



Nursing Education Program of Saskatchewan
(NEPS)
2-Year Follow-Up Survey:
2005 Graduates

Prepared for

The College of Nursing of the University of Saskatchewan, the Nursing Division of the Saskatchewan Institute of Applied Science and Technology, and the Department of Health Sciences of the First Nations University of Canada

Final Report

This report was compiled by Insightrix Research Services

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For:
Nursing Education Program of Saskatchewan

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Executive Summary

September 2007

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Executive Summary

This report summarizes the results of the 2007 2-Year Graduate Follow-Up Study for The Nursing Education Program of Saskatchewan (NEPS). These respondents were a part of the 2004-2005 graduating class. The survey has two major foci. 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. This report includes graphical comparisons to the 2-year follow-up surveys from the past two years. Surveying the 2005 graduating class and comparing their responses to 2003 and 2004 graduates provides valuable information on the recent employment patterns and decisions 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 to potential employers and policy makers.

Response Rates

Data were collected from June 28 to September 6, 2007. Of the 224 total graduates who completed the NEPS program in 2005, 219 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 154 completed the entire survey (100 online and 54 by phone), representing a 70.3% completion rate and a 68.8% response rate overall.

Who is the Nursing Graduate?

Of the graduates surveyed, 94.2% are female and 5.8% are male. The majority of the study respondents (96.0%) grew up in Saskatchewan. More than one half (55.8%) of respondents were 20 years old or younger when they entered the NEPS program. The average age of the student entering NEPS was 21.2 years and the most common age was 18 (22.9%). Of the total graduates, 5.8% identify themselves as Aboriginal. Two thirds (67.5%) are married or common law and 27.9% of respondents have dependents.

Of the total graduates surveyed, 16.2% had previous education in the health care field prior to starting the NEPS program. Six in ten (59.7%) had some post-secondary education prior to starting NEPS.

Overall, 63.0% of respondents were going to school the year before starting NEPS. This number is an increase from the 51.1% reported in the 2005 study. Another, 35.1% of respondents indicated that they were working the year before starting NEPS. Of those who worked prior to entering the program, 37.0% (20 respondents) had worked in the health care field.

Experiences During the NEPS Program

Overall, 64.3% of respondents began their program in 2001. Another 24.6% began their program in 2002 or 2003, which means that they completed the program in less than 4 years. The remaining 11.0% of respondents began their program in 1999 or 2000, which means that they took more than 4 years to complete their program.

Seven in ten respondents entered the NEPS program in Saskatoon. A total of 144 students entered the program in Saskatoon and 80 in Regina overall, and so Saskatoon is slightly overrepresented in this sample since Saskatoon makes up 64.3% of graduates.

A 'senior assistant' is a nursing student employed by a health region after the third year of the program. One half (49.4%) of respondents worked as a senior assistant during their NEPS program; this has decreased from 65.5% two years earlier. Those who graduated from the Saskatoon site were more likely than those from the Regina site to work as a senior assistant. Those who were over 25 years old when they started the program were much less likely than younger respondents to work as a senior assistant.

Of the total graduates surveyed, 74% indicated they worked while enrolled in the NEPS program. The mean number of hours worked per week was 16.

Overall, 64.9% of respondents indicated they had received bursaries or scholarships during the program. This has decreased from 73.9% of 2004 graduates, but is similar to 2003 graduates. The average value of scholarships or bursaries received is \$6,034. The percentage of respondents receiving student or other educational loans decreased slightly from 78.3% of 2004 graduates to 70.8% of 2005 graduates. Those who were 20 years old or less when they entered the program were less likely than older respondents to have student loans. The mean total dollar value of student or educational loans at the completion of the NEPS program has increased slightly from \$23,871 in the 2006 survey to \$29,674 in 2007.

The three major life challenges most commonly experienced by respondents during the NEPS program were moving (42.9%), death or illness of a family member or friend (37%), and uncertainty of Nursing as their profession (32.5%).

