



## The National Certification Corporation Annual Review State of the Organization 2025 MILESTONES

**128,706 STRONG:** ...NCC has certified over 242,267 professionals since 1975. NCC currently has 14 active certification examinations. In 2025, of the 21,444 who registered and were eligible for the exams, 17,762 took the exam and of these, 12,537 achieved certifications. (An overall 71% pass rate). The Electronic Fetal Monitoring (EFM) examination and the Inpatient Obstetric Nursing (INPT) examination continue to bring in the largest number of new professionals with over 4,761 certified in EFM and over 2,079 certified in INPT examinees in 2025. 79% of Candidates test at test centers and 21% are using live remote proctoring.

**NCC TURNED 50 in 2025:** NCC celebrated 50 years of excellence in national certification for Obstetric, Gynecologic, Neonatal and Women's Health professionals in 2025. NCC celebrations included a "Second Chance Free" examination promotion from February 1, 2025-September 30, 2025, A website and newsletter series with photos of NCC over the decades and detailed history of NCC's journey, a New Anniversary logo that was displayed all year, exhibit celebrations including famous items that also turned 50 with NCC (Pez candy, the mood ring and the magic 8 ball). NCC also offered a free CE module with a free specialty specific sticker upon successful completion of the module. The free module was completed by 7,091 certificant and 8,886 stickers were shipped.

**Maintenance and Reinstatement:** Over 31,611 maintained their NCC certification in 2025. NCC performs a 3% random audit for all maintenance applications each year and 100% of reinstatement applications are audited. If an application is audited, the certificant must provide a description of the offering and the CE certificate. Certificants who use all NCC CE modules for maintenance are not subject to audit since the descriptions and CE certificates are already on file. For maintenance audits, 17,058 applications were maintained using all NCC CE modules and were auto approved. Of the remaining 14,553 applications, 4,637 were randomly selected for audit with an 89% approval rate.

All certificants who allow their certification to lapse can reinstate their certification within 12 months of their maintenance due date. 1,710 reinstatement applications were submitted with 1,081 using all NCC CE modules to meet the reinstatement requirements. All remaining applications were audited, and 94% were approved.

The alternate maintenance option is used by those who opt out from taking the continuing competency assessment. It requires CE across every core specialty competency area and all applications are audited. 137 alternate maintenance applications were submitted in 2025. 83 of these applications utilized NCC CE modules to meet the CE requirements and did not require audit. All other applications were audited and 98% were approved.

**Continuing Competency Initiative** – Over 327,535 certificants who hold a core certification have participated in this innovative program since 2010. The use of the assessment and the development of an individualized education plan is a strong approach to certification maintenance. The initial assessments showed that 50% of those certified required 50 hours of CE across all core competency areas to maintain. With the use of a continued competency assessment, with a focus on assessment of knowledge in the core specialty areas, a decreased need in the amount of CE required for maintenance has been demonstrated. Currently, less than 1% opt out of taking the assessment and use the alternate maintenance pathway.

**Alternative Certification Program (ACP)** – NCC launched the ACP program in 2016. This program was designed for APRNs who hold graduate degrees in the role and population but are not within the 8-year rule from graduation to sit for the examination. There were five applicants in 2025 with all 5 eligible. A total of 72 have passed the program since its inception (9 NNPs and 63 WHNPs). Of those not determined eligible for the program, a lack of a graduate degree or graduation from a program not approved by NCC at any time in the past was usually the disqualifying factor.

**NCC Bulletin -Multiview** – NCC provides certificants with a weekly update featuring the most critical issues impacting women's health, maternal care, and neonatology. Highly rated by our constituents, this free practice resource ensures you stay informed on "hot topics" across the field. In 2024, we expanded our offerings to include specialty-specific newsletters, delivering timely and up-to-date articles tailored to your unique practice area. To ensure you receive the free briefing, please add [NCC@multibriefs.com](mailto:NCC@multibriefs.com) to your email address book. You may unsubscribe from the newsletters at any time.

**Publications and Resources** – NCC has successfully launched several key publications:

- **Handbook of Neonatal Neurology:** This new handbook, described as the "Gomella" for neonatal neurology, serves as a valuable resource for the Neonatal Neuro-Intensive Care certification examination. It is a comprehensive, multidisciplinary resource.
- **Neonatal Imaging Book (2nd Edition):** A widely recognized resource in the field that is an excellent text for teaching basic imaging to neonatal providers.
- **Golden Hours: Care of the Very Low Birth Weight Infant (2nd Edition):** This book is used as a resource for the Care of the Extremely Low Birthweight Neonate certification examination as well as an addition to the NRP requirements to improve care for this unique population. The third edition will be available for purchase in summer 2026.
- **Handbook on Neonatal Nephrology:** NCC is beginning work on a new handbook for neonatal nephrology and plans to have it available in early 2027.

