applicants requesting permanent residence under the EB visa category has decreased over the past three fiscal years, in line with the decrease in the number of applications.

% of EB Visas



Country of origin

For FY2025, TruMerit received VisaScreen® applications from healthcare professionals originating in 109 countries and territories. The following table shows the total number of completed orders and their percentage by country of origin.

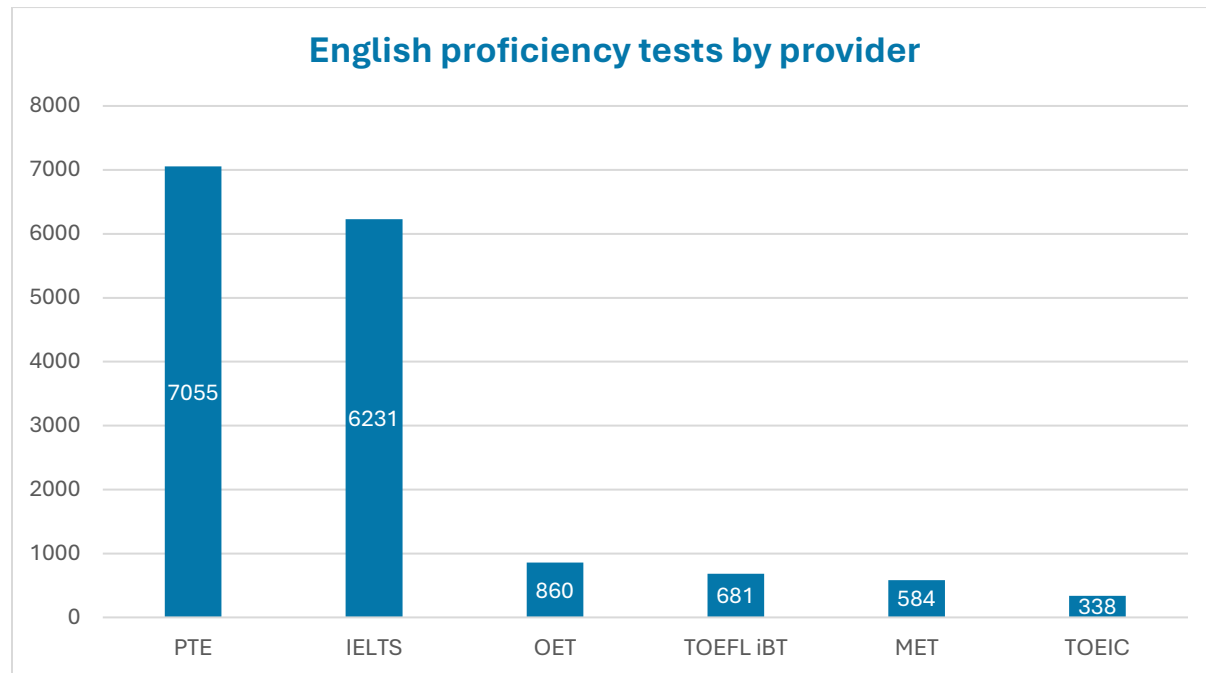
FY2025				FY2024	
Rank	Country	Completed orders	%	Rank	%
1	Philippines	9,150	47%	1	54%
2	Kenya	2,150	11%	3	7%
3	Canada	1,772	10%	2	9%
4	India	1,035	5%	7	3%
5	Nigeria	1,006	5%	4	5%
6	United States	804	4%	6	4%
7	Ghana	774	4%	5	4%
8	Nepal	647	3%	8	3%
---	Other countries	2,287	12%	---	11%

The overall reduction in applications for VisaScreen is reflected in the decrease in completed orders for most countries of origin. Notable exceptions include Kenya with an increase from 1,622 completed orders in FY2024 to 2,150 in FY2025, overcoming Canada as the second largest country of origin, and India with an increase from 781 in FY2024 to 1,035 in FY2025, jumping from 7th to 4th in the ranking.

It is noticeable that the percentage of completed orders from the Philippines, despite continuing to be the largest, has decreased significantly. TruMerit will continue to monitor to see if this trend continues.

English language proficiency

English language proficiency is a requirement for foreign-educated health professionals. Applicants must obtain a passing score in an approved English Language Proficiency (ELP) test. TruMerit verifies compliance but does not administer tests. Applicants can choose from a variety of approved test vendors according to each profession. The graph below shows the number of tests by test type or provider.