The majority (71.4%) indicated Saskatoon as their program site at graduation, while 28.6% indicated Regina as their program site at graduation. This breakdown is very different from the 2006 2-year study, again a reflection of response rates.

Experiences in the First Year after Graduation

Hiring

Every respondent was employed as a nurse at some point during the first year after graduation. Four respondents were also employed in a field other than nursing and two were unemployed for a period of time.

Four in ten respondents (40.9%) said that finding a job following graduation was about as difficult as they expected it to be. Another 33.1% said it was less difficult and 26% said it was more difficult – an increase of 12% from two years earlier.

Just over one half (51.3%) of respondents were invited to a job before they started actively seeking employment after graduation, which is a slight decrease from 59.1% in the previous year. Another 41.6% took less than one month to obtain their first job, while 6.5% took 1 to 2 months and only one respondent took more than 2 months.

Of those who were employed as a senior assistant, 69.7% received a job offer from the unit where they worked. This is an increase of more than 10% from the previous two years. More than one half (53.2%) of respondents received a job offer from a unit where they did their 4th year senior practicum.

Location

Of the total graduates employed as nurses, 95.5% indicated that their first job was in Saskatchewan. Three quarters (73.4%) of respondents indicated that their first job as a graduate nurse was in an urban setting, which has decreased from 88.4% two years earlier.

Two thirds (66.2%) of respondents indicated that family or community commitments were one of the three most important factors that influenced their choice of work location for their first job as a nurse. The next most important factor was geographical location (38.2%), followed by familiarity with the facility where they completed their practicum (35.0%) and preferred clinical/client group (31.8%). One quarter (24.6%) indicated that bursary work commitment or student loan assistance was a deciding factor, while in previous years less than 3% mentioned this factor. Fewer people this year indicated they chose the position they wanted or that they were influenced by a signing bonus.

Orientation

Overall, 40.9% of respondents indicated that their first job orientation lasted between 6 and 15 days, while 32.5% said between 16 and 30 days. Just over half (53.2%) of respondents felt that the length of their orientation was about right. This is a significant decrease from approximately two thirds in the previous two years. Also, 73.4% of respondents said that their orientation program prepared them at least satisfactorily for their first position, which is a decrease from 87.0% in 2005 and 81.2% in 2006.

Profile of First Job

The majority (78.6% of respondents) indicated they worked at one site for their first job as a graduate nurse. Another 16.2% worked at two sites, and 5.2% worked at three or more sites. In total, when considering the hours worked at all sites, respondents worked an average of 38.6 hours per week in their first job as a graduate nurse, ranging from 18 to 80 hours.

One half of respondents worked regular full-time hours during their first job as a graduate nurse, which has decreased significantly from 72.5% in the 2005 study and 66.2% in the 2006 study. More than one third (35.1%) worked casual full-time hours, which is much higher than in the previous years. Another 7.1% worked regular part-time hours and 7.8% worked casual part-time hours.

In total, 70/8% of respondents worked at a general hospital with more than 100 beds at one or more site in their first position. A total of 23.4% worked at a general hospital with less than 100 beds at one or more site, and 4.5% at a community health centre. Seven respondents (4.5%) worked in a forensic setting at their first job.

In terms of their position at their primary site, all respondents worked as a staff nurse. At their secondary site, one respondent was a CNO, one was a researcher and one was a co-ordinator. All other second and third site positions were staff nurses. With regard to their main area of responsibility, all but one respondent provided direct care at their first site and this respondent worked in education. At their secondary site, one respondent was in administration, one was in education and one was in research. All other second and third site responsibilities were in direct care.

Overall, 66.2% of all respondents worked in the medical/surgical area of direct care at one or more site in their first job. The next most common area was pediatric, at 16.9%, followed by geriatric at 13.0%, maternal/newborn at 12.3% and emergency care at 11.7%.