Over 9,500 copies of NCC publications have been sold (including their previous editions). NCC publications are available for purchase on Amazon and offer accompanying Continuing Education (CE) opportunities on the NCC website. Some institutions incorporate "Golden Hours" into their NRP requirements, demonstrating its value in improving care for very low-birthweight infants.

More information on the books and how to purchase can be located here:

<https://www.nccwebsite.org/continuing-education/ncc-s-bookshelf-indispensable-resources-and-c>

### **Free Online Resources:**

NCC offers three websites that provide valuable free educational resources:

- **EFM Toolkit website (ncc-efm.org):** Download NCC's "Fetal Assessment and Safe Care During Labor" Monograph. Authored by Kathleen Rice Simpson, PhD, RNC-OB, CNS-BC, FAAN, this monograph was created to incorporate evidence-based labor and management guidelines into maternal and fetal assessment during the intrapartum period. This website also features a popular EFM tracing game that tests basic and advanced knowledge. In 2025, over 100,476 healthcare professionals (including physicians, nurse practitioners, nurse midwives, physician assistants, and registered nurses) played the game, totaling over 1,368,949 tracings. On average, 26,325 tracings are played each week.
- **Quality and Safety.org website (ncc-qualityandsafety.org)**
- **Neonatal Educational Resources website (NeonatalEducationalResources.org)**

## **Work of the NCC** – Some of the other updates and activities include.

- **Verifications**- Over 26,954 verifications were requested by individuals, state boards and employers in 2025, verifying 36,756 certificants. Of those, 1,439 were requested through the maintenance and reinstatement application.
- **New exams**- NCC launched two new exams in 2025. The Obstetric Emergencies (OBE) examination launched in July 2025. Since the launch, 1,012 registered for the examination and 710 passed it (78% pass rate). Reproductive Health and Infertility certification examination was launched in March 2025 with over 394 registering. NCC is looking for more volunteers to assist in item writing and standard setting.
- **Institutional Payment Programs**-  
NCC offers a bulk purchase program to institutions that support certification by covering exam fees for their employees. Launched in 2021, this program provides a fee discount or a "second chance free" option based on the number of bulk purchases.  
In 2025, 225 institutions participated in the bulk purchase program.
  - 9 institutions opted for the "second chance free" promotion.
  - 216 institutions chose the fee discount option.A total of 4,332 exam registration vouchers were purchased throughout the country.
  - HCA, a prominent participant, utilized the "second chance free" option made 36 purchases for 1,485 of these vouchers.43 hospitals signed bulk purchase contracts, acquiring 852 voucher codes for their staff.
- **Pretests-Free CE**- Over 36,352 hours of CE credit for maintenance was provided for free in 2025 to certificants who took Pretests. Pretests can only be taken in the specialty area in which the certified professional holds a certification. The pretest program provides an opportunity to assist NCC in testing newly developed questions. Certificants currently certified by NCC in a core or subspecialty certification are provided with 50 questions to answer. Questions can cover one topic area, or multiple areas and completion of the pretest provides the certificant with 1 hour of credit to apply to maintenance. Certificants can earn up to 5 hours of credit per maintenance cycle, free, for completing the pretests.
- **National CE**- NCC CE modules are low-cost accredited CE options designed for use by health care providers working in the women's health/perinatal/neonatal field. NCC offers the available CE modules with open book posttests. A 70% score must be achieved to earn the stated CE. NCC certification is not a prerequisite to participate in the module program and the CE earned may assist in meeting licensure or other professional CE

needs. Discounts on core maintenance fees can be earned if at least 15 hours of CE are earned from the program. Over 115,960 modules were sold in 2025.

