



**Survey of the
Nursing Education Program
of Saskatchewan:
2-Year Follow-up of
Graduates of 2001**



**Final
Report**

July 2003



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Executive Summary

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Executive Summary

This report summarizes the results of the 2003 2-Year Graduate Follow-Up Study for the Nursing Education Program of Saskatchewan (NEPS). The survey has two major themes. Firstly, the survey includes an in-depth section on graduates' employment and is broken into two main sections, employment in the first year after graduation, and current employment; Responses to this section of the survey provide feedback on the graduates' experience in the workforce. Surveying the 2001 graduating class provides valuable information on the recent employment rates after program completion.

Secondly the survey obtains the reactions and advice of graduates to the program from which they graduated. Graduates have the opportunity to reflect on the outcomes of their University education, and are in a position to provide valuable feedback to the nursing program as well as insightful advice to others considering a nursing career. This section of the survey also includes the opportunity for graduates to make open-ended comments on the program answering the question "Do you have any general comments regarding the education you received in the NEPS program?"

Response Rates and Representativeness

Data were collected from May 5 to May 22, 2003. Of the total 144 potential respondents, 104 completed the entire survey, representing a 72.2% response rate. Overall, this represents 80.0% of the available students (i.e. excluding the 14 graduates that were classified as unavailable). Of the 40 students who did not complete the survey, 5 were sent an email invitation but never completed the survey, 16 were never successfully contacted (e.g. busy signal, answering machine, no answer), 4 refused to participate in the survey (2.8% of the 144 respondents) and 1 respondent did not qualify (i.e. Post RN graduate).

The response rate of 2003 respondents was considerably improved over that of 2002 respondents. Most of the increase appeared to be attributable to Saskatoon site graduates. Efforts to increase the Regina site response rate would be helpful.

Who is the Nursing Graduate?

Of the graduates surveyed, 88.5% are female and 11.5% are male. The majority of the graduates (94.2%) grew up in Saskatchewan. The average age of the student entering NEPS is 21.1 years. Of the total graduates, approximately 2% identify themselves as aboriginal. Almost half (47.1%) are single and 78.8% of graduates do not have any dependent children/adults.

Of the total graduates, 17% of respondents have previous education in the health care field, prior to starting the NEPS program, and 44.3% of respondents have some university education prior to starting NEPS (compared to 52.2% in the 2002 survey). The percentage of graduates with just a high school diploma upon entering NEPS is 39.6% (compared to 31.9% of the 2002 survey respondents).

The main activity of the graduate prior to beginning NEPS is going to school (70.8%). Another, 27.4% of respondents indicated that they were working in the year before starting NEPS (compared to 21.7% in the 2002 study). Of those working, 24.1% (7 respondents) have worked in the health care field.

During the NEPS Program

Almost 2/3rd of the graduates (65.1%) started the NEPS program in September 1997. Majority (83% of respondents) indicated that Saskatoon was the program site of entry, an increase from the 2002 survey in which 68.1% of survey respondents indicated Saskatoon as the program site at entry. Another 17% indicated that Regina was the program site of entry, a decrease from the 31.9% reported in the 2002 survey.

Over half (55.7% of respondents) indicated that they had worked as a senior assist during the NEPS program. Of the total graduates surveyed, 75.5% of respondents indicated they worked while taking the NEPS program, an increase from the 65.2% reported in the 2002 survey. The mean number of hours worked per week for the 2003 survey respondents increased to 16.6 hours from 14.8 hours in the 2002 survey (a 1.8 hours/week increase).

Almost half (45.3% of respondents) indicated they had received bursaries or scholarships during the program. The average scholarship and bursary amounts increased slightly to \$3,185 in 2003 from \$3,057 in the 2002 survey. The percentage of respondents receiving student or other educational loans increased in 2003 to 74.5%, from 62.3% of respondents in the 2002 survey. The mean total dollar value of student or educational loans at the completion of the NEPS program increased from \$21,137 in the 2002 survey to \$23,190 in the 2003 survey (a \$2,053 increase).

The two major life challenges indicated by respondents that they experienced during the NEPS program were home relocation (56%), and death (35%). In the 2002 survey, the two major life challenges indicated by respondents was home relocation (31.9%), and uncertainty of nursing as a profession (31.9%).

Half of the male graduates (6 graduates) indicated they faced the challenge of uncertainty of nursing as their profession during the NEPS program as compared to 29.3% of female respondents. This is similar to results from the 2002 survey in which 45.5% of male respondents indicated they faced this challenge.

The majority (84.6% of respondents) indicated Saskatoon as their program site at graduation, while 15.4% indicated Regina as their program site at graduation; compared to 29% in Regina and 71% in Saskatoon in the 2002 survey.

First Year after Graduation

Hiring

All of the 104 respondents indicated they were employed as a nurse within the first year after graduation. 53.8% of respondents found their experience in finding their first job less difficult than they had expected (a slight decrease from the 63.8% reported in the 2002 survey). Of the total graduates, 58.7% of respondents were invited to their job before they had actively started seeking employment (this finding has decreased from the 81.2% reported in the 2002 survey).

Of the respondents who worked as Senior Assists during the NEPS program, 73.7% received a job offer from a unit in which they were employed as a Senior Assist, an increase from the 65% reported in the 2002 survey. Also, 67.3% of respondents indicated they received a job offer from the unit where they did their 4th year practicum.

Location

Of the total graduates employed as a nurse, 80.8% of respondents indicated they were employed as a nurse in Saskatchewan (a decrease from the 88.4% reported in the 2002 survey). Another 18.3% of respondents indicated their first job was in Alberta or B.C. (an increase compared to 8.7% reported in the 2002 survey).

The majority (91.3% of respondents) indicated their first job was in an urban setting. The number of respondents indicating they worked in both urban and rural setting decreased from 5.8% in the 2002 study to 1.9% in the 2003 survey. In terms of picking a location for their first job, the most frequently cited factors influencing the decision are family and community commitments (50%); geographic location (42%); and familiarity with hospital (37%). Of the graduates surveyed, 78.8% of respondents indicated that the location of their first job was ideal or highly ideal.

Orientation

Three quarters of respondents indicated that their orientation lasted between 6 and 30 days (an increase from the 63.8% reported in the 2002 survey). Majority (76.0% of respondents) indicated that the length of orientation was about right, while another 22.1% indicated that the length of orientation was too short. This is similar to the responses from the 2002 survey. Also, 17.3% of respondents felt that the orientation program prepared them very well (compared to 7.2% in 2002) for their first position whereas 11.5% of respondents indicated it had not prepared them well (compared to 14.4% in 2002) for their first position.

Profile of First Job

The majority (84.6% of respondents) indicated that they worked at 1 site for their first job as a graduate nurse (an increase from the 59.4% reported in the 2002 survey). Another 11.5% of respondents indicated they worked at 2 sites, compared to 30.4% in the 2002 survey and 3.8% of respondents indicated they worked at 3 or more sites, compared to 10.1% in the 2002 survey.

83.7% of respondents indicated that their primary work site was a general hospital with over 100 beds. 96.2% of respondents indicated that they were employed as a staff nurse at their primary site and 99.0% of respondents indicated that their main area of responsibility at the primary site was direct care.

Of the respondents providing direct care, 56.3% of respondents indicated that their area of service at the primary site was medical/surgical (compared to 50.7% in the 2002 survey), 16.5% indicated pediatric (compared to 26.1% in the 2002 survey), and 11.7% indicated maternal/newborn (compared to 14.5% in the 2002 survey).

Of the total graduates, 69.2% indicated that the client group of their first job was ideal or highly ideal and 72.2% of respondents indicated that the level of responsibility of their first job was ideal or highly ideal, a slight decrease from the 2002 survey responses of 79.7%. Also, 60.6% of respondents indicated that the work environment of their first job was ideal or highly ideal, a slight decrease from the 2002 survey responses of 65.2%.

In terms of working hours, 64.4% of respondents indicated they were employed on a regular full-time basis, compared to 47% in the 2002 survey results and 20.2% of respondents in the 2003 survey indicated they are working casual full time hours compared to 34.8% of respondents in the 2002 survey results.

Current Employment of Graduates

Of the total graduates surveyed, 91.3% indicated they are currently working as a nurse, identical to the 2002 survey result. No one reported working in a field other than nursing, however 8 respondents (8.7%) are currently on leave.

In terms of leaving their employment since their first job, 51.0% of respondents indicated that they were in the same position/same employer, compared to 33.3% of respondents in the 2002 survey. Another 12.5% indicated they were working for the same employer but different position, compared to 25.8% in the 2002 survey. Also, 36.5% of respondents indicated that they are working for a new employer, compared to 40.9% in the 2002 survey. The main reason respondents left their former primary employer included personal reasons (31.6%), better pay (18.4%), and dissatisfied with former job (18.4%).

Choosing a Job

The most frequently cited factors that respondents considered important in influencing their choice of current work location was “clinical/client group I wanted” (45%), “position I wanted” (42%), and salary (32%). This compares to the most frequently cited factors influencing their work location for their first job of family and community commitments (50%); geographic location (42%); and familiarity with hospital (37%).

Location

Of the respondents presently nursing, 70.2% are currently employed in Saskatchewan compared to 80.8% in their first job. This also compares to 78.8% of respondents in their current job in the 2002 survey. Nursing graduates working internationally has increased from the 2002 survey with 6.7% of graduates currently working in USA (compared to 1.5% in the 2002 survey) and 3.8% working in other countries (compared to 1.5% in the 2002 survey).

Of the 31 respondents employed in nursing outside of Saskatchewan, 19 respondents (61.3%) do not intend to return to Saskatchewan, a decrease from 71.4% of respondents in the 2002 survey.

Of the respondents currently working, 86.5% indicate they are currently located in an urban area, as compared to 91.3% of respondents in their first job. This also compares to 89.4% in their current job in the 2002 study.

Profile of Current Job

Of the respondents presently working as nurses, 71.2% are working on a regular full-time basis as compared to 64.4% of respondents in their first job. This compares to 65.2% in their current job in the 2002 study. 11.5% are working on a casual full-time basis, compared to 20.2% of respondents in their first job. This compares to 10.6% in their current job in the 2002 study.

Of the respondents presently nursing, 80.8% indicated that the amount of hours they are currently working is their preference, as compared to 74.0% of respondents in their first job. This compares to 90.9% in their current job in the 2002 study.

Of those currently working as a nurse, 74.0% indicated that their primary work site is a general hospital with over 100 beds, as compared to 83.7% in their first job as a graduate nurse. This compares to 77.3% of respondents in their current job in the 2002 study.

Of the respondents presently working as a nurse, 93.3% indicated that they are working as a staff nurse, as compared to 96.2% of respondents in their first job as a graduate nurse. This compares to 92.4% of respondents in their current job in the 2002 study.

92.3% indicated that their main area of responsibility at their primary site is direct care, as compared to 99% of respondents in their first job as a graduate nurse. This compares to 95.5% of respondents in their current job in the 2002 study.

Of those providing direct care, 41.7% of respondents indicated that their current area of service at the primary site is medical/surgical, as compared to 56.3% of respondents in their first job as a graduate nurse. This compares to 30.3% of respondents indicating medical/surgical in their current job in the 2002 study.

Compensation

Overall, 81.7% of respondents indicated that they are satisfied or very satisfied with their current gross annual salary, as compared to 84.8% of respondents from the 2002 survey. Of the total graduates, 55.8% indicated that their total annual gross earnings are between \$40,000 and \$54,999 CDN

Of those working in the USA, 100% (7 respondents) are very satisfied or satisfied with their current gross annual salary, compared to 76.7% of those respondents working in Saskatchewan. Of the 7 respondents working the US and 1 respondent outside of North America, 3 (37.5%) are earning \$60,000+ USD annually.

In the 2002 study, 82.7% of Saskatchewan respondents were very satisfied or satisfied with their current gross annual salary. This study reveals a drop in satisfaction of Saskatchewan respondents by 6% to 76.7% from the 2002 study.

Of the respondents working in Alberta/BC, 94.8% are very satisfied or satisfied with their current gross annual salary, compared to 76.7% of those respondents working in Saskatchewan. In the 2002 study, 91.7% of Alberta/BC respondents were very satisfied or satisfied with their current gross annual salary. This may be due to the fact that 60.3% of respondents working in Saskatchewan indicated that their total gross annual earnings is between \$35,000 and \$49,999, as compared to 31.6% of those respondents working in Alberta or B.C.

In terms of gender, 83.7% of female respondents indicated being very satisfied or satisfied with their current gross annual salary, as compared to 66.6% of male respondents.

Graduates Perceptions

Of the graduates employed as a nurse, 92.3% of respondents indicated that they are satisfied or very satisfied with their current job, as compared to 89.4% of respondents from the 2002 survey.

Of the respondents currently working in Saskatchewan, 94.6% are very satisfied or satisfied with their current job, compared to 84.2% of respondents working in Alberta or B.C. This compares to 88.4% of respondents in Saskatchewan (a 10.4% increase) and 91.7% in Alberta or BC (a 7.5% decrease) indicating they were satisfied for very satisfied in the 2002 study.

Of the graduates surveyed, 80.7% of respondents indicated they were satisfied or very satisfied with their educational experience in the NEPS program (compared to 75.3% in the 2002 study), while 18.3% indicated they were either very dissatisfied or dissatisfied (compared to 20.3% in the 2002 study). Also, of the total respondents, 70.2% indicated

that the educational program prepared them well or very well for nursing practice, while 25.0% indicated they were not well prepared.

Of the graduates who studied at the Saskatoon site, 78.2% were very satisfied or satisfied with their NEPS education (compared to 78.7% in the 2002 study), compared to 94.1% (16 respondents) who studied at the Regina site (compared to 68.2% or 15 respondents in the 2002 study)

Of the total graduates surveyed, 92.3% of respondents indicated they are satisfied or very satisfied with nursing as a career, while only 5.8% indicated they are dissatisfied. The frequency of respondents indicating satisfaction with nursing as a career remains mainly unchanged at 92.8% indicated in the 2002 survey.

In term of gender, 91.7% of male respondents indicated they are very satisfied or satisfied with nursing as a career, compared to 92.3% of female respondents. This is compared to 72.8% of male respondents and 96.6% of female respondents in the 2002 study.

Key Messages for Stakeholders

The following comments reflect some initial discussion and implications arising from these findings.

Government

Financial issues and support:

- Almost 75% of respondents indicated that they received student or educational loans during the program, an increase of over 12% from the 2002 survey. The average debt load also increased, by \$2,053, from \$21,137 in 2002 to \$23,190 in 2003.
- In 2003, 45% of respondents indicated that they had received bursaries or scholarships, about the same percentage as in 2002, although the average scholarship amount increased slightly from \$3,057 in 2002 to \$3,185 in 2003. These scholarship amounts would not have covered even the tuition in 2000 or 2001, and tuition has been increasing 5% to 15% annually; scholarship amounts were exceedingly low.
- Over 75% of respondents indicated that they worked while taking the NEPS program, an increase of over 10% from 2002. As well, the mean numbers of hours worked per week by the 2003 respondents increased to 16.6 hours from 14.8 hours.
- Clearly, the requirements for financial support for the students in the Nursing Education Program of Saskatchewan, and the challenges for getting that support, are high. The Provincial Nursing Council Working Group on the Retention of Nurse Graduates has identified the need for an integrated system of financial supports for nursing students as one way of ensuring program completion in a timely fashion, and commitment to employment in Saskatchewan. The recently released report of the Canadian Nursing Advisory Committee also speaks to the need to develop an integrated financial support system for nursing students. The newly implemented Saskatchewan Provincial Bursary Program for Nursing Students is one component of such a system, and its impact on NEPS students

has not yet been captured in these surveys. However, it is clear that the area of financial support needs to continue to be monitored, and appropriate integrated supports implemented to ensure that students are able to focus on their program of study and complete the program in a timely fashion.

Employment

- Ninety-six percent (96%) of the 2003 respondents indicated that their first job was as a staff nurse providing direct patient care, compared to 100% in 2002, with 56% of the group indicating their area of service at the primary site was medical/surgical. Sixty-one percent (61%) of respondents indicated that their first work environment was ideal or highly ideal, down from 65% in 2002. Medical/surgical units, where the majority of these respondents began their practice, are units that have been identified in quality workplace research as needing more attention to become quality workplaces. Initiatives such as the Quality Workplace Program funded by government and implemented by SRNA are an important part of this work.
- Sixty-four percent (64%) of 2003 respondents indicated that they were employed on a regular full-time basis compared to 47% in 2002. The CNAC report supports the move to increasing the number of regular full-time positions in the system, particularly for new graduates. This move to full time regular positions needs to continue to be supported.
- Eighty-five percent (85%) of respondents indicated that they worked at 1 site for their first job, up considerably from 59% in the 2002 survey. Consequently, the percentage working at 2 sites (12%) and three or more sites (4%) in 2003 dropped considerably from 2002.
- In 2003, 81% of respondents were employed in Saskatchewan for their first job, down from 88% in 2002. This figure dropped to 70% employed in Saskatchewan for their current job, down from the 2002 survey where 79% of respondents continued to be employed in Saskatchewan for their current job. Of the 31 respondents employed in nursing outside of Saskatchewan, 19 respondents (61%) do not intend to return to Saskatchewan, a decrease from 71% of respondents in the 2002 survey who did not intend to return to the province. Given what appears to be increased stability offered through more regular full-time positions at one site, the out migration trend needs to continue to be monitored and analyzed to determine what factors are leading to new and experienced graduates leaving the province. The effects of the Provincial Nursing Bursary Program and its concomitant return service requirement are not yet captured in these surveys, but should be tracked carefully in the future. These findings also emphasize the importance of strategies not only to recruit new graduates, but also to retain practicing nurses.
- Responses related to compensation indicate that compensation levels and satisfaction levels with compensation were higher for graduates working out of province. For example, in 2002, 83% of respondents working in Saskatchewan were very satisfied or satisfied with their current gross annual salary. This figure drops to 77% in 2003. In contrast, in 2003 95% of respondents working in Alberta or BC and 100% of respondents working in the USA were very satisfied or satisfied with their current gross annual salary.