Respondents were asked to rate the extent to which certain aspects of their first job met their expectations, on a scale of 1 to 5, with 5 being highly ideal. The following table shows the average ratings from 2005, 2006 and 2007 for each attribute. Each year, respondents are most satisfied with location and least satisfied with their shifts and work environment.

Attribute	2005	2006	2007
Location	4.35	3.93	4.01
Client Group	3.99	3.72	3.55
Responsibilities	3.90	3.74	3.54
Shifts	3.58	3.50	3.41
Work Environment	3.61	3.29	3.32

Current Employment of Graduates

Of all graduates surveyed, all but two indicated they are currently employed as a nurse (99.3%). This includes 5.8% who are currently on leave. One respondent is employed in a field other than nursing, and one is not employed.

In terms of changing employment since the first year after graduating NEPS, four in ten (40.1%) of those employed as a nurse have changed their primary job. Another 40.1% have not changed their primary employment, and 19.7% work for the same primary employer, but in a different position. Respondents who left their first employer did so for a variety of reasons, including dissatisfaction with their former job (31.1%), personal reasons (18.0%), and finding a permanent job (18.0%).

Location

Of the respondents who are currently nursing, 92.8% are currently employed in Saskatchewan compared to 95.5% in their first job. Another 4% are employed elsewhere in Canada, and 3.3% are employed outside of Canada. Of the 9 respondents employed in nursing outside of Saskatchewan, 4 intend to return to Saskatchewan. Of the respondents currently working, 74.3% are in an exclusively urban setting, which has decreased from 87.0% of 2005 respondents and 81.2% of 2006 respondents.

Of those who have changed jobs since their first position, family or community commitments were the most influential factor that influenced their current choice of work location, with 26.2% ranking it number one and 42.6% in their top three. The same percentage ranked “clinical/client group I wanted” and “position I wanted” in their top three. Geographical location was also very important, with 16.4% ranking it number one and 32.8% in their top three.

Profile of Current Job

The majority of those who are currently employed as nurses work at one site (80.9%). Another 13.8% work at two sites and 5.3% work at three or more sites.

Three quarters (74.3%) of respondents currently work regular full-time hours, which is up from 50.0% in their first job. Another 8.6% work casual full-time hours, two years after graduation. A total of 13.2% work regular part-time hours, and 3.9% work casual part-time hours. Overall, 60.8% of respondents who worked casual full-time hours in their first job, and 66.7% of respondents who worked casual part-time hours in their first job are now working regular full-time hours. In total, when considering the hours worked at all jobs, respondents work an average of 39.1 hours per week in their current job, with 65.8% working between 35 and 40 hours.

Of the respondents presently nursing, 89.5% indicated that the amount of hours they are currently working is their preference, compared to 61.2% of respondents in their first job. Overall, 76.3% of those who were not working their preferred hours at their first job are now working their preferred hours.

In total, 69.7% of respondents currently work at a general hospital with more than 100 beds at one or more site. A total of 23.7% work at a general hospital with less than 100 beds, and 7.2% work at a community health centre at one or more site. Two respondents currently work in a forensic setting. Five of the seven respondents who worked in a forensic setting in their first job no longer do.

In terms of their position at their primary site, 96.7% work as a staff nurse. With regard to their main area of responsibility, 97.4% of respondents indicated that their main area of responsibility is direct care. Two respondents are in education, one is in administration and one is in research.

In total, 50.7% of all respondents work in the medical/surgical area of direct care at one or more site in their current job. This is down from 66.2% in their first job. The next most common area is emergency care at 17.1%, up from 11.7% in their first job, followed by pediatric, at 15.8%, maternal/newborn at 15.1% and geriatric care at 11.2%.