- **National Volunteer Committee Opportunities**- "Vtopia", our volunteer platform, is constantly expanding with new item writers and content team members. NCC is always seeking dedicated volunteers to contribute to national job analyses, item writing, and content development. Individuals interested in becoming item writers can enroll in a self-paced online course. Upon successful completion, certified item writers can submit items electronically at their convenience. Content team members, typically selected from the pool of item writers, are responsible for assembling examinations for testing. This valuable work qualifies for 5 Continuing Education (CE) credits every 3 years, which can be used for maintenance. When NCC needs volunteers for projects like job analysis, standard setting, or content team support, we issue a call for participation. This is an excellent opportunity to contribute to national certification efforts. To express your interest in volunteering, please visit <https://www.nccwebsite.org/faculty-students-state-boards-volunteers/volunteer-opportunities>.
- **NCC-E**: 216 certificants placed their certification on Emeritus status in 2025. This was a slight increase from 2024. Emeritus is a one-time fee for life and recognizes your commitment to certification after retirement. It holds the credential of NCC-E.
- **New Test Grids and Exams**- Items writers and content teams worked to develop 12 new examination forms in 2025. Several new examination forms will be introduced in 2026. NCC continues to do national job analysis for each certification on a 4–5-year basis to validate current knowledge and practice in each certification area.
- **Preview Tests**: NCC offers preview tests for those who are considering an NCC certification. Over 2,997 preview tests were taken by candidates for certification in 2025.
- **Social Media: Stay Connected with NCC on Social Media**  
NCC provides regular updates and valuable information to both certified and non-certified professionals through our social media channels.  
**Follow us on Facebook, Instagram and LinkedIn:**
  - <https://www.facebook.com/nationalcertificationcorporation>
  - <https://www.instagram.com/ncccertainment/>
  - <https://www.linkedin.com/company/the-national-certification-corporation>

- **Exhibits:** NCC exhibited at five major conferences this year (ANN, NANN, AWHONN, & Magnet) with booth space provided in-kind. NCC codes all the conference lectures that are provided by these meetings for certified nurses who will use the lectures for maintenance CE. We also participated in the Magnet Conference, recognizing its significance in reaching healthcare leaders and plans are to continue to attend this event.

### **NATIONAL WORK:**

**National Involvement:** NCC demonstrates a proactive approach to national issues impacting certification. NCC is actively engaged in collaborative efforts with other key organizations including Professional Certification Coalition (PCC), Licensure, Accreditation, Certification, and Education (LACE), National Organization of Nurse practitioner Faculties (NONPF), American Board of Nursing Specialties (ABNS) AANP Extended Round Table and the American Nurses Credentialing Center (ANCC). Key involvement includes advocacy and collaboration, standard monitoring, technological advancements and improvements, DEI standards and initiatives, international collaboration and competency maintenance.

**Survey of Nurse Practitioner Education Programs:** NCC joined with all the APRN certifiers to survey the current MSN, DNP and Post graduate APRN programs. The study was intended to inform decision-making on if or when nurse practitioner certification organizations would begin to require candidates to have graduated from NP education programs with at least 750 direct patient care clinical hours, or to have earned the Doctor of Nursing Practice (DNP) degree. Of the 1,173 APRN Programs responding, 570 (48.6%) already meet the new requirement for the 750 direct patient care clinical hours. 100% of the Adult-Gerontology Dual Track Primary and Acute care programs and 94.8% of the Pediatric Nurse Practitioner Dual Track Primary and Acute care have already moved to the 750 direct patient care clinical hours. Based on the data provided for all programs responding 68% of the programs will meet the 750-hour requirement within a 2-year time frame. When looking specifically at the Neonatal Nurse Practitioner programs, with a 90% response rate, 48.6% already have 750 or more direct patient care clinical hours and 50% of those remaining will be at 750 hours within the next 4 years. Six programs were unsure about increasing the hours and 4 programs were not planning to increase the hours. When looking at the WHNP programs, with an 81% response rate, 16.1% already have the 750 or more direct patient care clinical hours and 50% of those remaining plan to increase to the 750 required hours with 90% of those stating they will meet this in the