Employers

- Seventeen percent (17%) of respondents indicated that they had previous education in the health care field prior to starting NEPS, an increase from the 2002 survey. This provides an opportunity for employers to work with employees to develop career paths that include furthering their education. This not only facilitates the employer health human resource planning, it engenders a commitment on the part of the employee to the field and the employer.
- All respondents indicated that they were employed as a nurse within the first year of graduation, the same as in 2002. In the 2003 survey, only 59% had job offers before actively seeking employment, down significantly from 81% in 2002. Almost 74% of those employed as Senior Assists during the NEPS program received a job offer from the unit in which they were employed, an increase from 65% in 2002. Just over 67% of respondents received a job offer from the unit where they did their 4th year practicum, down slightly from the 2002 survey respondents. These findings speak to the initiative needed, and often demonstrated, by employers to use a variety of opportunities to recruit new graduates, and support the ongoing role that clinical placements and job opportunities within the health system have in recruiting new employees.
- While 76% of respondents indicated the length of their orientation program was appropriate, almost 25% indicated the orientation program was too short. It is important for employers for assess effectiveness of orientation programs and to be able to address individual requirements for additional orientation when necessary.
- Seventy-four percent (74%) of respondents indicated that the hours they were working on their **first** job was their preference, the same as in 2002. Eighty percent (80%) of 2003 respondents indicated that the hours worked in their **current** job is their preference, down from 91% in 2002. Employers need to continue to address the needs for different kinds of work hours and patterns at various times in nurses' life cycles.

Educational Programs

- Forty-four percent (44%) of the respondents in 2003 indicated that they had some university prior to starting NEPS, down from 52% in 2002. Seventy-one percent (71%) indicated that their major activity in the year before starting NEPS was going to school, down from almost 77% in 2002. Almost 25% of those working before entering NEPS worked in the health care field. These findings speak to the need to ensure flexibility in programming, including distance and on-line offerings of courses where appropriate, to ensure that students with previous credit are able to move through NEPS efficiently. The findings also speak to the need for ensuring smooth transfer credit and prior learning assessment and recognition where applicable.

General

- Fifty percent (50%) of the male respondents indicated that they faced the challenge of uncertainty of nursing as their chosen profession during the NEPS program, compared to 29% of female respondents. This points to a need for supports such as mentorship for men in nursing.

- In 2003, 92% of respondents indicated they are satisfied or very satisfied with nursing as a career, similar to the 2002 findings. This is a positive sign given the dynamic and challenging work environments and ongoing restructuring of the health system.

This second 2-year follow-up survey of the graduates from the NEPS has generated rich data, data which form an invaluable baseline for the program and which inform many stakeholder groups. Additional analysis and subsequent surveys will further enrich our understanding of factors influencing the decisions and success of the Saskatchewan nursing students and graduates.

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Introduction and Methodology

1.1 Goals and Objectives

The purpose of this survey is to track the career paths of Saskatchewan basic nursing education program (NEPS) graduates. The goals of this study were to:

- Establish employment profiles of graduates and to identify trends over time
- Identify self-perceptions of preparation and support for entry into the workforce
- Explore details of the job search process
- Identify predictors of student success and employment decisions
- Compare the 2003 survey results to the 2002 report and identify significant changes

All NEPS graduates are contacted at 3 different points in time: at program exit, at 2 years after graduation, and 5 years after graduation. These survey results represent the second graduating class of the NEPS program for the 2-year follow up.

1.2 Scope of Work

The College of Nursing of the University of Saskatchewan, and the Saskatchewan Institute of Applied Science and Technology (SIAST), contracted Inshtrix to conduct the 2-year follow up survey of the Nursing Education Program of Saskatchewan (NEPS) graduates. The survey was conducted using a multimode approach. The graduates were contacted by telephone and pre-notified about the survey. Each respondent was given the option of completing the survey over the phone, or online.

1.3 Survey Design

For the 2002 2-year follow up survey, Inshtrix worked closely with NEPS and developed a graduate survey questionnaire. This year, Inshtrix utilized the same questionnaire in order to ensure benchmarking was possible.

A new module of Inshtrix technology utilized specifically for graduate follow up surveys was incorporated in the survey design. This module called "My Classmates" is driven by data provided in the Alumni database and used to locate hard-to-find graduates.

1.4 Survey Distribution

The majority of the surveys were conducted over the telephone. Of the 104 completed surveys, 76 completed the survey over the telephone (73.1%) and 28 online (26.9%). For the respondents who completed the survey online, each email was personalized, and included a cover letter asking for the student's cooperation in completing the study. Students were also assured confidentiality in completing the survey.

2 Survey Results

2.1 Survey Completion Results

The University of Saskatchewan Alumni Division supplied Insightrix with a database of 144 NEPS graduates. Of these 144 graduates, Insightrix deemed 14 to be unavailable (9 were on holidays or were not able to be reached, and 5 that were searched, but still could not be found). Utilizing the My Classmates module of the Insightrix technology that prompts the respondent or surveyor to inquire about the possible location of the difficult to locate graduates, Insightrix was able to minimize the number of students classified as unavailable.

Of the total 144 potential respondents, 104 completed the entire survey, for a 72.2% response rate. As well, this represents 80.0% of the available students. Of the 40 students who did not complete the survey, 5 were sent an email invitation but never completed the survey, 16 were never successfully contacted (e.g. busy signal, answering machine, no answer), 4 refused to participate in the survey (2.8% of the 144 respondents) and 1 respondent did not qualify (i.e. Post RN graduate).

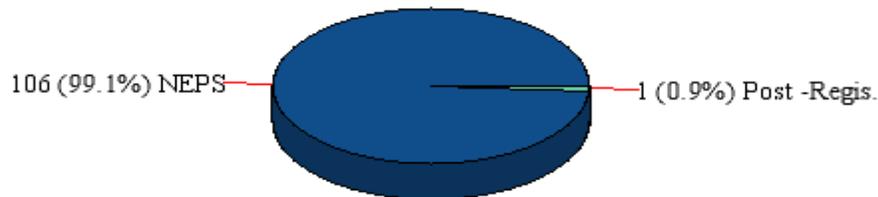
Data was collected from May 5 to May 22, 2003.

2.2 Confidence Intervals

With a population of 144 NEPS graduates, a sample size of 104 completed surveys, and a confidence level of 95%; the confidence interval is 5.08%. This means that the reader can be 95% sure that the true percentage of the population is $\pm 5.08\%$ of the percentage being reported.

2.3 Overall Results

2.3.1 Which program did you complete as a graduate from the College of Nursing?

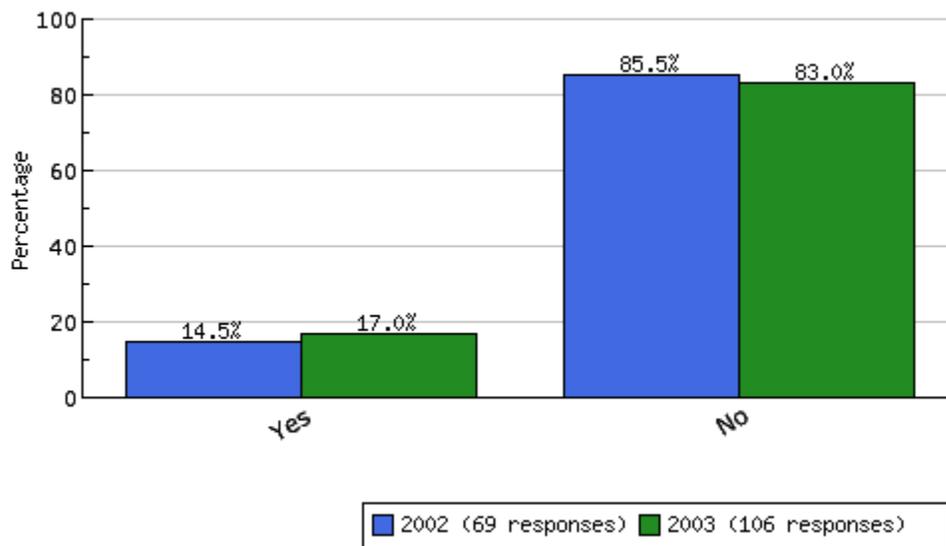


107 responses

Key Findings:

- 99.1% of respondents indicated they graduated from the NEPS program,
- 1 respondent indicated graduating from the Post Registration BSN program
- Only the NEPS graduates answered the remainder of the survey.

2.3.2 Did you have any previous education in the health care field prior to starting the NEPS program?

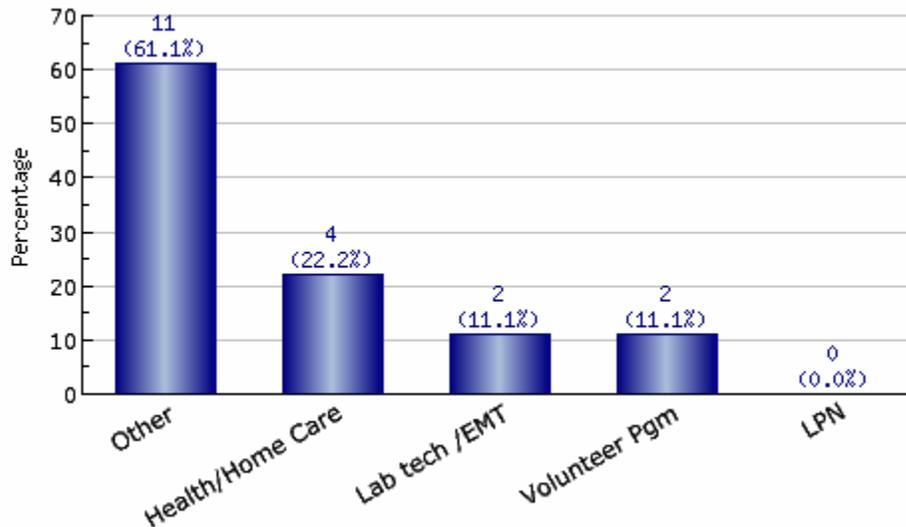


Key Findings:

- 17% of respondents indicated they had previous education in the health care field, prior to starting the NEPS program, a slight increase from 14.5% reported in the 2002 2 year follow up graduate survey

2.3.3 Please identify your previous education in the health care field

Respondents were asked to check as many as apply.



18 responses

Key Findings:

- 4 out of 18 respondents (22.2%) indicated that their previous education in the health care field was as Health/Home Care workers.

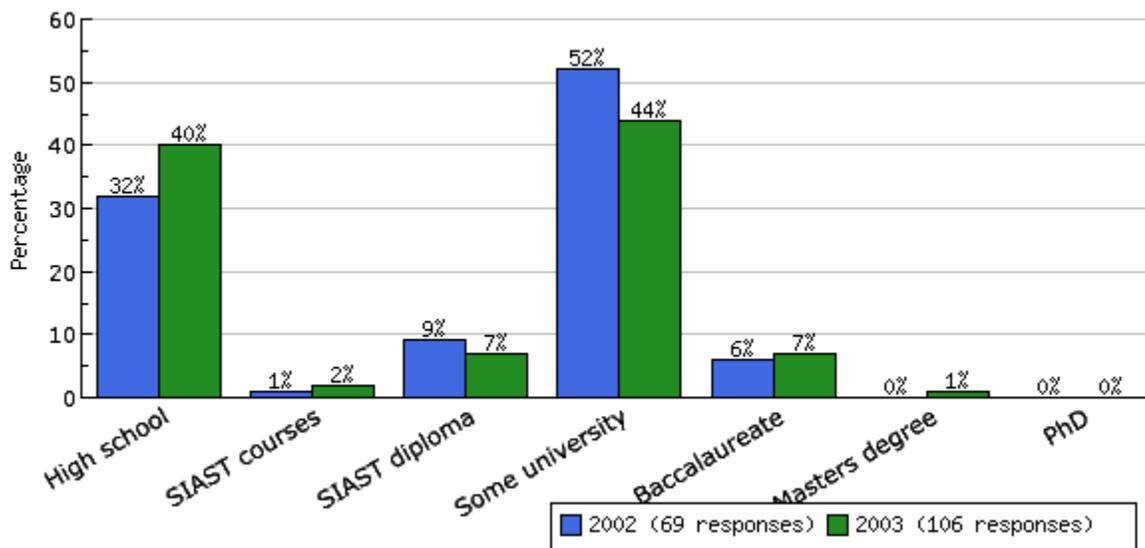
Entries under "Other":

- (2) Medical receptionist
- (2) Psychology degree
- (1) 1-year health care admin.
- (1) B.Sc.
- (1) Health sciences, intro to psych
- (1) Med School (Spain)
- (1) Medical terminology class and worked in Dr. office
- (1) RN SIAST
- (1) U of Lethbridge RN program for one year and transferred

2.3.4 What was your highest educational achievement prior to starting the program?

Respondents were asked to choose one of the following:

- High school diploma
- SIAST (or other technical Institute courses)
- SIAST (or other Technical Institute) diploma/certificate
- Some university classes
- University baccalaureate (undergraduate) degree
- Masters degree
- PhD



Key Findings:

- 44.3% of respondents indicated that they had some university education prior to starting NEPS, a decrease from 52.2% in the 2002 survey
- The second largest category regarding highest educational achievement prior to starting the program is High School, with 39.6% of respondents, compared to 31.9% of the 2002 survey respondents
- 6.6% of respondents indicated that they had attained a University Baccalaureate (undergraduate) degree, compared to 5.8% of respondents in the 2002 survey
- 6.6% of respondents indicated they attained a SIAST diploma prior to starting NEPS, compared to 10.1% of the 2002 survey respondents

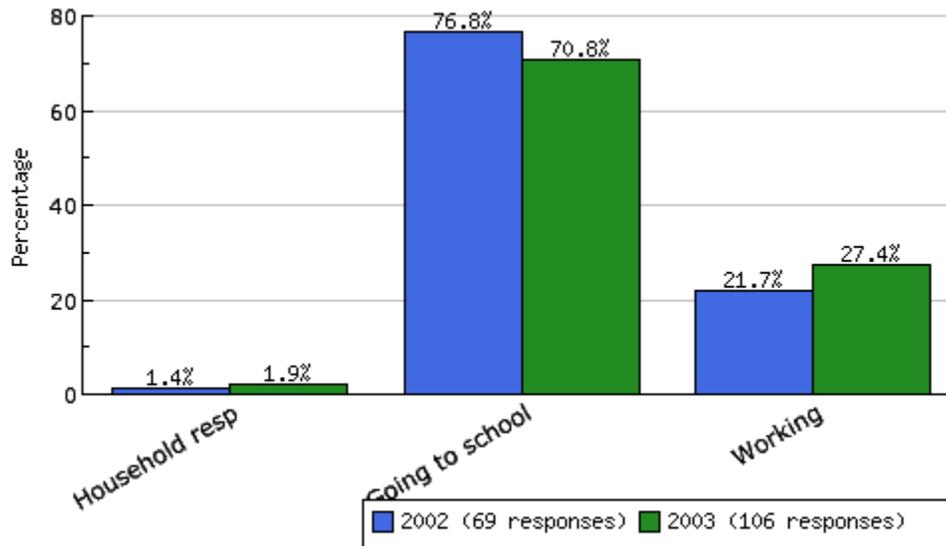
2.3.5 Please specify the degree(s)/diploma(s)/certificates (including field of study) you held prior to starting the program:

- (4) BSc (includes 3 year Anatomy, and Biology)
- (3) Bachelor of Arts (includes 1 psychology degree)
- (2) special care aid
- (1) Bachelor of Commerce
- (1) diploma commercial diving
- (1) early childhood education
- (1) Floral design
- (1) Home Care Special Care Aide Certificate
- (1) medical administrative assistant diploma

2.3.6 What was your major activity in the year before starting NEPS?

Respondents were asked to choose one of the following:

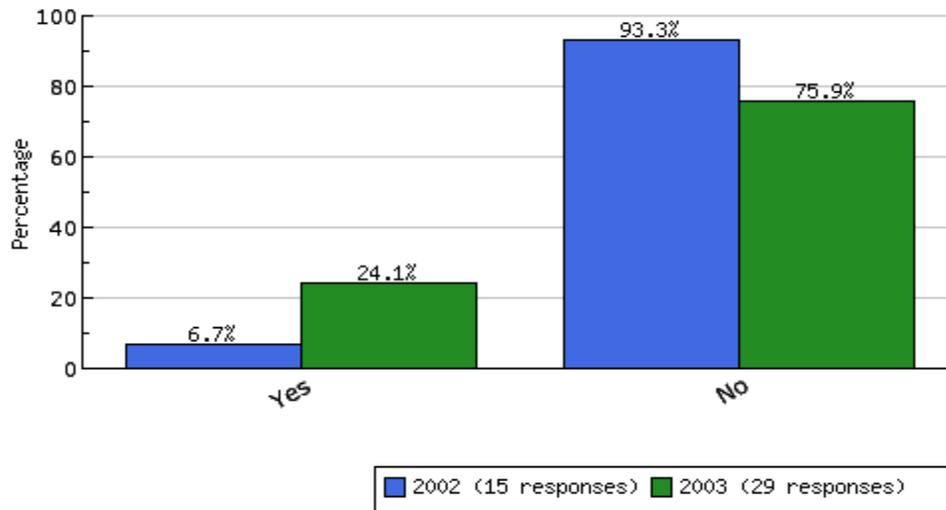
- Household responsibilities
- Going to school
- Working



Key Findings:

- 70.8% of respondents indicated that their major activity in the year before starting NEPS was going to school
- Another 27.4% of respondents indicated that they were working in the year before starting NEPS
- 1.9% of respondents indicated they were mainly involved with household responsibilities in the year previous to starting the NEPS program
- The 2003 survey results are very similar to those from the 2002 survey, in which 76.8% indicated they were going to school, 21.7% indicated they were working, and 1.4% indicated having household responsibilities

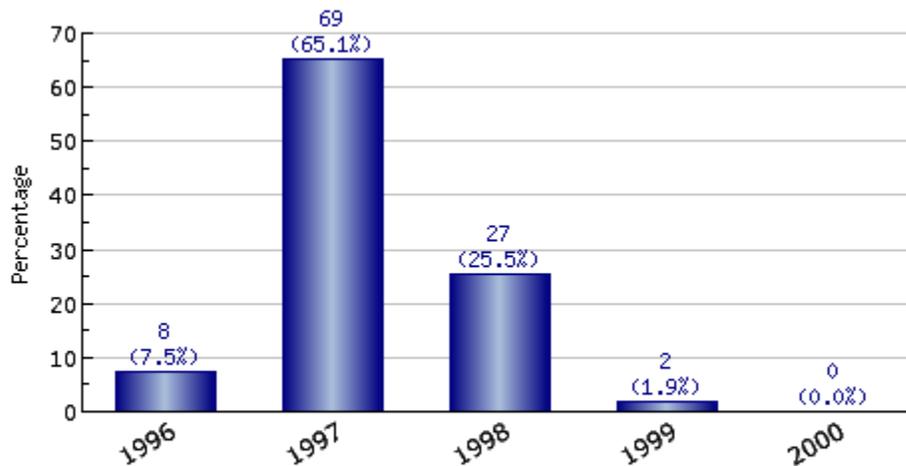
2.3.7 Was this work in the health care field?



Key Findings:

- Of the respondents who indicated that they were working the year before starting NEPS, 24.1% indicated that their employment was health care related, an increase from the 2002 survey in which 6.7% of respondents indicated their work was related to the health care field

2.3.8 What year did you start your NEPS program:



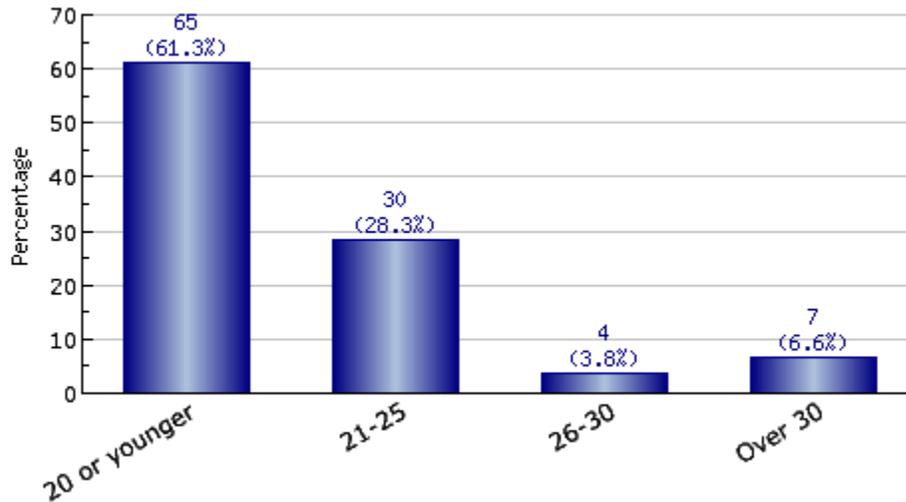
106 responses

Key Findings:

- 100% of respondents indicated starting their NEPS program in September
- 65.1% started the program in 1997.

2.3.9 What was your age when you entered the NEPS program?

Number of respondents=106 Minimum=17 Maximum=47 Mean=21.1



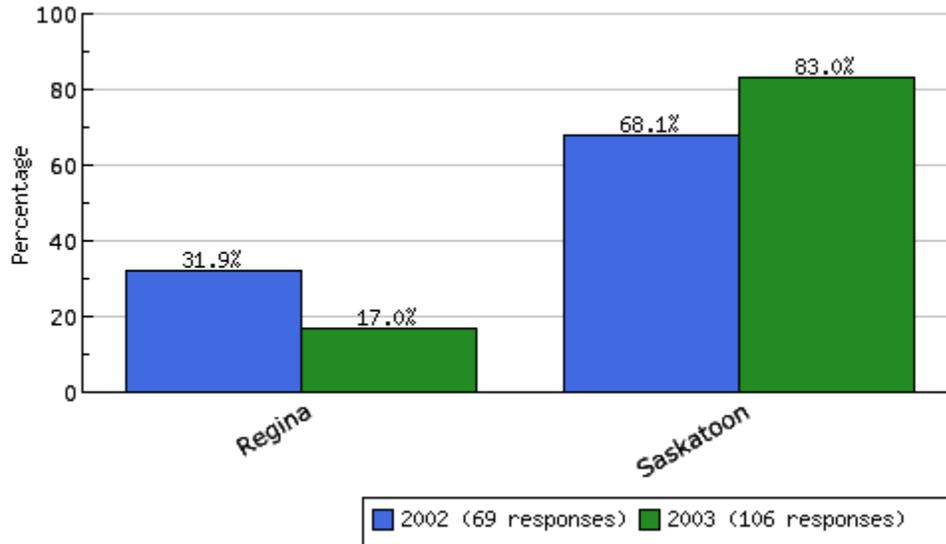
106 responses

	2003	2002	Difference
Minimum	17	17	0
Maximum	47	37	+10
Average	21.1	21.2	-0.1

Key Findings:

- 61.3% of respondents indicated being 20 years old or younger when they started the program
- 28.3% of respondents indicated being between 21 and 25 years old when they started the program
- 3.8% of respondents indicated being between 26 and 30 years old when they started the program
- 6.6% of respondents indicated being over 30 years old when they started the program
- Mean age of students at the time of program entry remained similar to the 2002 survey, in which the mean age was indicated as 21.2 years old.

2.3.10 What was the program site at entry to the NEPS program?



Key Findings:

- 83% of respondents indicated that Saskatoon was the program site of entry, an increase from the 2002 survey in which 68.1% of survey respondents indicated Saskatoon as the program site at entry
- 17% indicated that Regina was the program site of entry, a decrease from 31.9% of respondents in the 2002 survey
- There is a disparity in response rate between Regina site and Saskatoon site respondents. The lower response rate of Regina entry students as compared to Saskatoon site students is not a function of the number of students admitted to each site. More students were admitted to Saskatoon than to Regina but that does not account for the different response rates. Taking the different entry numbers into account, the Saskatoon response rate is double that of the Regina entry respondents. Compared to 2002, the Regina response rate in 2003 was relatively constant; whereas the Saskatoon response rate was significantly improved this year. Thus the overall improvement in response rate is attributable to the increased success in recruitment of Saskatoon entry graduates. More effort must be expended to increase the Regina response rate.

2.3.10.1 Admission Data**

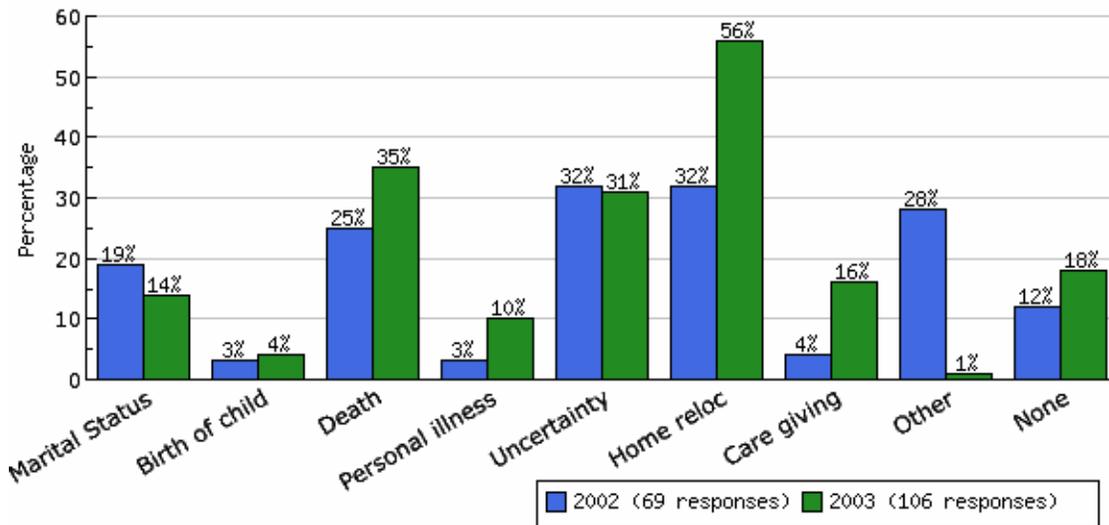
Date	Saskatoon Site	Regina Site
1996	134	67
1997	135	57
1998	166	72

** figures provided by the College of Nursing

2.3.11 Please indicate if you experienced any of the following significant life challenges during the NEPS program?

Respondents were asked to choose all that applied from the following:

- Change in marital status
- Birth of child
- Illness or death of family member of friend
- Personal illness
- Uncertainty of nursing as your profession
- Home relocation
- Care giving for dependent children or dependent adults
- None
- Other (please specify)



Key Findings:

- The major life challenge was home relocation indicated by 55.7% of respondents
- 34.9% of respondents indicated that they had experienced an illness or death of a family member or friend while in the NEPS program
- 31.1% of respondents indicated that they experienced an uncertainty of nursing as their chosen profession
- 17.9% of respondents indicated that they had No significant life challenges
- Compared to the 2002 survey, the greatest difference in respondent life challenges was with home relocation, in which 55.7% of respondents in the 2003 survey indicated they faced this challenge, and 31.9% of respondents in the 2002 survey indicated facing the challenge
- The percentage of respondents indicating an uncertainty of nursing as their profession did not change significantly from the 2002 survey to the 2003 survey. Specifically, in the 2002 survey, 31.9% of respondents indicated facing this challenge, compared to 31.1% of respondents in the 2003 survey

Entries under "Other":

(1) Husband went to school

2.3.11.1 Breakdown by Program site at NEPS

Note: Highlighted areas indicate percentages that are higher than the Total percentages for the same category. All cross tabulations in this report have the same feature.

2.3.11.2 Entry

	Totals	Chg Marital Stat	Birth of child	Death	Personal illness	Uncertainty	Home reloc	Care giving	Other	None
Totals	106 (100%)	15 (14.2%)	4 (3.8%)	37 (34.9%)	11 (10.4%)	33 (31.1%)	59 (55.7%)	17 (16.0%)	1 (0.9%)	19 (17.9%)
Regina	18 (17.0%)	0 (0.0%)	0 (0.0%)	6 (33.3%)	3 (16.7%)	6 (33.3%)	9 (50.0%)	3 (16.7%)	0 (0.0%)	4 (22.2%)
Saskatoon	88 (83.0%)	15 (17.0%)	4 (4.5%)	31 (35.2%)	8 (9.1%)	27 (30.7%)	50 (56.8%)	14 (15.9%)	1 (1.1%)	15 (17.0%)

Note: "Refused / don't know" responses are included in the "Totals" column.

Key Findings:

- 50% of Regina-site respondents indicated they faced the challenge of home relocation during the NEPS program, compared to 56.8% of Saskatoon site respondents.

2.3.11.3 Breakdown by Gender

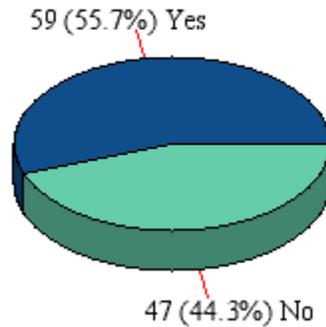
	Totals	Chg Marital Stat	Birth of child	Death	Personal illness	Uncertainty	Home reloc	Care giving	Other	None
Totals	104 (100%)	14 (13.5%)	4 (3.8%)	37 (35.6%)	11 (10.6%)	33 (31.7%)	58 (55.8%)	17 (16.3%)	1 (1.0%)	18 (17.3%)
Male	12 (11.5%)	1 (8.3%)	1 (8.3%)	4 (33.3%)	2 (16.7%)	6 (50.0%)	9 (75.0%)	2 (16.7%)	0 (0.0%)	3 (25.0%)
Female	92 (88.5%)	13 (14.1%)	3 (3.3%)	33 (35.9%)	9 (9.8%)	27 (29.3%)	49 (53.3%)	15 (16.3%)	1 (1.1%)	15 (16.3%)

Note: "Refused / don't know" responses are included in the "Totals" column.

Key Findings:

- 50% of male respondents indicated they faced the challenge of uncertainty of nursing as their profession during the NEPS program as compared to 29.3% of female respondents. This is similar to results from the 2002 survey in which 45.5% of male respondents faced this challenge.

2.3.12 Did you work as a Senior Assist during your NEPS program?

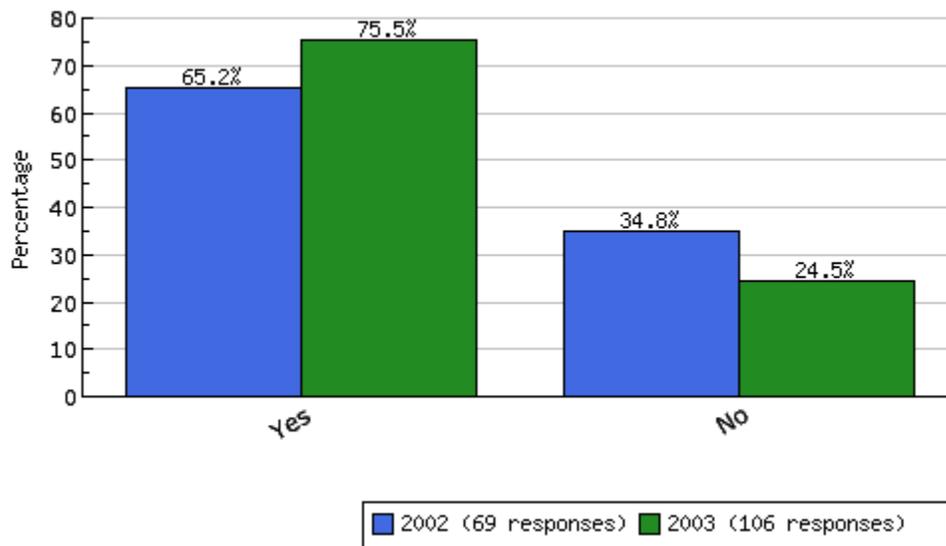


106 responses

Key Findings:

- 55.7% of respondents indicated that they had worked as a senior assist during the NEPS program
- This is similar to the 2002 survey in which 58% of respondents indicated they worked as Senior Assist during the NEPS program

2.3.13 Did you have a job while in the NEPS program?

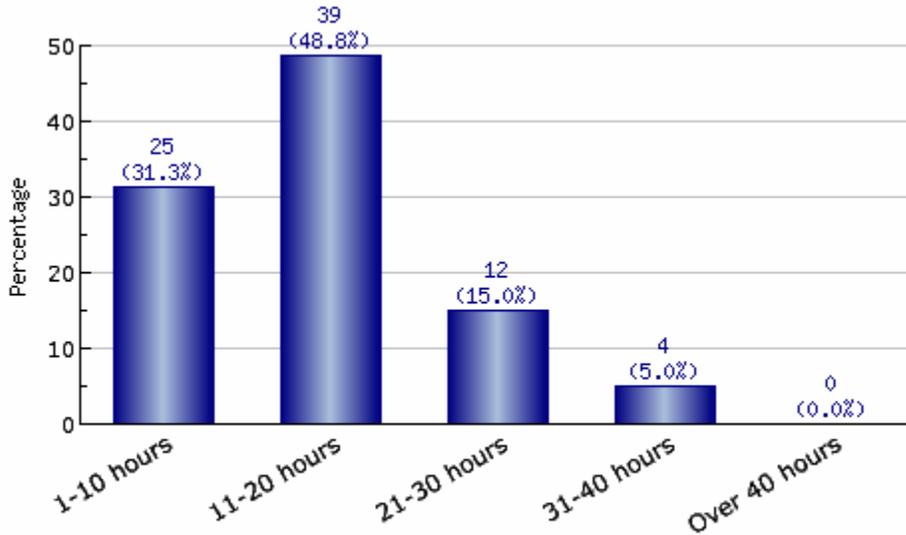


Key Findings:

- 75.5% of respondents indicated they worked while taking the NEPS program, an increase from 65.2% of respondents in the 2002 survey

2.3.14 On average, how many hours a week did you work at your job?

Number respondents=80 Minimum=2 Maximum=40 Mean=16.6



80 responses

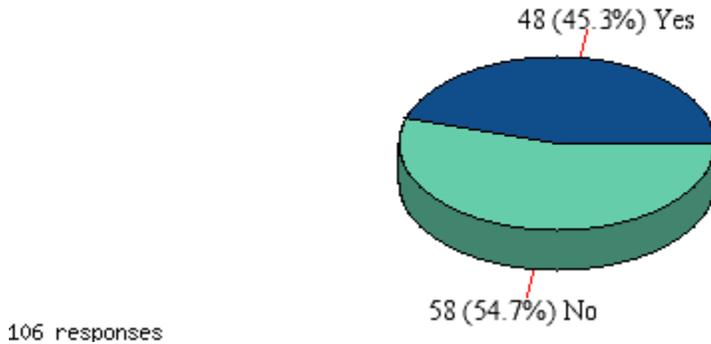
	Total #	% of Responses	Cumulative %
1-10 hours	25	31.3	31.3
11-20 hours	39	48.8	80.0
21-30 hours	12	15.0	95.0
31-40 hours	4	5.0	100.0
Over 40 hours	0	0.0	100.0
Total	80	100	

	2003 Hours/week	2002 Hours/week	Difference
Minimum	2	4	-2
Maximum	40	36	+4
Average	16.6	14.8	+1.8

Key Findings:

- Of those respondents who worked during their NEPS program:
- 31.3% worked between 1 and 10 hours weekly
- 48.8% worked between 11 and 20 hours weekly
- 15% worked between 21 and 30 hours weekly
- 5% worked between 31 and 40 hours weekly
- The mean number of hours worked per week for the 2003 survey respondents increased to 16.6 hours, from 14.8 hours in the 2002 survey (1.8 hours/week increase)

2.3.15 Did you receive any scholarships or bursaries during the program?

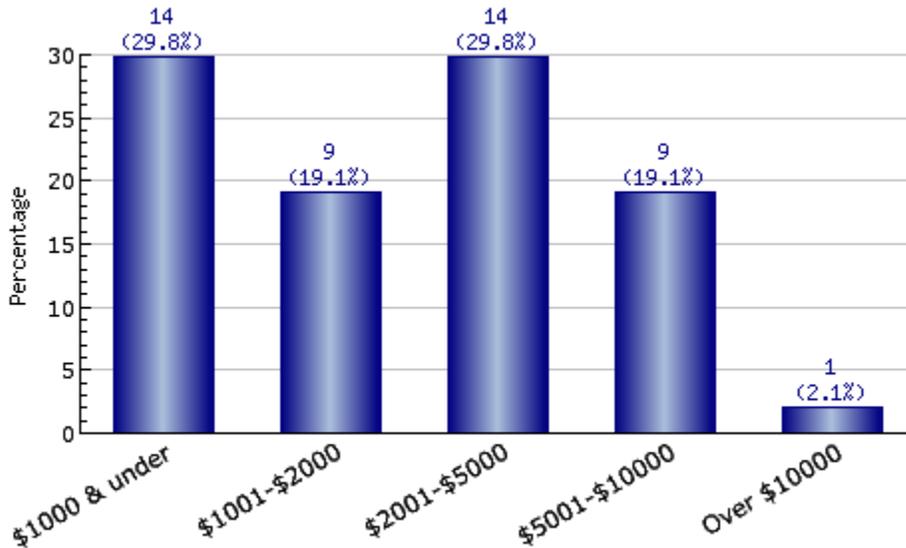


Key Findings:

- 45.3% of respondents indicated they had received bursaries or scholarships during the program.
- Results are similar to the 2002 survey findings in which 43.5% indicated they had received scholarships or bursaries

2.3.16 What was the total dollar value of scholarships or bursaries you received during the NEPS program?

Number respondents=47 Minimum=\$200 Maximum=\$12,000 Mean=\$ 3,185.10



47 responses

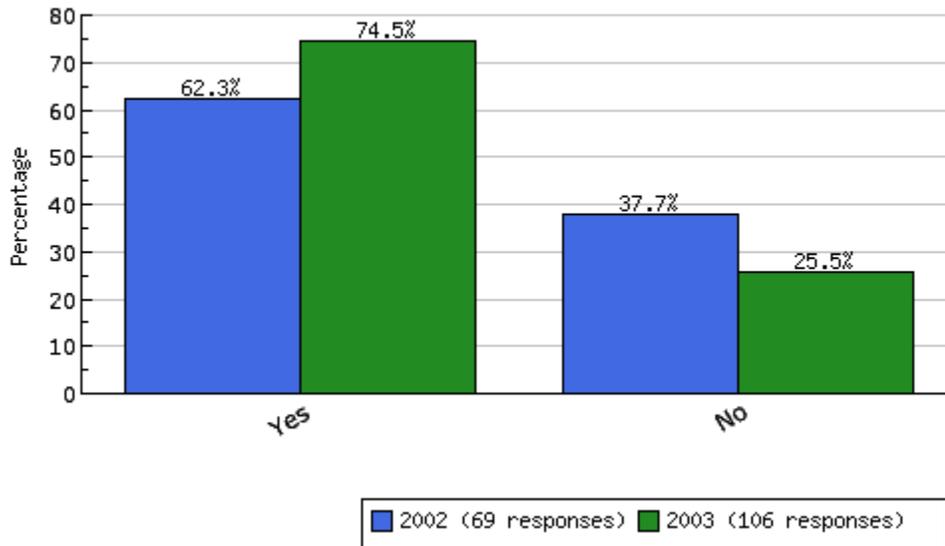
	Total #	% of Responses	Cumulative %
\$1000 & under	14	29.8	29.8
\$1001-\$2000	9	19.1	48.9
\$2001-\$5000	14	29.8	78.7
\$5001-\$10000	9	19.1	97.9
Over \$10000	1	2.1	100.0
Total	47	100	

	2003	2002	Difference
Minimum	\$200	\$200	0
Maximum	\$12,000	\$19,000	-\$7,000
Average	\$ 3,185	\$3,057	\$128.1

Key Findings:

- 29.8% of respondents indicated receiving \$1000 or less in total scholarships and bursaries
- 19.1% of respondents indicated receiving between \$1001 and \$2000
- 29.8% of respondents indicated receiving between \$2001 and \$5000
- 19.1% of respondents indicated receiving between \$5001 and \$10,000
- 2.1% of respondents indicated receiving over \$10,000
- Average scholarship and bursary amounts increased slightly to \$3,185 in 2003 from \$3,057 in the 2002 NEPS Graduate Survey

2.3.17 Did you obtain any student or educational loans during the program?

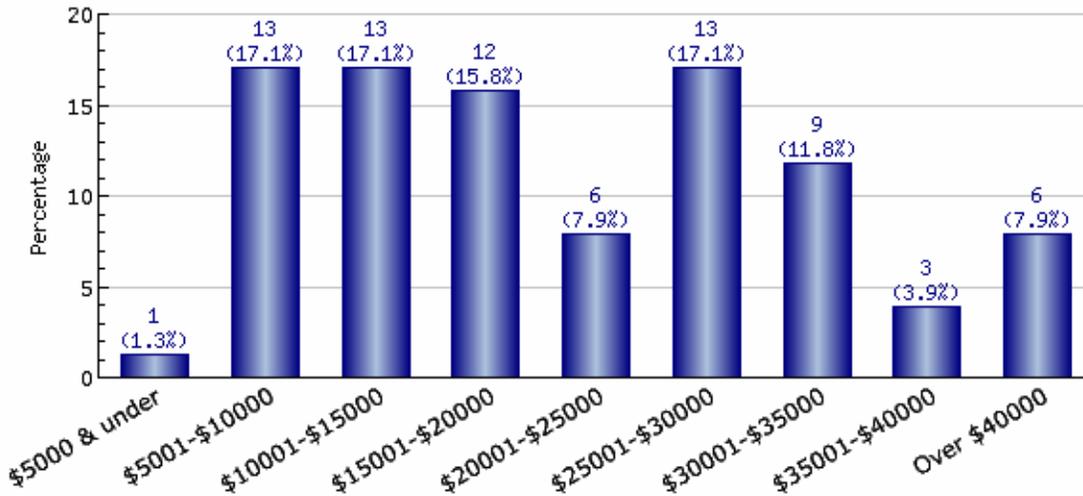


Key Findings:

- 74.5% of respondents indicated they had received student or educational loans during the program
- The percentage of respondents receiving student or other educational loans increased in 2003 to 74.5%, from 62.3% of respondents in the 2002 survey

2.3.18 What was the total dollar value of your student or educational loans at completion of the NEPS program?

Number respondents=76 Minimum=\$4,000 Maximum=\$70,000 Mean=\$23,190.8



76 responses

	Total #	% of Responses	Cumulative %
\$5000 & under	1	1.3	1.3
\$5001-\$10000	13	17.1	18.4
\$10001-\$15000	13	17.1	35.5
\$15001-\$20000	12	15.8	51.3
\$20001-\$25000	6	7.9	59.2
\$25001-\$30000	13	17.1	76.3
\$30001-\$35000	9	11.8	88.2
\$35001-\$40000	3	3.9	92.1
Over \$40000	6	7.9	100.0
Total	76	100	

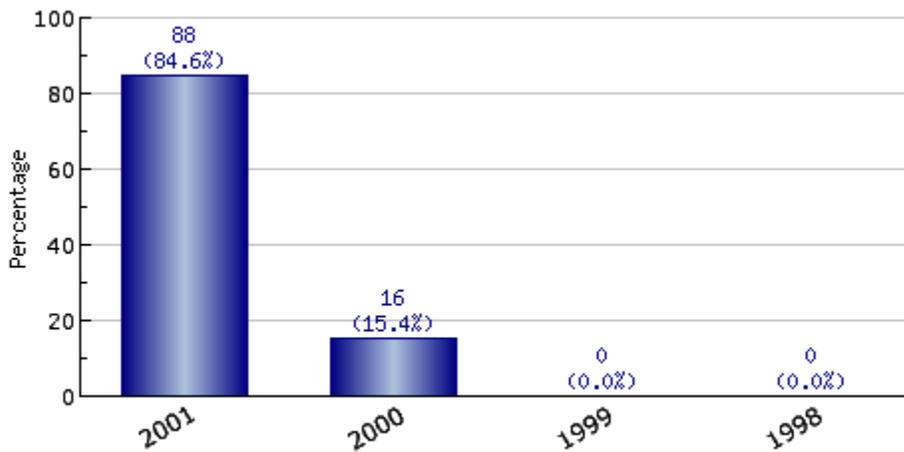
	2003	2002	Difference
Minimum	\$4,000	\$6,000	-\$2,000
Maximum	\$70,000	\$47,900	+\$22,100
Average	\$23,190	\$21,137	+\$2,053

Key Findings:

Total dollar values for student or educational loans at the end of the program are as follows:

- 17.1% of respondents indicated between \$5001 and \$10,000
- 17.1% of respondents indicated between \$10,001 and \$15,000
- 15.8% of respondents indicated between \$15,001 and \$20,000
- 7.9% of respondents indicated both between \$20,001 and \$25,000
- 17.1% of respondents indicated between \$25,001 and \$30,000
- 11.8% of respondents indicated between \$30,001 and \$35,000
- 3.9% of respondents indicated between \$35,001 and \$40,000
- 7.9% of respondents indicated over \$40,000
- The mean total dollar value of student or educational loans at the completion of the NEPS program increased from \$21,137 in the 2002 survey to \$23,190 in the 2003 survey (\$2,053 increase)

2.3.19 What date did you complete your NEPS program

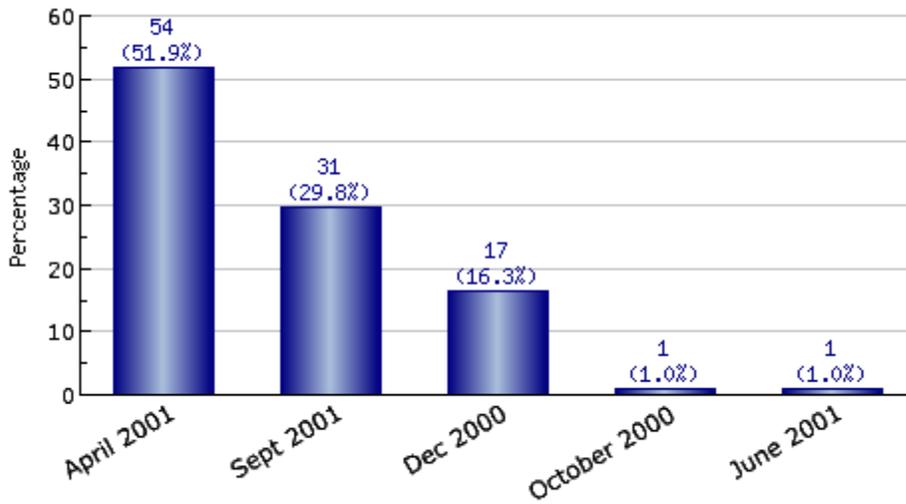


104 responses

	Total #	% of Responses
2001	88	84.6
2000	16	15.4
1999	0	0.0
1998	0	0.0
Total	104	100

Key Findings:

- 84.6% of respondents completed the program in 2001, and 15.4% in 2000.



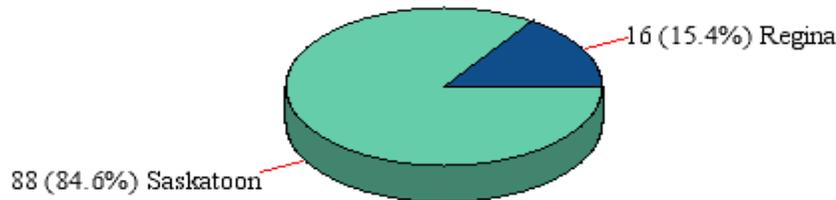
104 responses

	Total #	% of Responses	Cumulative %
April 2001	54	51.9	51.9
September 2001	31	29.8	81.7
December 2000	17	16.3	98.1
October 2000	1	1.0	99.0
June 2001	1	1.0	100.0
Total	104	100	

Key Findings:

- 51.9% of respondents indicated completing their program in April
- 29.8% of respondents indicated completing their program in September
- 16.3% of respondents indicated December
- 2.0% of respondents indicated Other (Oct 2000 and June 2001)

2.3.20 What was your program site at graduation from the NEPS program?

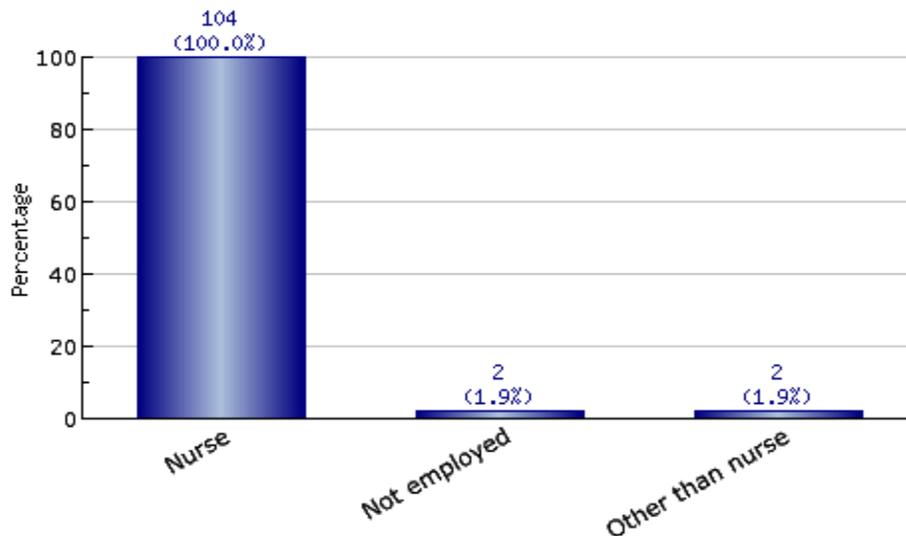


104 responses

Key Findings:

- 84.6% of respondents indicated Saskatoon as their program site at graduation, while 15.4% indicated Regina as their program site at graduation
- The number of respondents graduating who indicated Saskatoon as their program site at graduation increased from 71% in the 2002 survey to 84.6% in the 2003 survey