Compensation

In terms of their total annual earnings before taxes and deductions, 48.6% earn \$50,000 to \$59,999 per year, which is the same as in the previous study. However, this year's respondents are more likely to earn \$60,000 or more per year, at 34.5%, compared to 27.1% the previous year. The median salary is approximately \$56,691. A majority (77.6%) of respondents are satisfied or very satisfied with their current gross salary for their primary job.

Graduates' Satisfaction

Overall, 84.8% of respondents are satisfied or very satisfied with their current primary job, while 87.0% are satisfied or very satisfied with nursing as a career.

With regard to their overall educational experience in the NEPS program, 70.8% are satisfied or very satisfied. More than one quarter (27.2%) are dissatisfied or very dissatisfied with their educational experience, an increase from 19.8% the previous year.

Six in ten respondents said that their educational program prepared them well or very well for nursing practice (60.3%); which is less than in the 2005 and 2006 studies (69.4% and 65.6% respectively). Another 38.3% of respondents indicated that they were not well prepared or poorly prepared for nursing practice, which is an increase from 27.4% in the 2005 study and 31.8% in 2006.

Introduction and Methodology

Goals and Objectives

The purpose of this survey is to track the progress of students through NEPS and identify the career paths of Saskatchewan basic nursing education graduates. The goals include the following:

- Establish employment profiles of graduates and to identify trends over time
- Identify graduates' perceptions of preparation and support for entry into the workforce
- Obtain basic demographic information about the graduates

Ethics approvals for the individual phases of this project were obtained from the University of Saskatchewan Advisory Committee on Ethics in Behavioural Science Research.

This report includes the results of the 2-Year Graduate Follow-Up Survey for the graduates of the 2004-2005 academic year and compares them to the results of the previous NEPS 2-Year Follow-Up Surveys, completed in 2005 and 2006.

Scope of Work

The College of Nursing of the University of Saskatchewan, the Nursing Division of the Saskatchewan Institute of Applied Science and Technology (SIAST), and the Department of Health Sciences of the First Nations University of Canada contracted Insightrix Research Services to conduct data collection and analysis of the 2007 2-Year Follow-Up Survey of the Nursing Education Program of Saskatchewan (NEPS) graduates.

Survey Design

The questions were similar to the four previous NEPS 2-Year Follow-Up Surveys of previous years. Survey questions were developed by the NEPS database Advisory Committee and were adapted for the survey instrument by Insightrix. Insightrix programmed the survey online and conducted the survey using a multimode approach, allowing respondents to complete the survey either by phone or by email.

Survey Distribution

Insightrix received contact information for 219 graduates of NEPS from the 2004-2005 academic year. Insightrix telephone researchers attempted to contact each individual at least four times. If the respondent preferred to complete the survey online, they were

sent an email invitation with a link to the survey which allowed them to fill it out at their convenience.

Insightrix utilized a technology specifically designed for graduate follow up surveys. This module called “My Classmates” is driven by data provided in the University of Saskatchewan Alumni database and used to locate hard-to-find graduates.

Response Rates and Confidence Intervals

Data were collected from June 28 to September 6, 2007. Of the 224 total graduates who completed the NEPS program in 2005, 219 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 154 completed the entire survey (100 online and 54 by phone), representing a 70.3% completion rate and a 68.8% response rate overall. Given this response rate, we can be 95% sure that the results reported are within $\pm 4.3\%$ of the actual population figures.