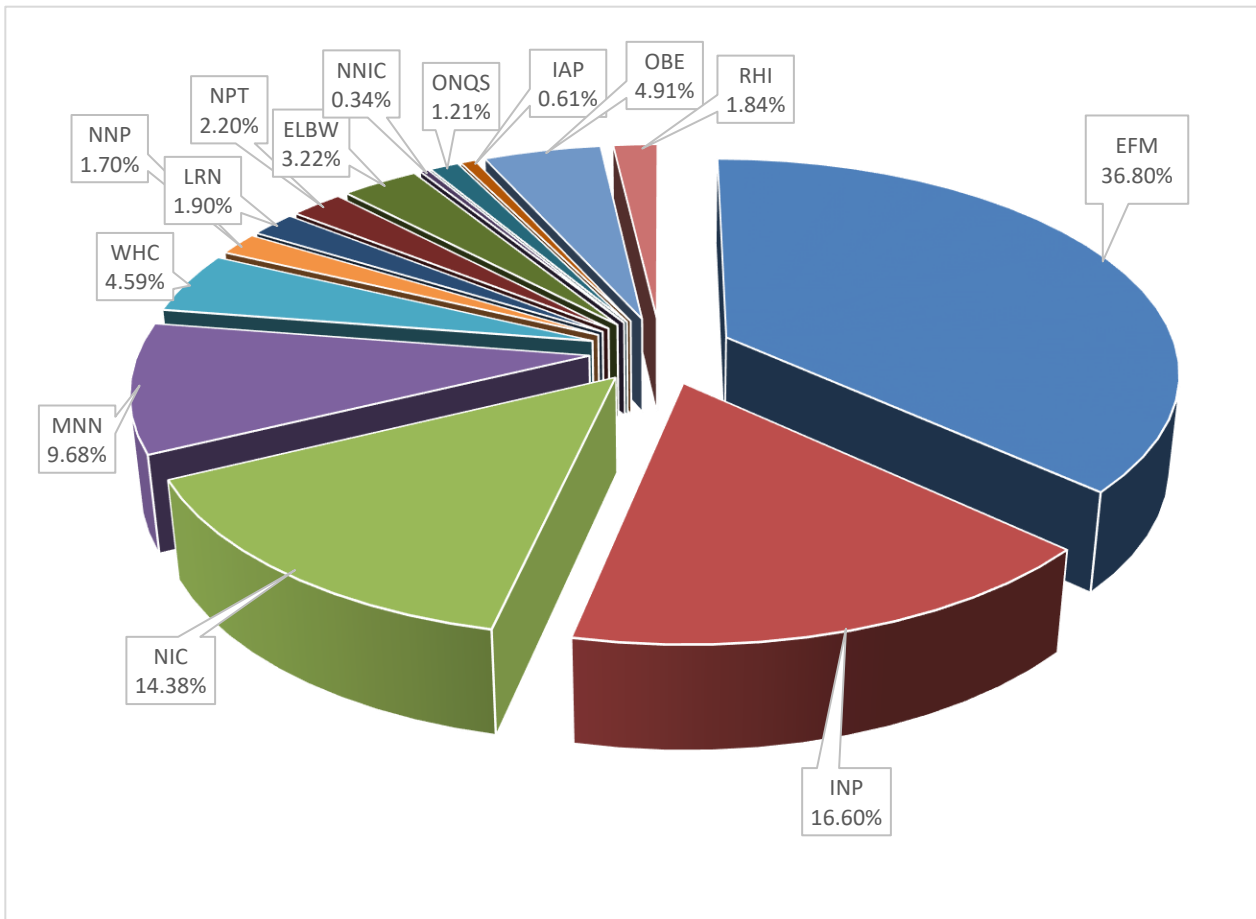
next 2 years. Seven programs were unsure about increasing the hours and 8 programs were not planning to increase the hours. The barriers to increasing the direct patient care clinical hours were outlined in the survey results that was sent to the program directors. The survey showed that larger barriers continue to exist for transitioning to the DNP as entry into practice.

### **ACCREDITATION:**

- NCC is accredited by both the National Commission for Certifying Agencies (NCCA) and the Accreditation Board for Specialty Nursing Certification (ABSNC).
- **NCCA Accreditation:** All Ten of NCC's certification programs have been re-accredited by NCCA for another five years, effective March 31, 2025 - 2030. Inpatient Antepartum, has also received NCCA accreditation for the next five years through July 31, 2029.
- **ABSNC Accreditation:** The full ABSNC accreditation for NNP and WHNP examinations was granted in 2021 for a five-year period through October 1, 2026. NCC began the five-year renewal process at the end of 2025.
- **ANCC Magnet Approval:** All accredited NCC examinations are approved by the American Nurses Credentialing Center (ANCC) for Magnet recognition.