2.3.21 At any time during the **first year** after graduation, were you: (check all that apply)

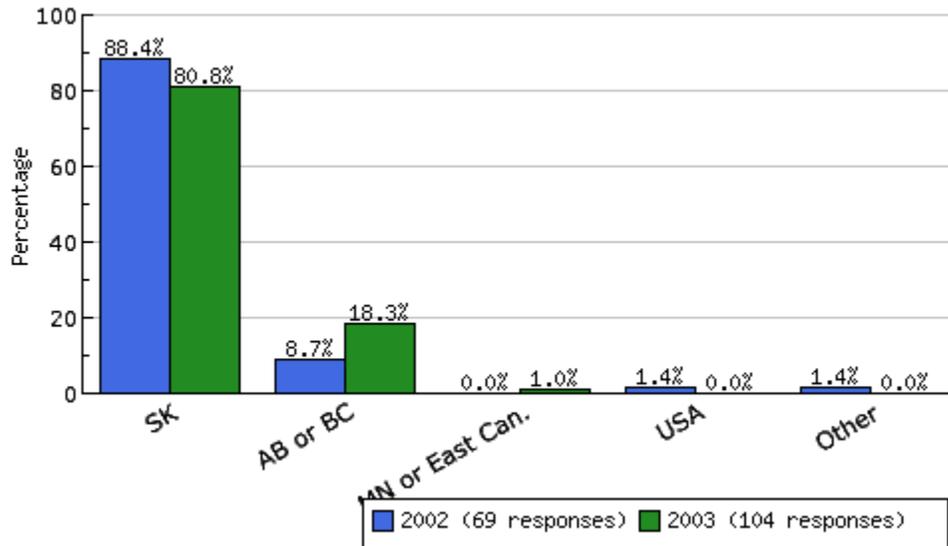


104 responses

Key Findings:

- 100% of respondents indicated they were employed as a nurse within the first year after graduation. In addition, 2 respondents (1.9%) indicated they were also employed in a field other than nursing
- These survey results are similar to those from the 2002 survey, in which 100% of respondents indicated being employed as a nurse within the first year after graduation
- 2 respondents indicated they were not employed at some time during the first year

2.3.22 What was the geographical location of your first job as a graduate nurse?

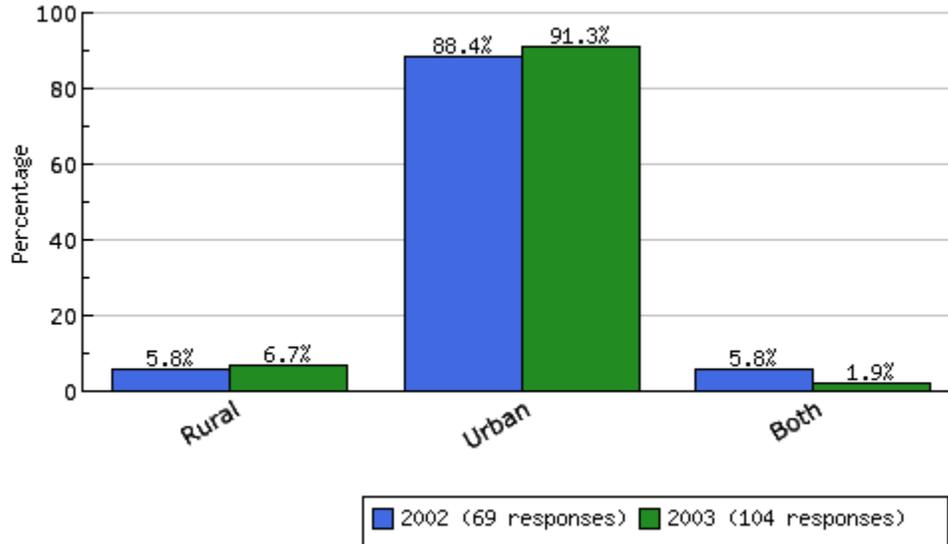


	Total #	% of Responses	Cumulative %
SK	84	80.8	80.8
AB or BC	19	18.3	99.0
MN or East Can.	1	1.0	100.0
USA	0	0.0	100.0
Other	0	0.0	100.0
Total	104	100	

Key Findings:

- 80.8% of respondents indicated they were employed as a nurse in Saskatchewan, compared to 88.4% in the 2002 survey
- 18.3% in Alberta or B.C., compared to 8.7% in the 2002 survey.

2.3.23 Please specify whether the location of your first job as a graduate nurse was:



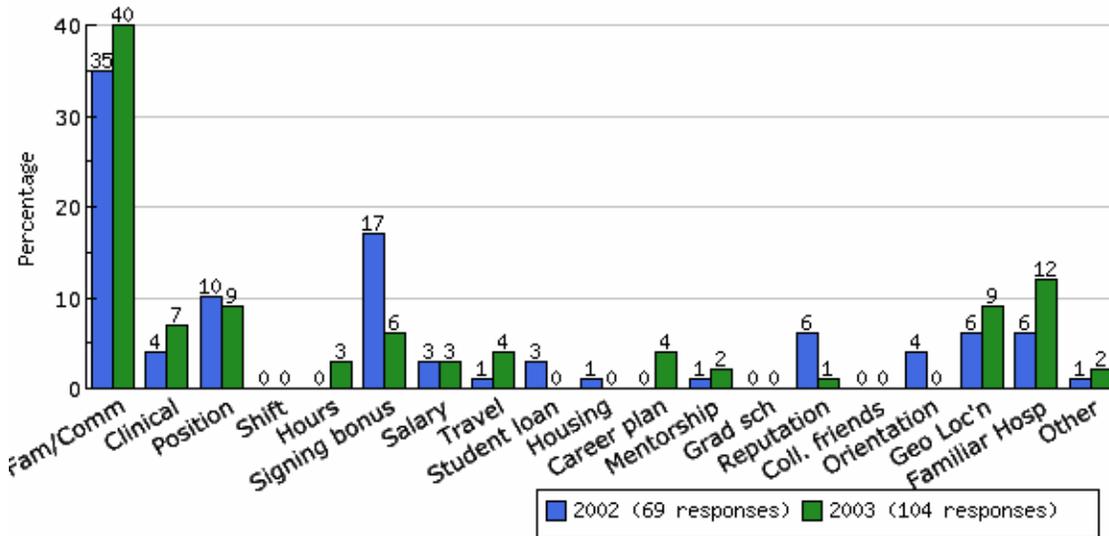
	Total #	% of Responses	Cumulative %
Urban	95	91.3	91.3
Rural	7	6.7	98.1
Both	2	1.9	100.0
Total	104	100	

Key Findings:

- 91.3% indicated their first job was in an urban setting, whereas only 6.7% of respondents indicated their first job was in a rural setting. Another 1.9% of respondents indicated they worked in both rural and urban settings
- The number of respondents indicating rural settings for their first job has increased from 5.8% in the 2002 survey to 6.7% of the 2003 survey respondents, while at the same time, those in urban settings has also increased from 88.4% in 2002 to 91.3% in 2003
- The number of respondents indicating they worked in both urban and rural setting decreased from 5.8% in the 2002 study to 1.9% in the 2003 survey

2.3.24 Please rank the top 3 factors that influenced your choice of work location for your first job as a nurse, with 1 being most important and 3 being least important:

Ranked as first influential factor:

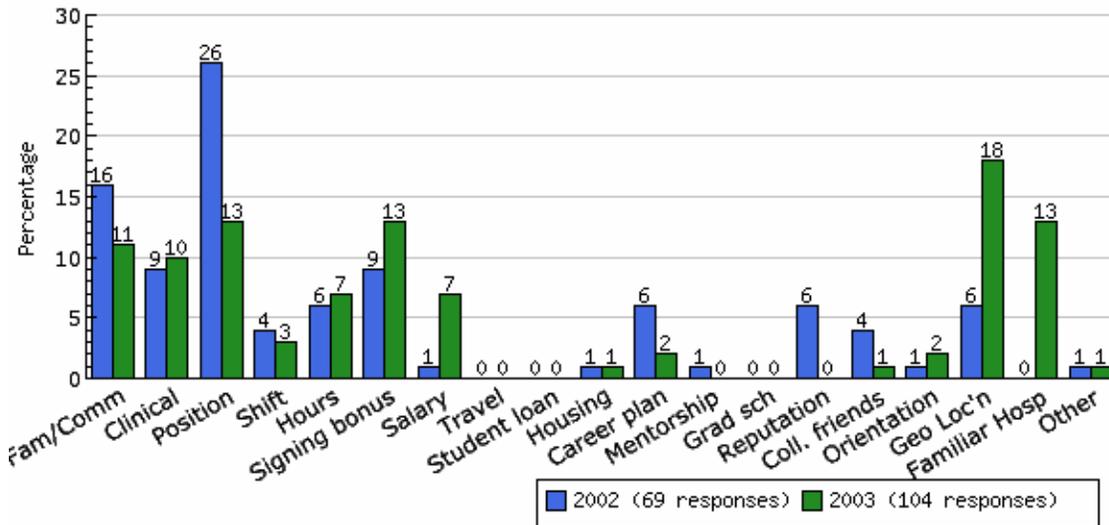


	Total #	% of Responses	Cumulative %
Fam/Comm	42	40.4	40.4
Familiar Hosp	12	11.5	51.9
Position	9	8.7	60.6
Geo Loc'n	9	8.7	69.2
Clinical	7	6.7	76.0
Signing bonus	6	5.8	81.7
Travel	4	3.8	85.6
Career plan	4	3.8	89.4
Hours	3	2.9	92.3
Salary	3	2.9	95.2
Mentorship	2	1.9	97.1
Other	2	1.9	99.0
Reputation	1	1.0	100.0
Shift	0	0.0	100.0
Student loan	0	0.0	100.0
Housing	0	0.0	100.0
Grad sch	0	0.0	100.0
Coll. friends	0	0.0	100.0
Orientation	0	0.0	100.0
Total	104	100	

Key Findings:

- The most frequently cited factors that respondents considered of primary importance in influencing choice of work location were family or community commitments (40.4%). This compares to 34.8% of respondents in the 2002 survey.

Ranked as second influential factor:

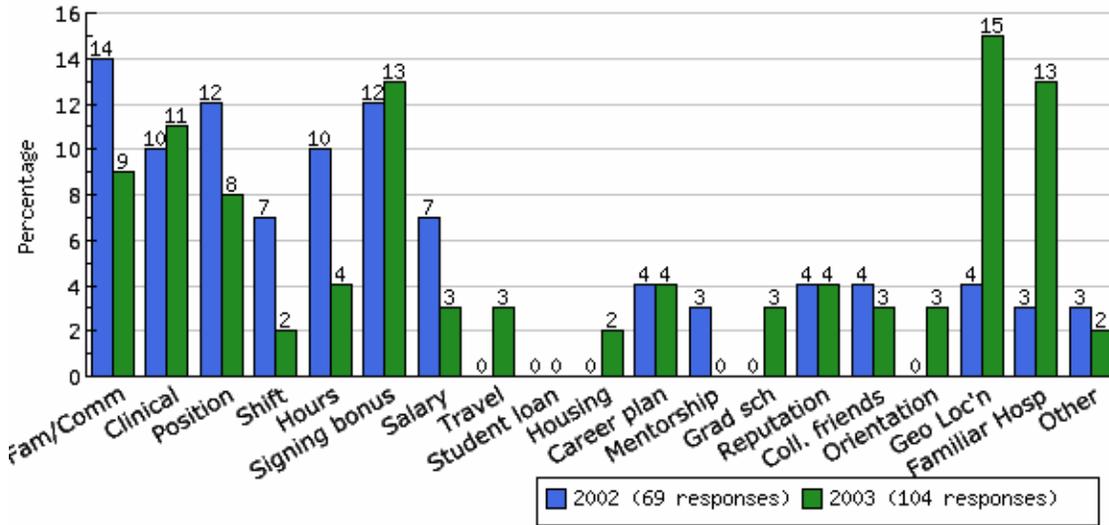


	Total #	% of Responses	Cumulative %
Geo Loc'n	19	18.3	18.3
Position	14	13.5	31.7
Signing bonus	13	12.5	44.2
Familiar Hosp	13	12.5	56.7
Fam/Comm	11	10.6	67.3
Clinical	10	9.6	76.9
Hours	7	6.7	83.7
Salary	7	6.7	90.4
Shift	3	2.9	93.3
Career plan	2	1.9	95.2
Orientation	2	1.9	97.1
Housing	1	1.0	98.1
Coll. friends	1	1.0	99.0
Other	1	1.0	100.0
Travel	0	0.0	100.0
Student loan	0	0.0	100.0
Mentorship	0	0.0	100.0
Grad sch	0	0.0	100.0
Reputation	0	0.0	100.0
Total	104	100	

Key Findings:

- The most commonly cited second factor included “geographic location” (18.3%). This compares to 5.9% of respondents in the 2002 survey. The most commonly cited second factor in the 2002 survey was “position I wanted” (26.5%).

Ranked as third influential factor:



	Total #	% of Responses	Cumulative %
Geo Loc'n	16	15.4	15.4
Signing bonus	14	13.5	28.8
Familiar Hosp	13	12.5	41.3
Clinical	11	10.6	51.9
Fam/Comm	9	8.7	60.6
Position	8	7.7	68.3
Hours	4	3.8	72.1
Career plan	4	3.8	76.0
Reputation	4	3.8	79.8
Salary	3	2.9	82.7
Travel	3	2.9	85.6
Grad sch	3	2.9	88.5
Coll. friends	3	2.9	91.3
Orientation	3	2.9	94.2
Shift	2	1.9	96.2
Housing	2	1.9	98.1
Other	2	1.9	100.0
Student loan	0	0.0	100.0
Mentorship	0	0.0	100.0
Total	104	100	

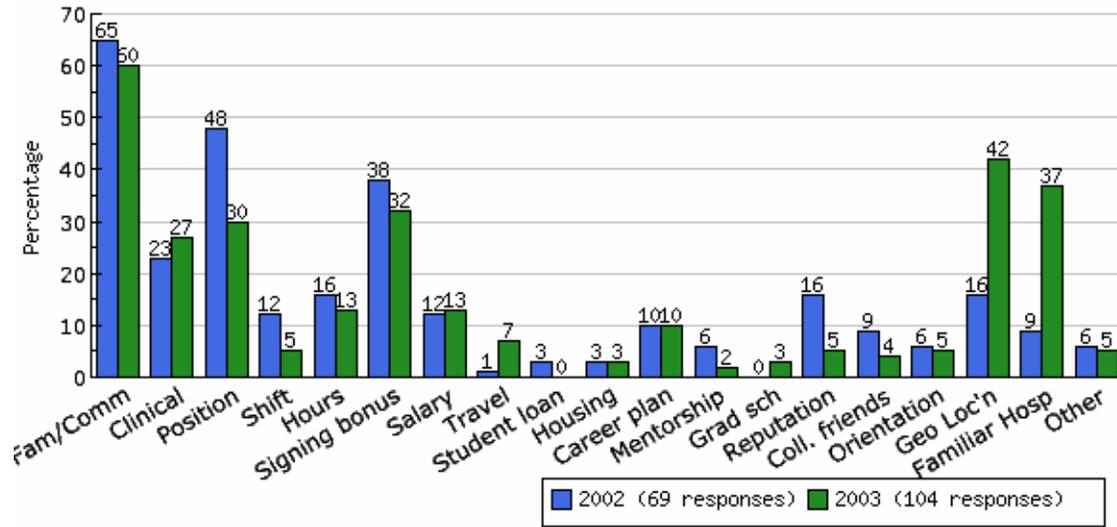
Key Findings:

- The most frequently cited third factor was geographical location (15.4%); compared to 4.4% in the 2002 survey. The most commonly cited third factor in the 2002 survey was “family and community commitments” (14.7%).

Other Responses:

- (1) co-student in clinical was manager - offered position
- (1) posted
- (1) Return time for RQHR bursary.

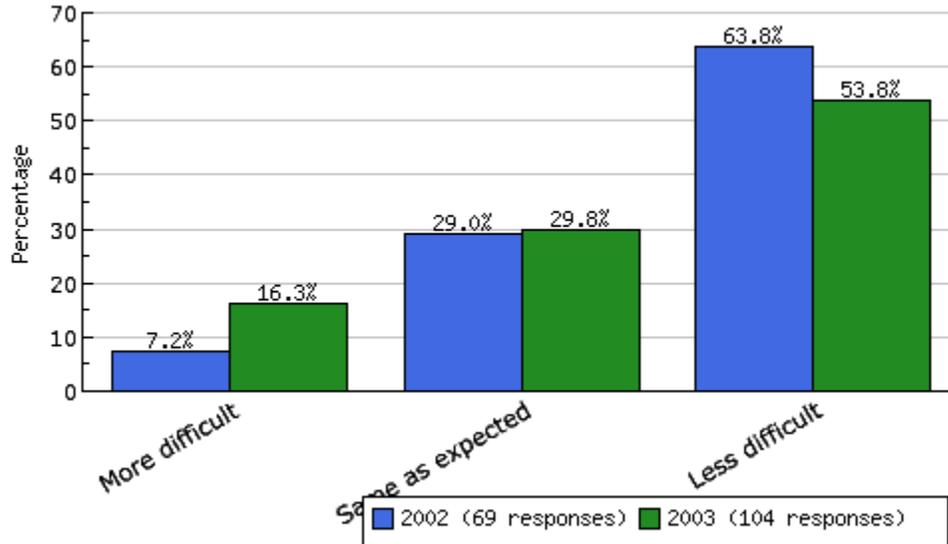
Top 3 factors (combined)



Key Findings:

- The most frequently cited factors are family and community commitments (60%); geographic location (42%); and familiarity with hospital (37%).