Analysis Note

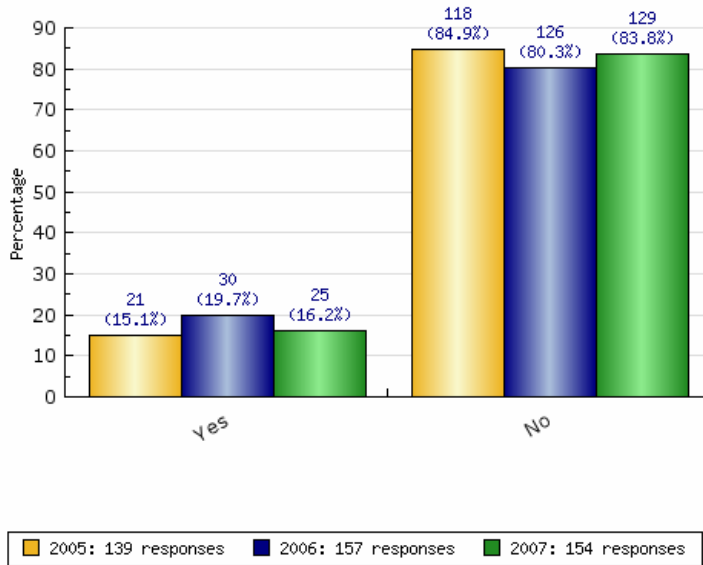
Each question on the survey was analyzed by appropriate demographic variables including the locations of program entry and graduation. Interestingly, most results were consistent across all demographics and there were not many statistically significant differences. Any significant and interesting differences are reported. Also, instances where there is a significant difference between the different studies (2005, 2006, and 2007) are reported. For this report, chi-square tests (for cross-tabulations) and t-tests (for comparing means) were used; an alpha value of less than 0.05 is considered statistically significant. This means that there is less than a 5% chance that the results would have occurred by chance.

Survey Results

Before Starting the NEPS Program

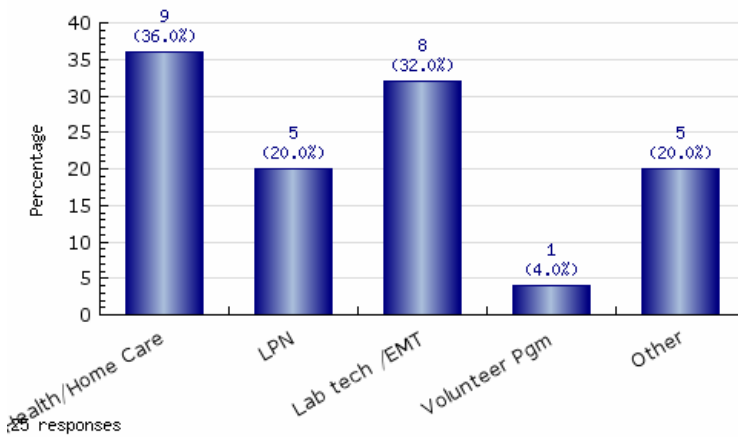
2. Did you have any previous education in the health care field prior to starting the NEPS program?

- 16.2% of respondents had previous education in the health care field prior to starting the NEPS program.



3. Please identify your previous education in the health care field (check as many as apply):

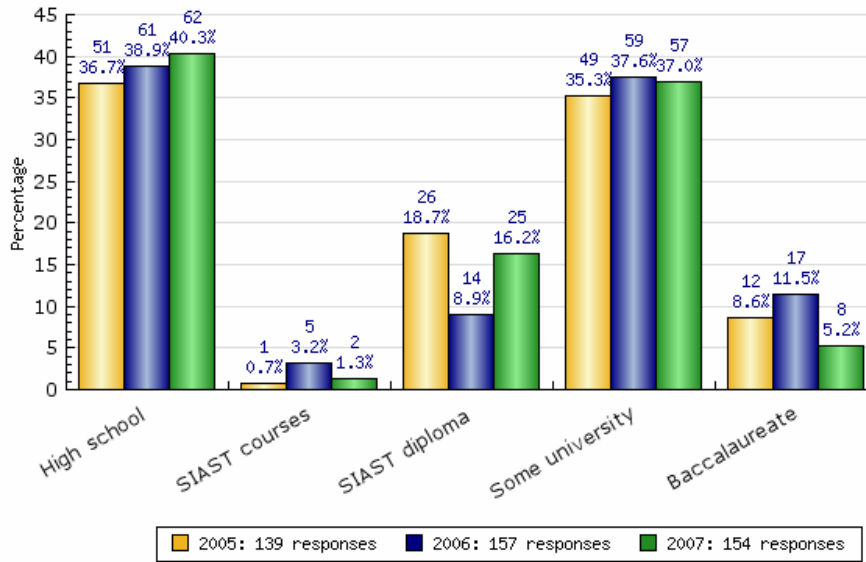
- Of the 25 respondents who had previous education in the health care field, nine (36%) said that it was in health/home care. Another eight (32%) said Lab tech/EMT, and five (20%) said LPN.