# 2025 EXAM REGISTRATION

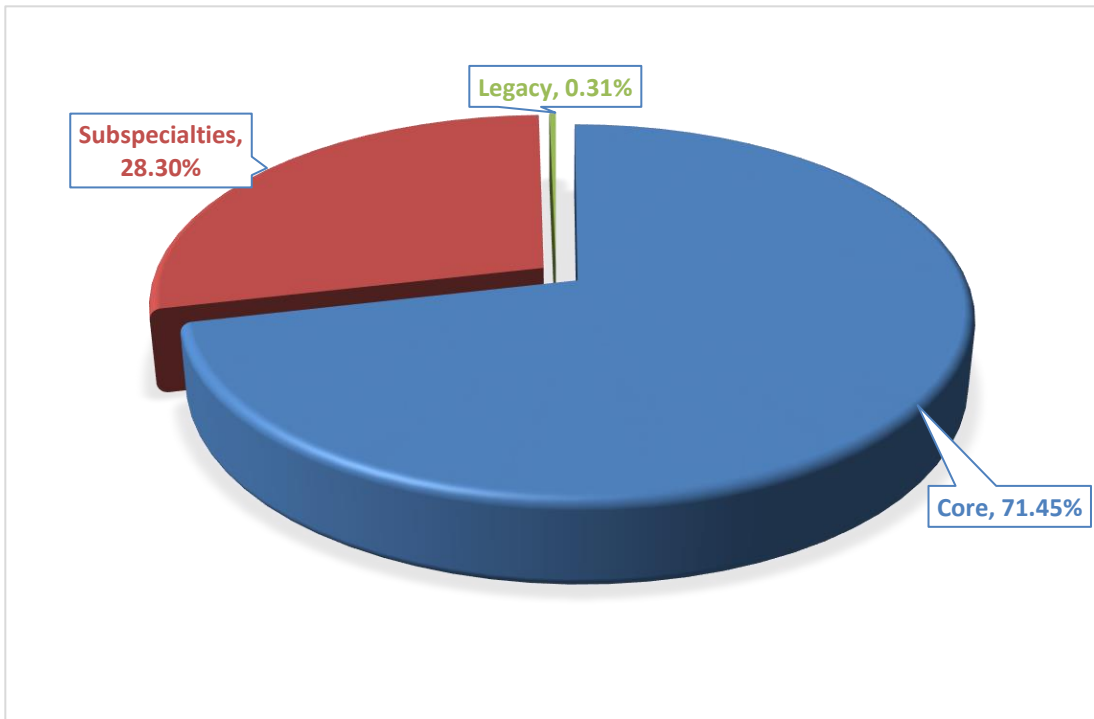
## CERTIFICATION REGISTRATIONS BY SPECIALTY



- EFM Electronic Fetal Monitoring
- ELBW Care of the Extremely Low Birth Weight Infant
- INP Inpatient Obstetric Nursing
- NIC Neonatal Intensive Care Nursing
- MNN Maternal Newborn Nursing
- WHNP Women's Health Care Nurse Practitioner
- LRN Low Risk Neonatal Intensive Care Nursing
- NNP Neonatal Nurse Practitioner
- NPT Neonatal Pediatric Transport
- NNIC Neonatal Neuro-Intensive Care
- ONQS Obstetric and Neonatal Quality and Safety
- IAP Inpatient Intrapartum Nursing
- RHI Reproductive Health and Infertility
- OBE Obstetric Emergencies

**Total Participation 18,524 with an overall 70.4% pass rate.**

## 2025 MAINTENANCE



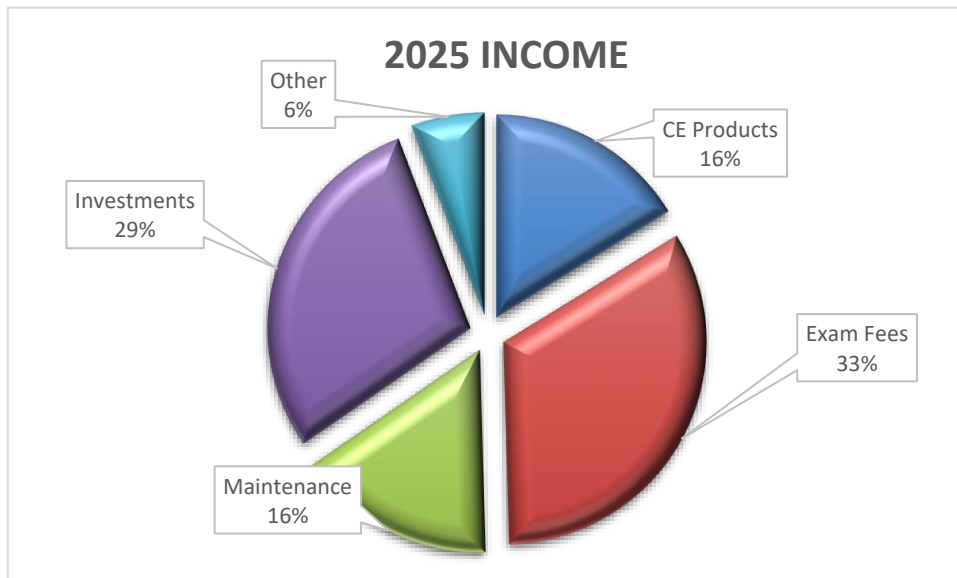
### **Total Participation: 32,748 maintained in 2025**