2.3.25 How did your experience in finding your first job following graduation compare with your expectations?

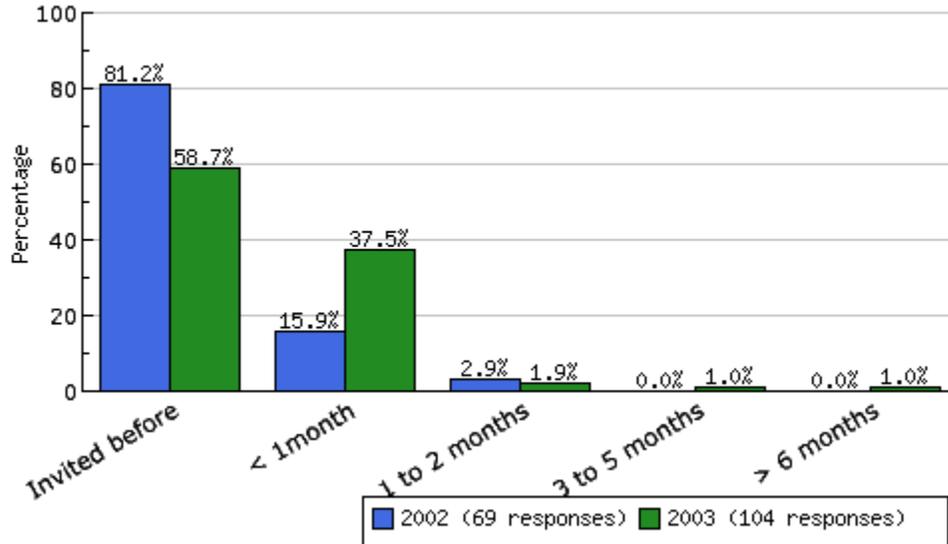


	Total #	% of Responses	Cumulative %
Less difficult	56	53.8	53.8
Same as expected	31	29.8	83.7
More difficult	17	16.3	100.0
Total	104	100	

Key Findings:

- 53.8% of respondents found their experience in finding their first job less difficult than they had expected; compared to 63.8% in the 2002 survey
- 16.3% of respondents felt it was more difficult than what they had expected.
- A greater percentage of respondents in the 2003 survey (16.3%) found it more difficult to find a job following graduation than did respondents in 2002 (7.2%)

2.3.26 How long did it take you to obtain your **first job after you started actively seeking employment following graduation?**

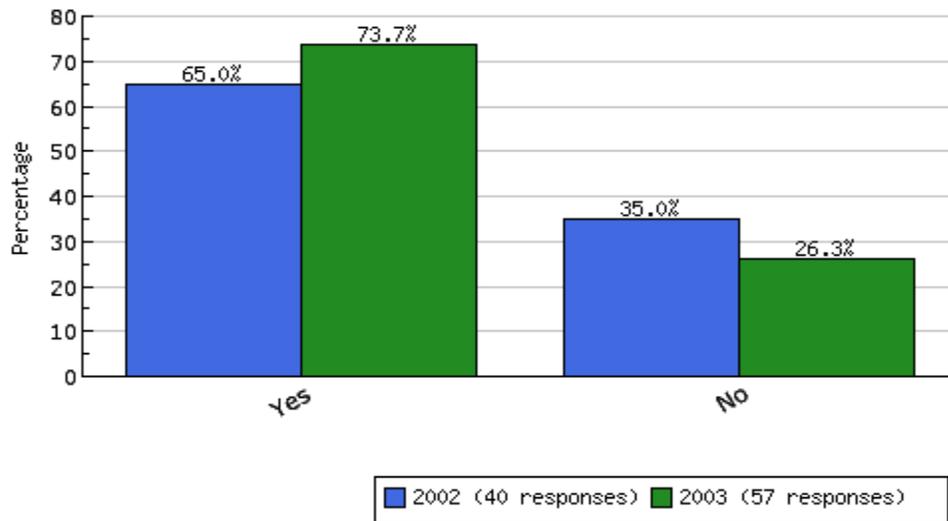


	Total #	% of Responses	Cumulative %
Invited before	61	58.7	58.7
< 1 month	39	37.5	96.2
1 to 2 months	2	1.9	98.1
3 to 5 months	1	1.0	99.0
> 6 months	1	1.0	100.0
Total	104	100	

Key Findings:

- 58.7% of respondents were invited to their job before they had actively started seeking employment; compared to 81.2% in the 2002 survey.
- 3.9% of respondents took more than 1 month to find a job.
- The percentage of respondents indicating requiring less than one month to find their first job after graduation increased from 15.9% of the 2002 survey respondents to 37.5% of the 2003 survey respondents

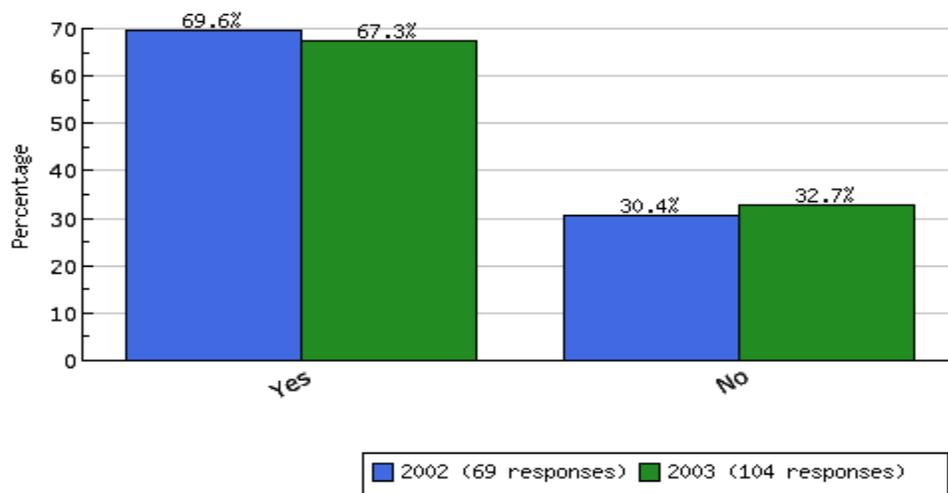
2.3.27 Did you get a job offer from a unit where you were employed as a Senior Assist?



Key Findings:

- Of the respondents who worked as a Senior Assist during the NEPS program, 73.7% received a job offer from a unit in which they were employed as a Senior Assist, an increase from 65% indicated by the 2002 survey respondents

2.3.28 Did you get a job offer from a unit where you did your 4th year senior practicum?



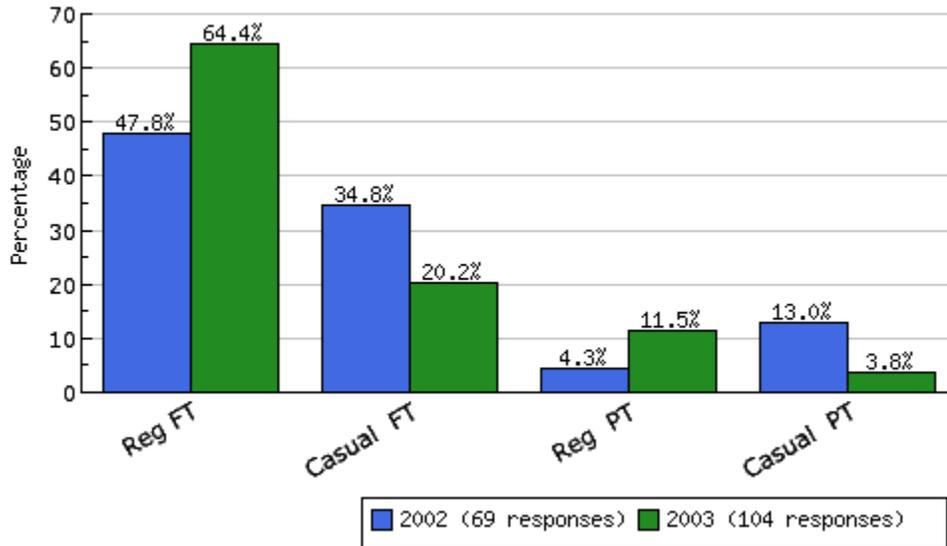
Key Findings:

- 67.3% of respondents indicated they received a job offer from the unit where they did their 4th year practicum, compared to 69.6% of the 2002 survey respondents

2.3.29 What were the work hours of your **first job** as a graduate nurse?

Respondents were asked to choose from one of the following options:

- Regular full time
- Casual full time
- Regular part time
- Casual part time



	Total #	% of Responses	Cumulative %
Reg FT	67	64.4	64.4
Casual FT	21	20.2	84.6
Reg PT	12	11.5	96.2
Casual PT	4	3.8	100.0
Total	104	100	

Key Findings:

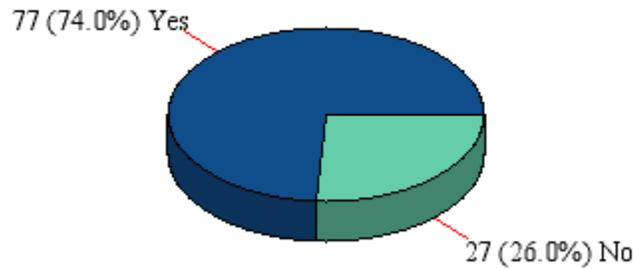
- 64.4% of respondents indicated they were employed on a regular full-time basis, compared to 47.8% in the 2002 survey results
- 11.5% of respondents indicated they are working regular part time hours compared 4.3% of respondents in the 2002 survey results
- 20.2% of respondents in the 2003 survey indicated they are working casual full time hours compared to 34.8% of respondents in the 2002 survey results
- 3.8% of respondents in the 2003 survey indicated they are working casual part time hours compared to 13% of respondents in the 2002 survey results

Definitions

"Regular" reflects permanent employment, even though it may be time limited;

"Casual" reflects the fact that the employment does not guarantee a fixed number of hours of work per pay period. (It also would include occasional, on call, on demand, or seasonal work.)

2.3.30 Were the hours you were working your preference?

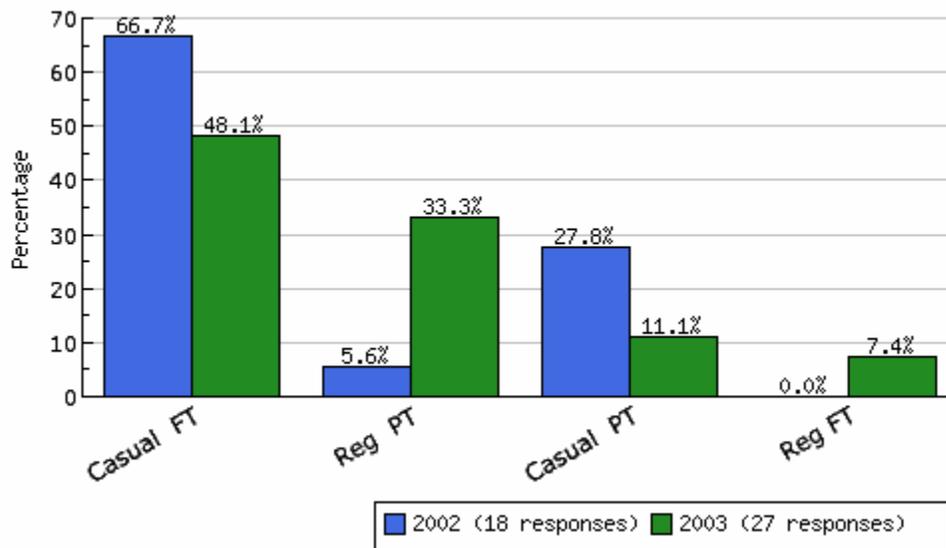


104 responses

Key Findings:

- 74.0% of respondents indicated the hours they were working were their preference; compared to 73.9% in the 2002 survey.

2.3.31 Hours worked not the preference of the respondent

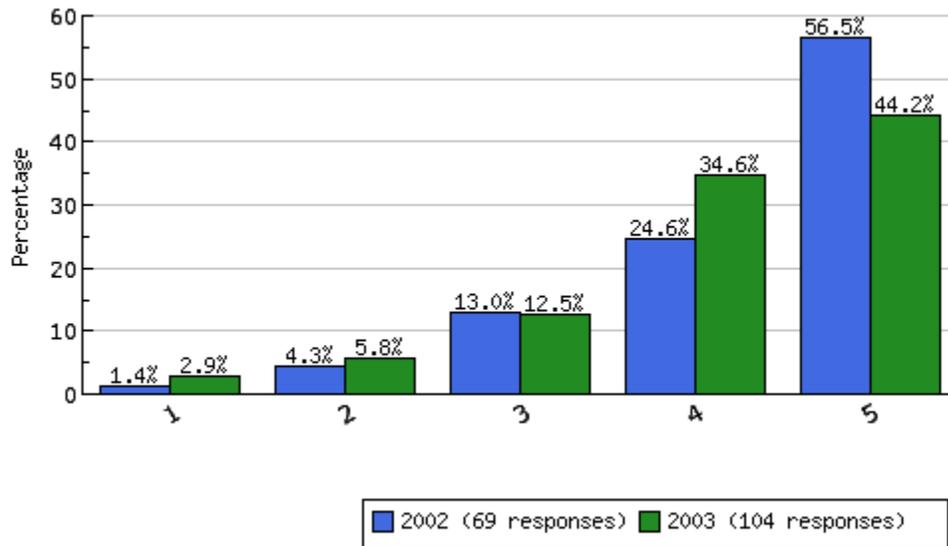


Key Findings:

- Of the 27 respondents indicating that the hours were not their preference, 48.1% were working casual full time, 33.3% were working regular part time, 11.1% were working casual part time, and 7.4 were working regular full time.

2.3.32 To what extent did your **first job meet your ideal preferences, where '1' is not at all to '5' being highly ideal?**

Location

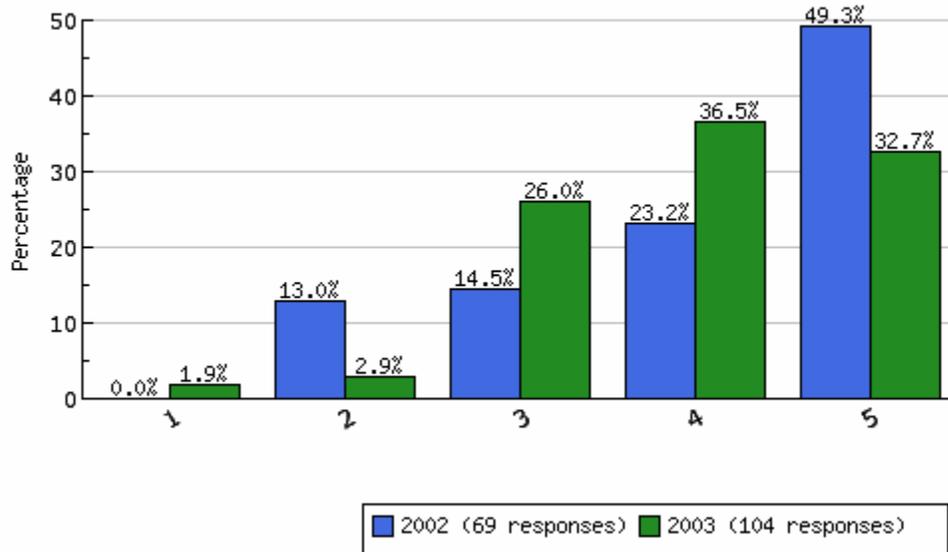


	Total #	% of Responses	Cumulative %	Weight	Weighted Total
1	3	2.9	2.9	1	3
2	6	5.8	8.7	2	12
3	13	12.5	21.2	3	39
4	36	34.6	55.8	4	144
5	46	44.2	100.0	5	230
Total	104	100			428
Average					4.1

Key Findings:

- 78.8% of respondents indicated that the location of their first job was ideal or highly ideal, a slight decrease from the 2002 survey responses of 81.1%

Client Group

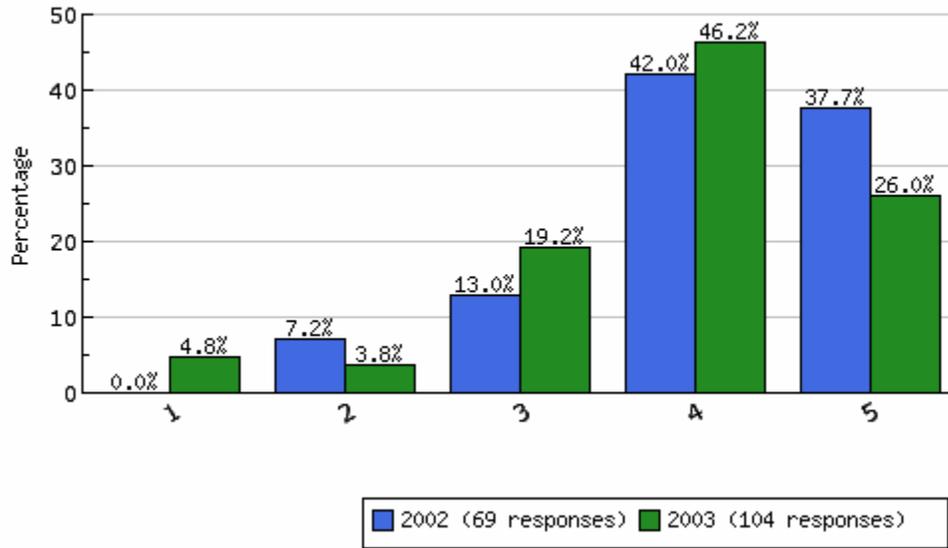


	Total #	% of Responses	Cumulative %	Weight	Weighted Total
1	2	1.9	1.9	1	2
2	3	2.9	4.8	2	6
3	27	26.0	30.8	3	81
4	38	36.5	67.3	4	152
5	34	32.7	100.0	5	170
Total	104	100			411
Average					4.0