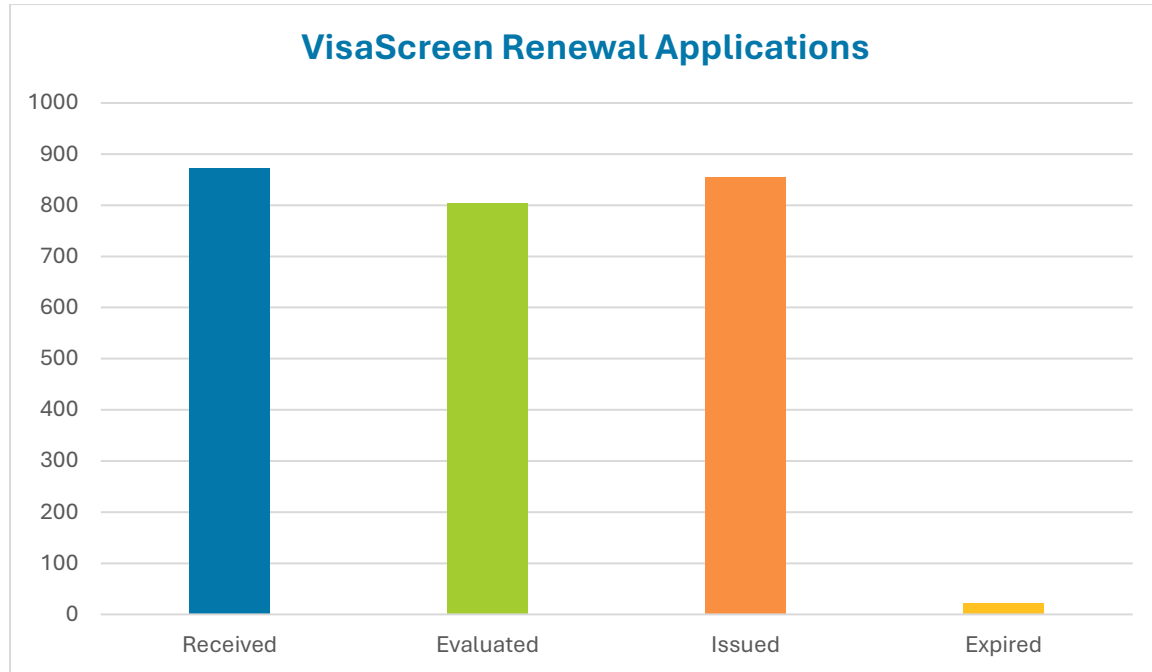


Legend: PTE – Pearson Test of English; IELTS – International English Language Testing System; OET: Occupational English Test; TOEFL iBT: Test of English as a Foreign Language, Internet-based test; MET – Michigan English Test; TOEIC – Test of English for International Communication. Note: Cambridge Assessment English exams are also accepted but TruMerit did not receive any VisaScreen® applications using that exam for FY2025.

TruMerit believes that more can be done to improve the scientific foundation of ELP testing and scoring. Society evolves and so does communication requirements and tools. In a digital society that has seen fast technological advances in the last decade, there is a need to review ELP requirements, particularly in a healthcare setting. Contributing to the discussion, TruMerit hosted an in-person convening of all the test providers on January 15, 2025. A report of that event was published and sent to HRSA in February 2025. The main conclusion was that there should be a standard-setting study across the health professions to determine cut-scores based on scientific evidence. TruMerit intends to produce such study in 2026. Additionally, TruMerit hosted a convening on April 22, 2025, in Washington D.C., and published a [report](#) with its proceedings. The main outcomes included “stronger collaboration among professional state boards, credentialing organizations, and employers; a unified approach to English language standards; and a commitment to updating credential evaluation processes in response to research and evolving regulatory needs.” TruMerit will continue to work toward these objectives.

Certificate renewals

For FY2025, TruMerit received 872 renewal applications of VisaScreen® certificates; 804 were evaluated while 22 expired during this period. TruMerit issued 855 renewals during FY2025, including pending renewal applications from the previous period.



Pending applications and renewals

At the end of FY2025, there were only 19 pending (new) applications and 2 pending renewals. TruMerit has made a significant effort in the past years to improve its operational efficiency and reduce turnaround times, which are shown in these results.

II. Other TruMerit activities and data

International Commission on Healthcare Professions

The International Commission on Healthcare Professions (ICHP) was created when TruMerit (at the time called CGFNS International, Inc.) was named in Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA), to assume plenary authority over seven professions and nine categories of practice. Through a committee structure, each profession sets the standards for credential evaluation services to determine the comparability of education of foreign-educated applicants against US standards for visa screening purposes. In addition to this legislative mandate, the committees are also charged with the responsibility to provide TruMerit's Board of Trustees a periodic environmental scan of the profession in the United States and across the world. The goal is to work toward a set of global standards that captures current practices and aspirational thinking to guide future service directions and product development strategies.

Following a short period of limited activity, the ICHP's standards committees are now fully revitalized, actively engaged, and working with a renewed sense of focus to ensure that professional standards remain current, actionable, and aligned with U.S. practice.

All standards committees are functioning effectively. The Speech-Language Pathology, Audiology, Physical Therapy, Occupational Therapy, Physician Assistants, and Clinical Laboratory Scientists/Technicians committees remain on track with their ongoing work and continue to review and update their standards as needed.

The Professional Nurse Credentials and Standards Committee and the Licensed Practical Nurse Committee combined briefly, but this structure diluted focus and slowed progress. They re-established as separate, specialized committees to better address the unique requirements of each profession. These committees are meeting regularly, planning their work, and are fully engaged and energized to advance their respective standards.

Overall, the ICHP is on track, the committees are functioning with a renewed level of engagement, and the necessary infrastructure is in place to ensure that professional standards are current, approved, and operationalized across all health professions.

Looking forward, TruMerit wants to explore the role of global standards and competency frameworks to strengthen credential comparability.

More data and information

We encourage readers to find out more about TruMerit's activities and data via our [website](#) and by reading our most recent reports, including:

- [2025 Annual Summary](#)
- [2025 Nurse Migration Report](#)
- Other topics: [Research Hub](#)