- Core Maintenance – Maintenance of those holding an RNC or NP credential.
- Subspecialty Maintenance – Maintenance of those holding the subspecialty credential in Electronic Fetal Monitoring, Neonatal-Pediatric Transport, Care of the Very Low Birthweight Infant, Neonatal Neuro-Intensive Care and Obstetric and Neonatal Quality and Safety.
- Legacy – This includes the legacy Core and Subspecialty examinations which are no longer currently offered.

***Reinstatement – Allows individuals, whose certifications have lapsed, to come back into the system without retesting. This is time limited, within 1 year of the original maintenance due date. 1710 Certificants reinstated in 2025.***

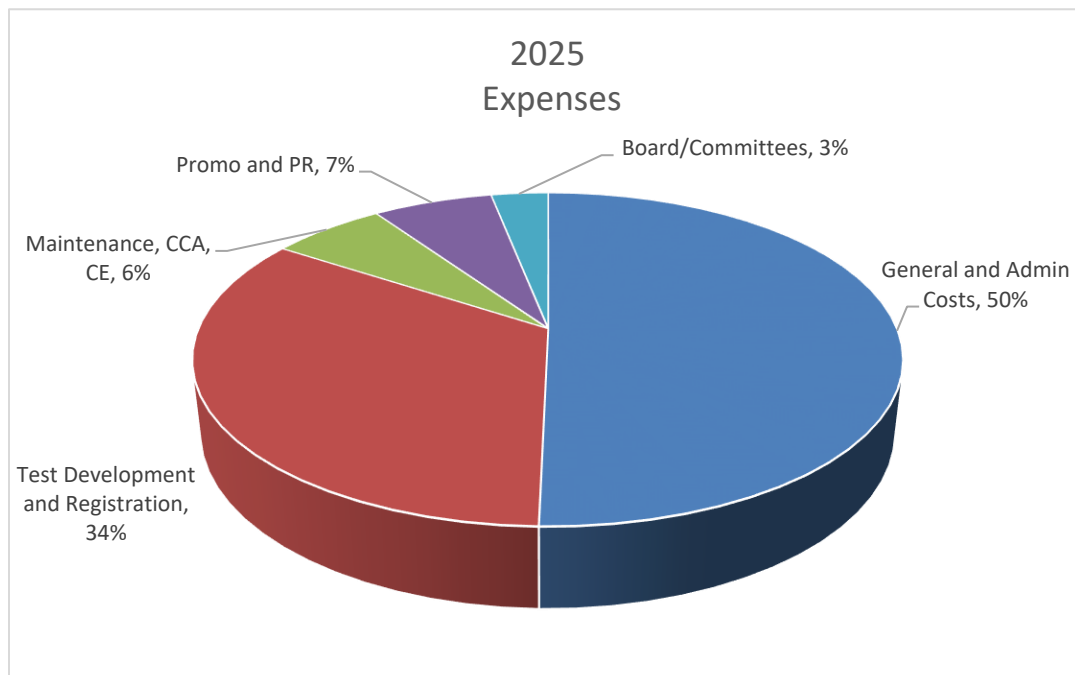
Currently a 74-91.1% maintenance rate across all the certifications.

## 2025 INCOME



- Exam Fees: 33%: Exam fees from all programs, computer, LRP
- Maintenance Fees: 16%: Maintenance, reinstatement, extensions, and preapproval fees
- CE Products: 16%: Sales from CE modules
- Investments: 29% from interest and dividends
- Other Fees: 6%: Certification verification fees, branded merchandise website, recognition certificates, pins & plaques, and other miscellaneous fees

## 2025 EXPENSES



- Board/Committees: 3%: Meetings, activities of the board, committees, and representation on allied organizations.
- Test Development/ Registration & Administration: 34%: Test development and administration costs for all NCC exams in all modes (Computer, ICP, PEC, LRP).
- General Operations & Admin 50%: Staff personnel, office equipment, fees, video and conferencing, website management, updates and development and contract payments, rental and all office.
- Maintenance/CCI/Modules: 6%: CCA platform and evaluation of data
- Promo & PR: 7%: promotional activities, toolkits for certified nurse's week, press releases, PSA's such as "Trained to be Different" and promotional items.