Key Findings:

- 69.2% of respondents indicated that the client group of their first job was ideal or highly ideal, a slight decrease from the 2002 survey responses of 72.5%

Responsibilities

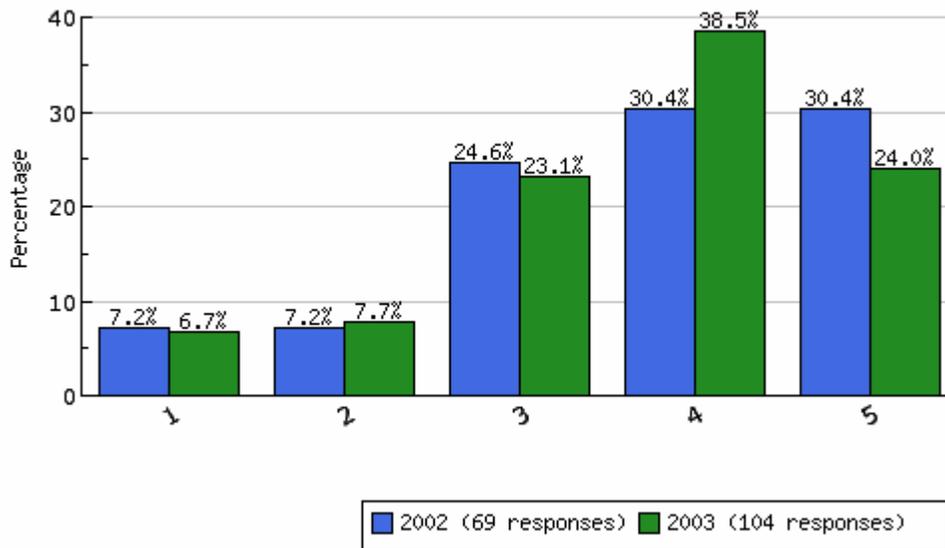


Key Findings:

- 72.2% of respondents indicated that the level of responsibility of their first job was ideal or highly ideal, a slight decrease from the 2002 survey responses of 79.7%

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
1	5	4.8	4.8	1	5
2	4	3.8	8.7	2	8
3	20	19.2	27.9	3	60
4	48	46.2	74.0	4	192
5	27	26.0	100.0	5	135
Total	104	100			400
Average					3.8

Shifts

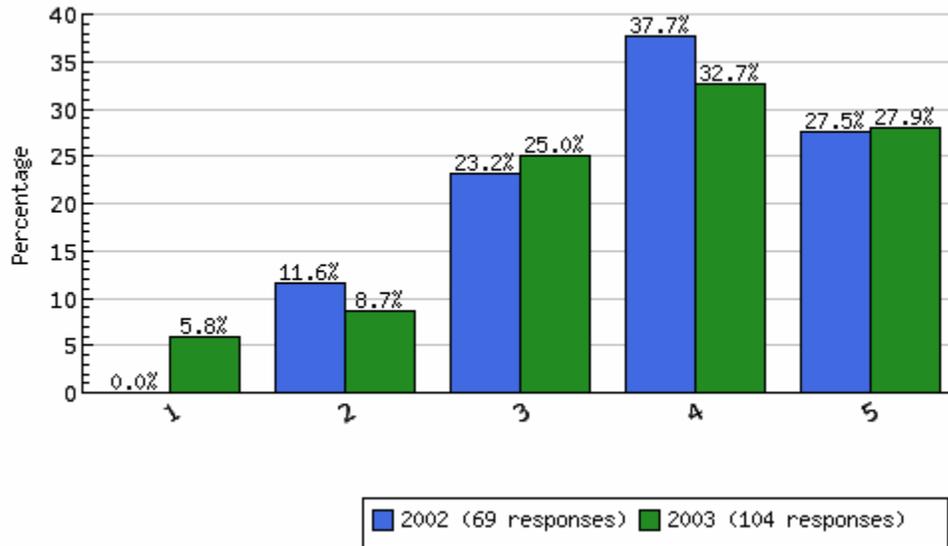


	Total #	% of Responses	Cumulative %	Weight	Weighted Total
1	7	6.7	6.7	1	7
2	8	7.7	14.4	2	16
3	24	23.1	37.5	3	72
4	40	38.5	76.0	4	160
5	25	24.0	100.0	5	125
Total	104	100			380
Average					3.7

Key Findings:

- 62.5% of respondents indicated that the shifts of their first job were ideal or highly ideal, a slight increase from the 2002 survey responses of 60.8%

Work Environment

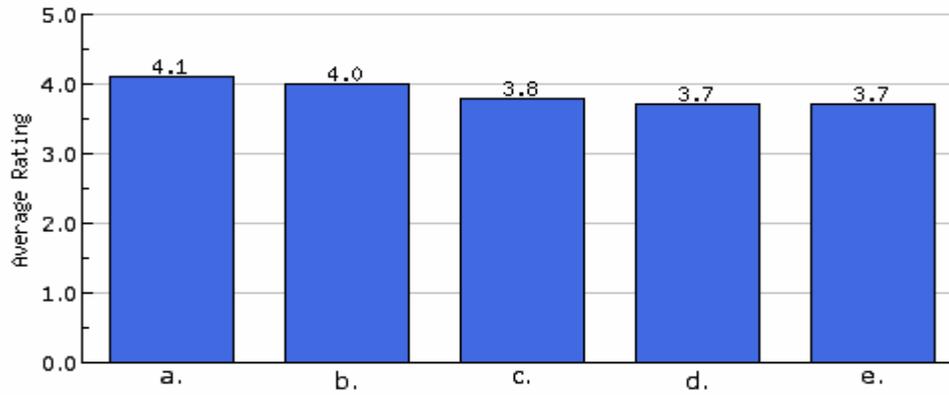


	Total #	% of Responses	Cumulative %	Weight	Weighted Total
1	6	5.8	5.8	1	6
2	9	8.7	14.4	2	18
3	26	25.0	39.4	3	78
4	34	32.7	72.1	4	136
5	29	27.9	100.0	5	145
Total	104	100			383
Average					3.7

Key Findings:

- 60.6% of respondents indicated that the work environment of their first job was ideal or highly ideal, a slight decrease from the 2002 survey responses of 65.2%

Average Satisfaction Ratings

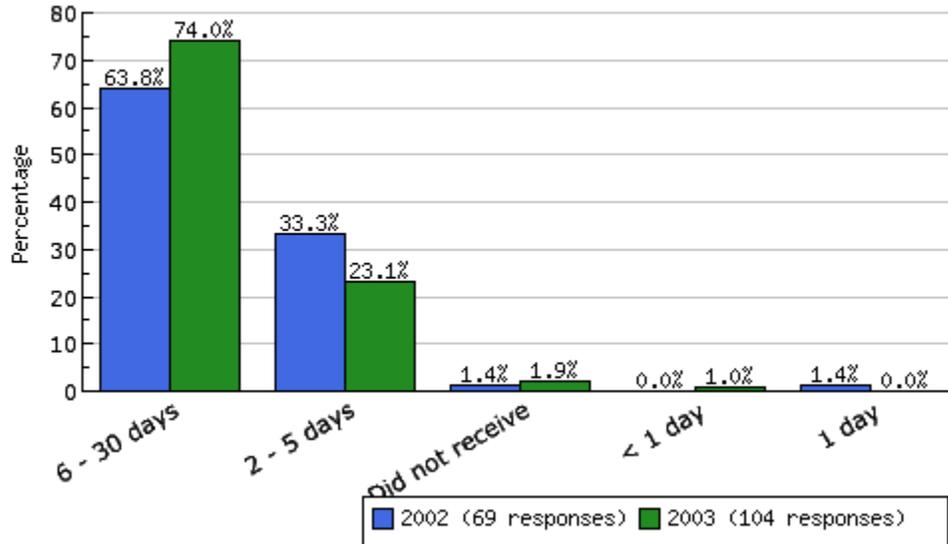


Label	N	Avg	Question
a.	104	4.1	Location
b.	104	4.0	Client Group
c.	104	3.8	Responsibilities
d.	104	3.7	Shifts
e.	104	3.7	Work Environment

Key Findings:

- Location received the highest average rating of 4.1 out of 5; shifts and environment received the lowest rating with 3.7 out of 5.

2.3.33 When you started your first nursing job, what was the length of your orientation (including "buddy" shifts)?

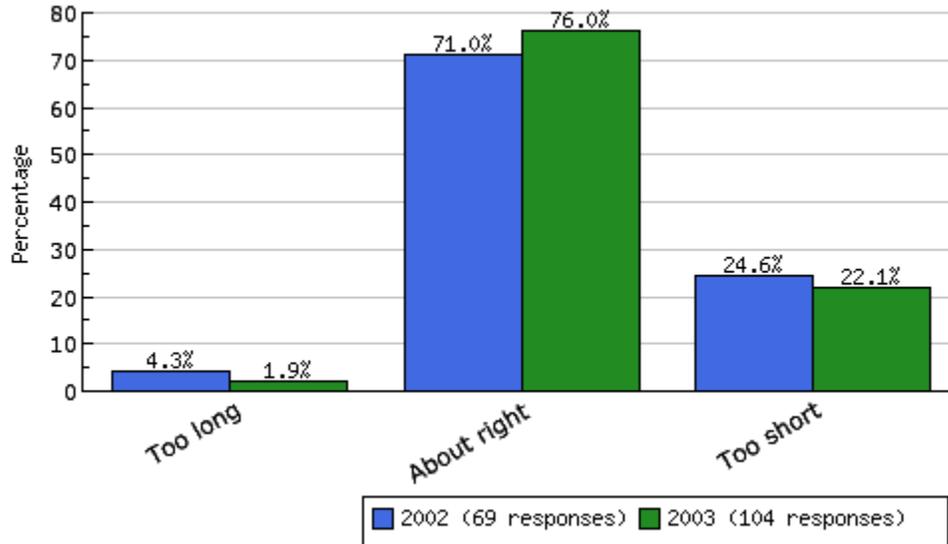


	Total #	% of Responses	Cumulative %
6 - 30 days	77	74.0	74.0
2 - 5 days	24	23.1	97.1
Did not receive	2	1.9	99.0
< 1 day	1	1.0	100.0
1 day	0	0.0	100.0
Total	104	100	

Key Findings:

- 74.0% of respondents indicated that their orientation lasted between 6 and 30 days, an increase from 63.8% of the 2002 survey responses
- 23.1% of respondents indicated that their orientation was between 2 and 5 days, a decrease from 33.3% of the 2002 survey responses
- 1.9% of respondents did not receive an orientation and 1.0% indicated their orientation was less than 1 day

2.3.34 How did you feel about the length of your orientation for your first position?



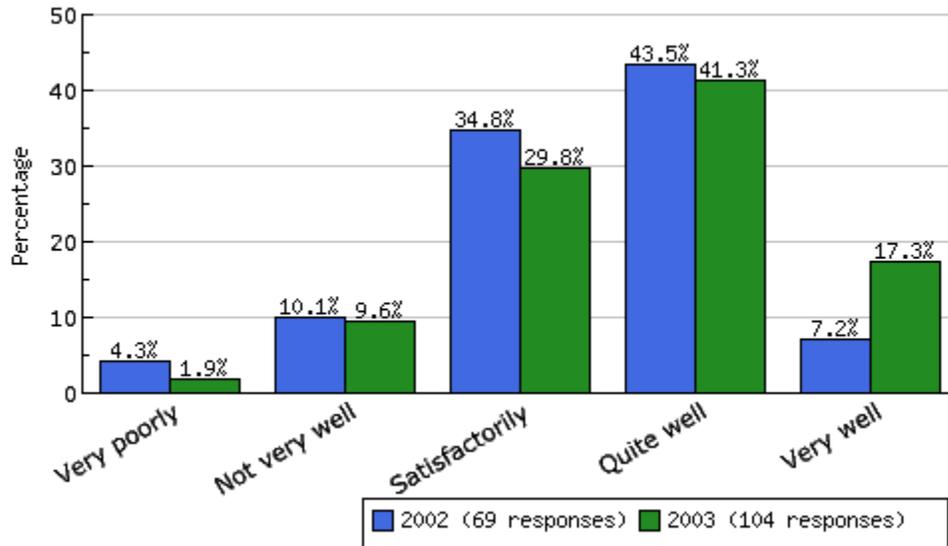
	Total #	% of Responses	Cumulative %
About right	79	76.0	76.0
Too short	23	22.1	98.1
Too long	2	1.9	100.0
Total	104	100	

Key Findings:

- 76.0% of respondents indicated that the length of orientation was about right, while 22.1% indicated that the length of orientation was too short
- This compares to the responses from the 2002 survey, in which 71% of respondents indicated the length of their orientation was about right, and 24.6% of respondents indicated they thought the orientation was too short

2.3.35 How well did your orientation program prepare you for your first position?

2.3.35.1 Overall Results



	Total #	% of Responses	Cumulative %	Weight	Weighted Total
Very poorly	2	1.9	1.9	1	2
Not very well	10	9.6	11.5	2	20
Satisfactorily	31	29.8	41.3	3	93
Quite well	43	41.3	82.7	4	172
Very well	18	17.3	100.0	5	90
Total	104	100			377
Average					3.6

Key Findings:

- 17.3% of respondents felt that the orientation program prepared them very well (compared to 7.2% in 2002) for their first position whereas 11.5% of respondents indicated it had not prepared them well (compared to 14.4% in 2002) for their first position
- Overall, 88.4% of respondents in the 2003 survey indicated that the orientation prepared them adequately, as compared to 85.5% of the 2002 survey respondents

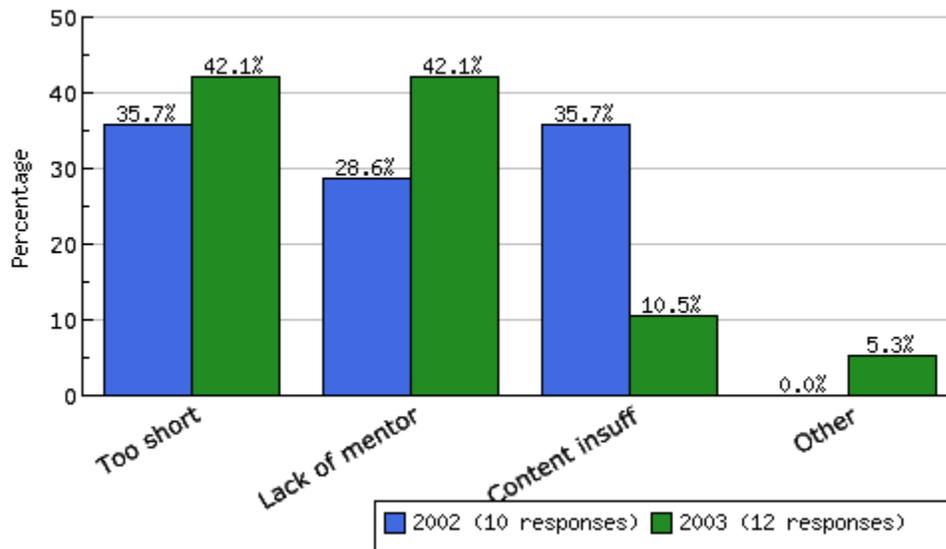
2.3.35.2 Breakdown by Location of First Job as Graduate Nurse

	Totals	Very poorly	Not very well	Satisfactorily	Quite well	Very well
Totals	104 (100%)	2 (1.9%)	10 (9.6%)	31 (29.8%)	43 (41.3%)	18 (17.3%)
Saskatchewan	84 (80.8%)	2 (2.4%)	6 (7.1%)	28 (33.3%)	34 (40.5%)	14 (16.7%)
Manitoba or Eastern Canada	1 (1.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)
Alberta or BC	19 (18.3%)	0 (0.0%)	4 (21.1%)	2 (10.5%)	9 (47.4%)	4 (21.1%)
USA	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Other, (please specify)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

Key Findings:

- 21.1% (4 of 19) of respondents working in Alberta or B.C. for their first job indicated their orientation prepared them very poorly or not very well for their first position, compared to 9.5% (8 of 84) of respondents working in Saskatchewan
- 68.5% (13 of 19) of respondents working in Alberta or B.C. indicated their orientation prepared them quite well or very well for their first position as compared to 57.2% (48 of 84) of respondents working in Saskatchewan