Entries under "Other":
 (2) Medical Secretary
 (1) Dental Assistant
 (1) Nutrition
 (1) Respiratory Therapy

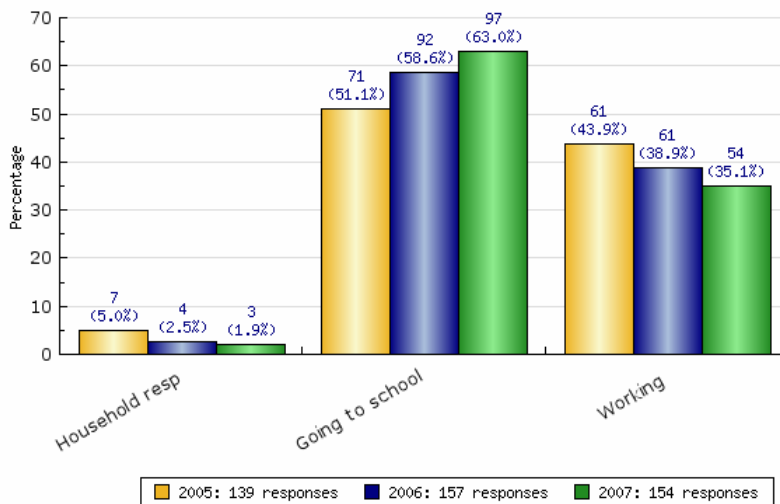
4. What was your highest educational achievement prior to starting the program?

- 40.3% of respondents indicated that their highest educational achievement prior to starting the program was high school. Another 37% indicated that they completed some university. In the previous year, more graduates had completed a Baccalaureate than a SIAST diploma, which reversed this year, with 16.2% having a SIAST diploma before starting the program and 5.2% having a Baccalaureate. *Please see Appendix A for a complete list of degrees, diplomas, and certificates that respondents held prior to starting the NEPS program.*



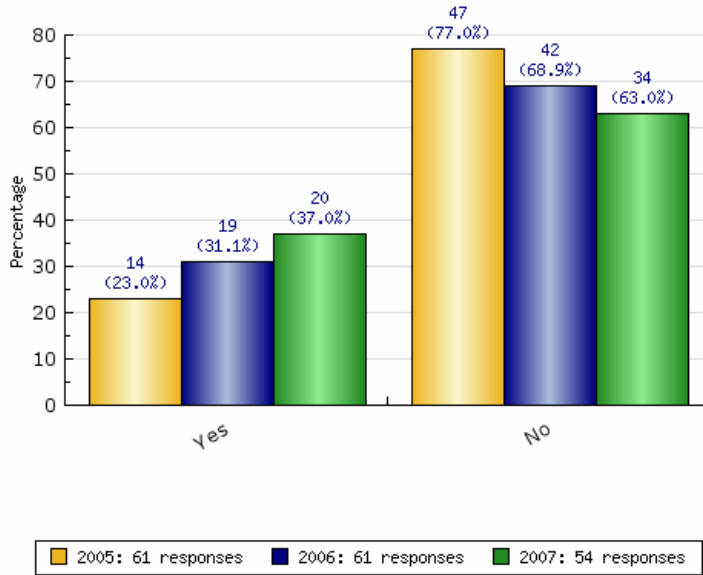
6. What was your major activity in the year before starting NEPS?