2.3.36 What was lacking from your orientation?



Key Findings:

- Of the 12 respondents that indicated that the orientation program did not prepare them well for their first position, 8 respondents (67%) felt it was too short, 2 (17%) felt the content was insufficient, and 8 (67%) indicated a lack of a mentor
- This compares to the 2002 survey responses, in which of the 10 respondents, 5 respondents (50%) indicated they felt the orientation was too short, 5 (50%) felt the content was insufficient, and 4 (40%) indicated a lack of a mentor

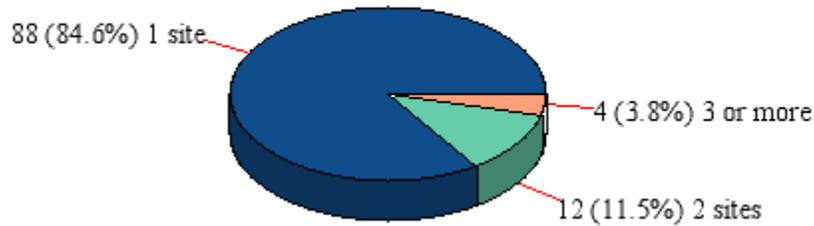
Entries under "Content":

- (1) No classroom orientation
- (1) not specific to the ward

Entries under "Other":

- (1) poor work environment/ poor morale

2.3.37 How many sites did you work at for your first job as a graduate nurse?



104 responses

	Total #	% of Responses	Cumulative %
1 site	88	84.6	84.6
2 sites	12	11.5	96.2
3 or more	4	3.8	100.0
Total	104	100	

Key Findings:

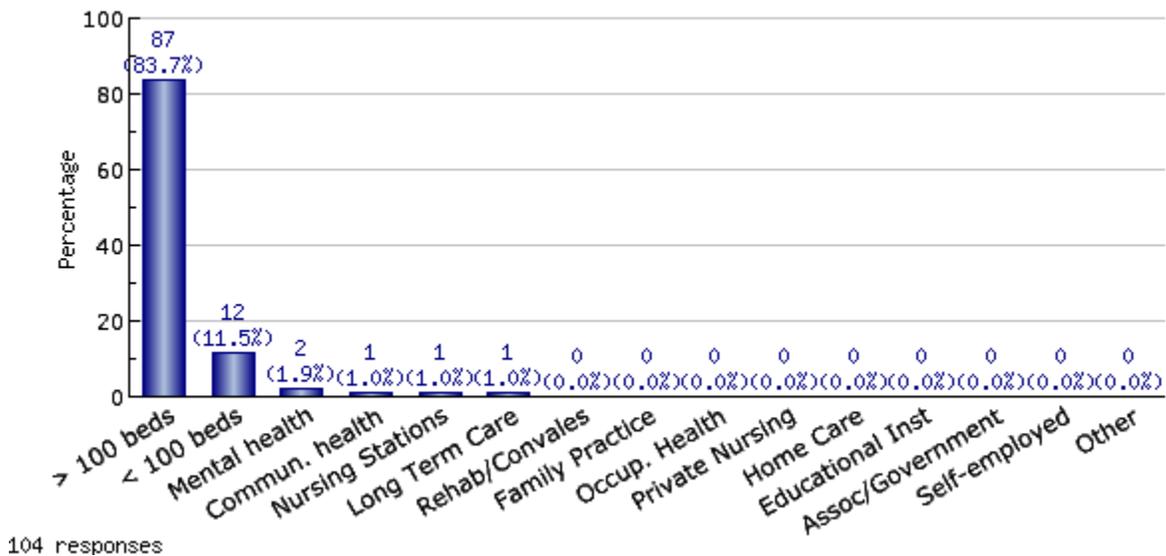
- 84.6% of respondents indicated that they worked at 1 site for their first job as a graduate nurse
- 11.5% of respondents indicated they worked at 2 sites
- 3.8% of respondents indicated they worked at 3 or more sites
- These responses compare to the 2002 survey responses, in which 59.4% of respondents indicated working at one site, 30.4% indicated 2 sites, and 10.1% indicated 3 or more sites

2.3.38 What type of organization was/were the site(s) at which you worked?

Respondents were asked to choose from the following options:

- General Hospital, less than 100 beds
- General Hospital, more than 100 beds
- Mental Health Centre
- Community Health/Health Centre
- Nursing Stations (outpost or clinics)
- Nursing Home/Long-Term Care Facility
- Rehabilitation/Convalescent Centre
- Physician's Office/Family Practice Unit
- Business/Industry/Occupational Health
- Private Nursing Agency/Private Duty
- Home Care Agency
- Educational Institution
- Association/Government
- Self-Employed
- Other (please specify)

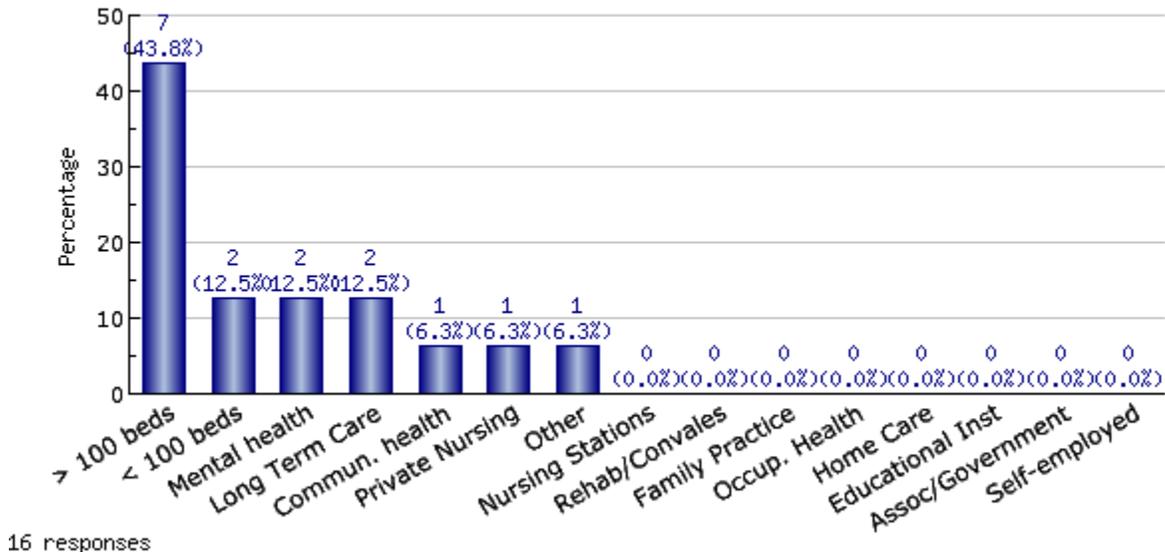
2.3.38.1 Primary Site:



Key Findings:

- 83.7% of respondents indicated that their primary work site was a general hospital with over 100 beds, while another 11.5% indicated that their primary work site was a general hospital with less than 100 beds.
- This compares to the 2002 survey in which 81.2% of respondents indicated their primary work site was a general hospital with over 100 beds, and another 11.6% of respondents indicated their primary work site as a hospital with less than 100 beds

2.3.38.2 Secondary Site:



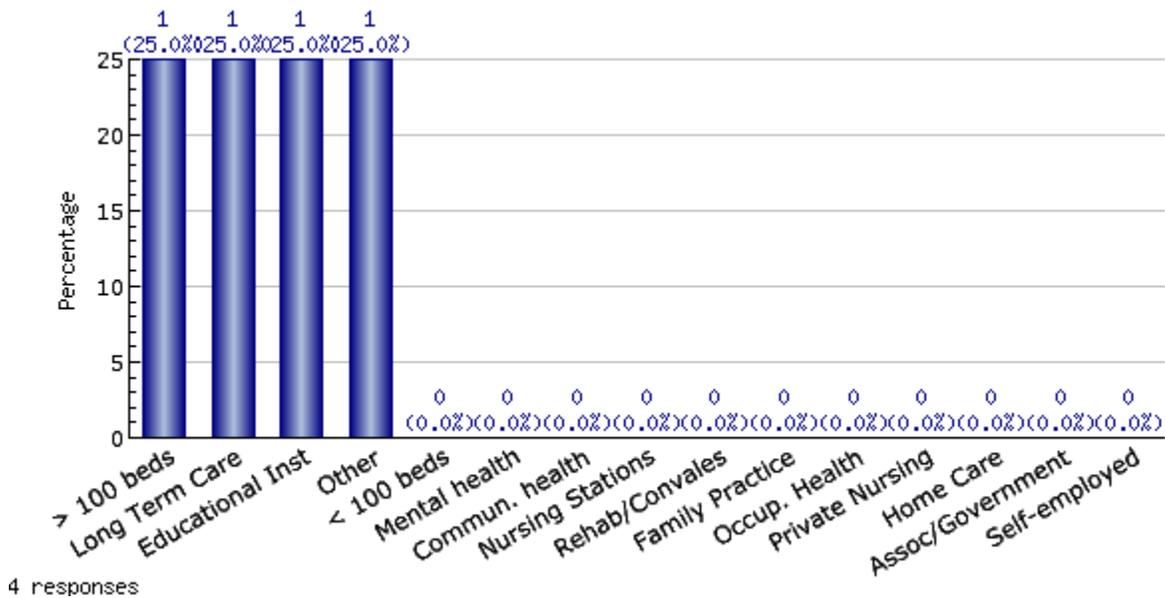
Key Findings:

- 43.8% (7 respondents) indicated that their secondary work site was a general hospital with over 100 beds, while another 12.5%(2 respondents) indicated that their secondary work site was a general hospital with less than 100 beds.
- 12.5% (2 respondents) indicated a long-term care facility,
- 12.5% (2 respondents) indicated mental healthcare facility
- This compares to the 2002 survey in which 64.3%(18 respondents) indicated that their secondary work site was a general hospital with over 100 beds, another 17.9%(5 respondents) indicated a hospital with less than 100 beds, and 7.1% (2 respondents) indicated a long-term care facility

Other:

(1) Correction centre

2.3.38.3 Third Site:



Key Findings:

- 1 of each of the 4 respondents (25.0%) indicated that their third work site was either a general hospital with over 100 beds, a long term care facility, an educational institution or other (a seniors day program).
- This compares with the 2002 survey in which 57.1% (4 respondents) indicated their third work site was a general hospital with over 100 beds, another 28.6% (2 respondents) indicated a general hospital with less than 100 beds, and one respondent indicated a long term care facility

Other:

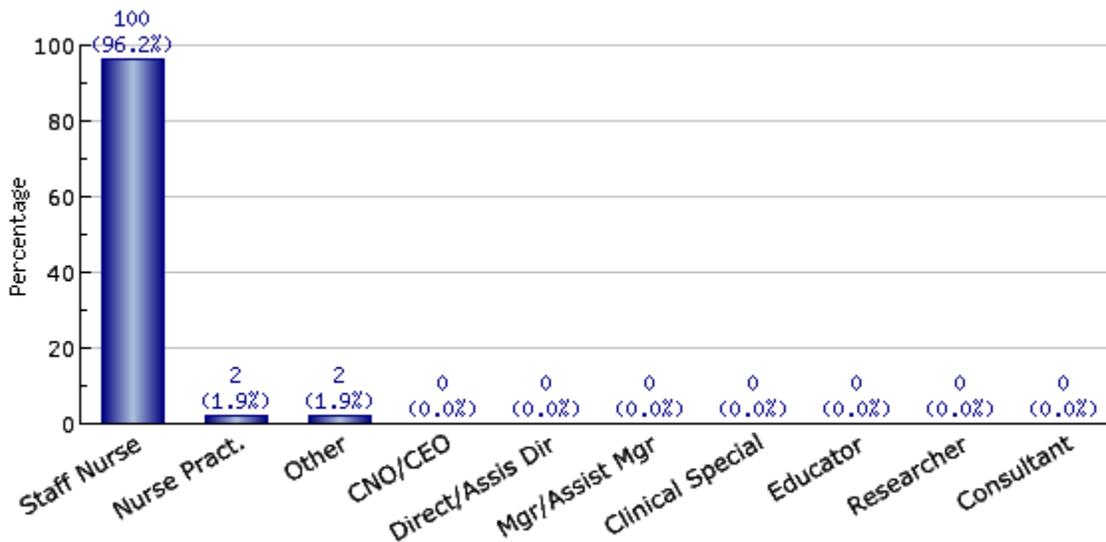
(1) Seniors day program

2.3.39 What was your position?

Respondents were asked to choose from the following options:

- Staff Nurse/Community/Health Nurse
- Chief Nursing Officer/Chief Executive Officer
- Director/Assistant Director
- Manager/Assistant Manager
- Clinical Nurse Specialist
- Instructor/Professor/Educator
- Researcher
- Consultant
- Nursing Practitioner
- Other (please specify)

2.3.39.1 Primary Site:



104 responses

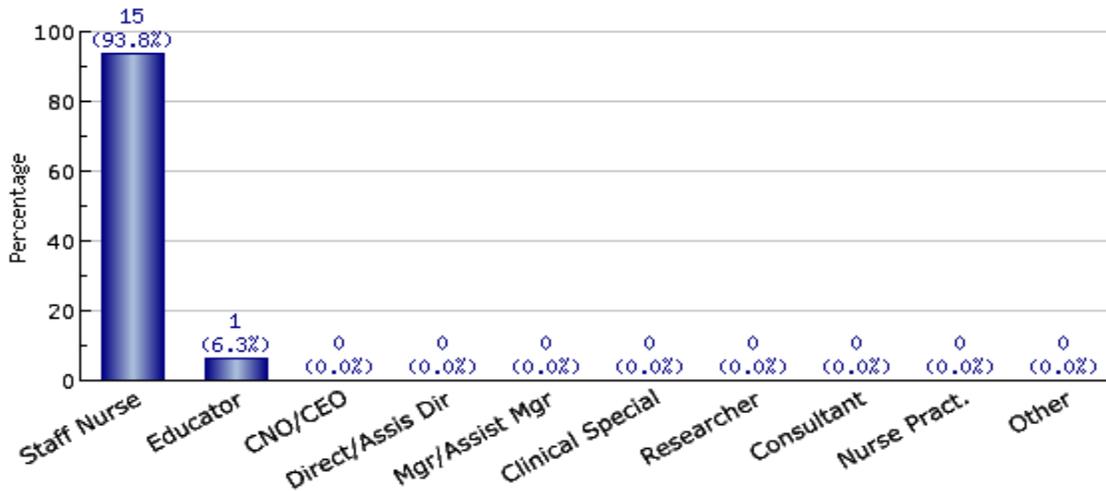
Key Findings:

- 96.2% of respondents indicated that they were employed as a staff nurse at their primary site
- This corresponds with the findings from the 2002 survey in which 100% of respondents working in their primary site indicated working as a staff nurse

Other:

- (1) Emergency nurse
- (1) Team leader

2.3.39.2 Secondary Site:

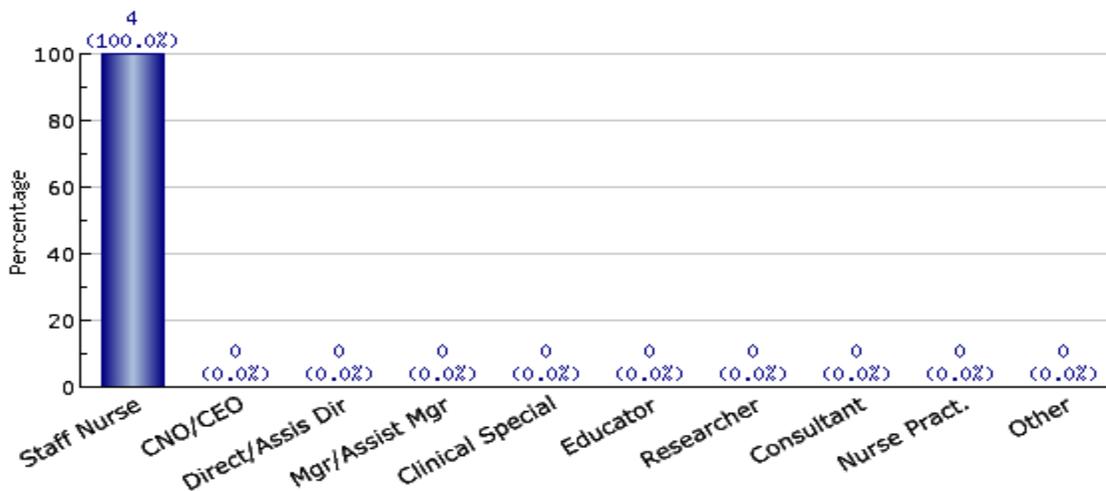


16 responses

Key Findings:

- For those respondents who worked at a second site, 93.8% or 15 respondents indicated that they were employed as a staff nurse
- This compares to the 2002 survey results, in which 100% (28 respondents) indicated they were employed as a staff nurse
- One respondent indicated being employed as an educator

2.3.39.3 Third Site:



4 responses

Key Findings:

- For those respondents who worked at a third site, 100% or 4 respondents indicated that they were employed as a staff nurse. This compares to the 2002 survey results in which 100% or 7 respondents indicated being employed as a staff nurse.