- 63% of respondents were going to school in the year before starting NEPS. The percentage of respondents who went to school before starting NEPS increased by 12% from 2003 graduates to 2005 graduates. Another 35.1% were working, and 1.9% (3 respondents) were taking care of household responsibilities.



7. Was this work in the health care field?

- Of those who were working in the year before starting NEPS, 37.0% were working in the health care field, while 68.9% were not. This is a 14 percentage point increase from 2003 graduates to 2005 graduates.



Experiences During the NEPS Program

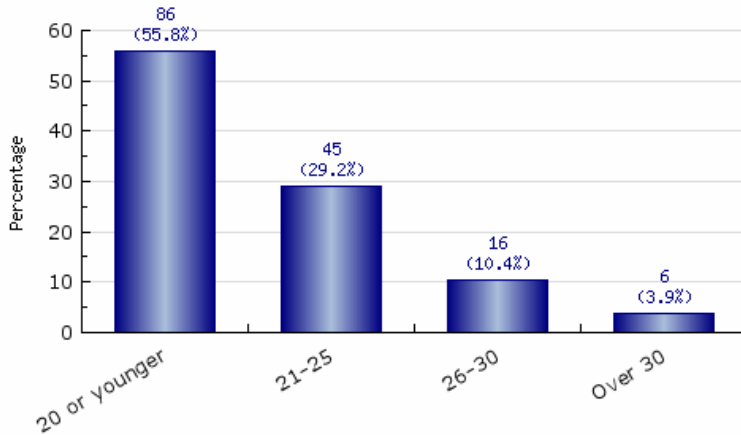
8. What year did you start your NEPS program:

- Overall, 64.3% of respondents began their program in 2001. Another 24.6% began their program in 2002 or 2003, which means that they completed the program in less than 4 years. The remaining 11.0% of respondents began their program in 1999 or 2000, which means that they took more than 4 years to complete their program.

	Total #	% of Responses
2003	1	0.6
2002	37	24.0
2001	99	64.3
2000	14	9.1
1999	3	1.9
Total	154	100

9. What was your age when you entered the NEPS program?

- Just over one half (55.8%) of respondents were 20 or younger when they started the program. Another 29.2% were 21 to 25 and 14.3% were over 25.



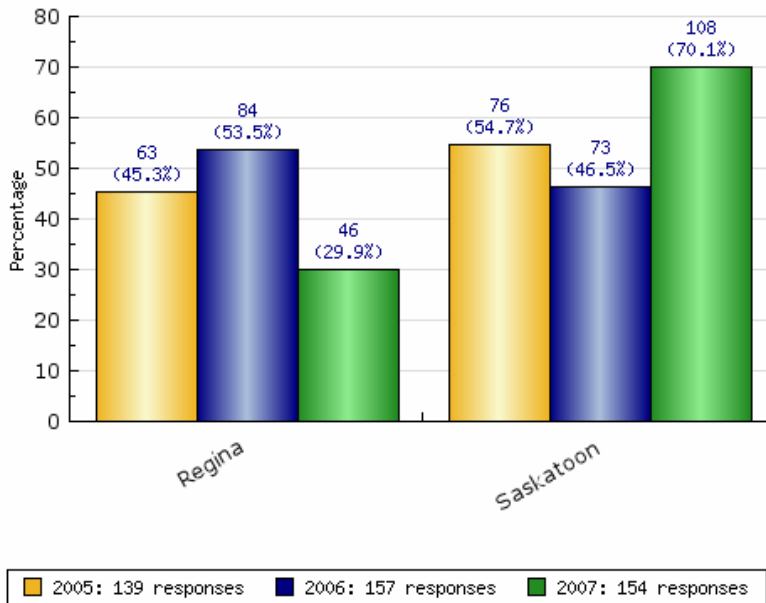
154 responses

- The average age of students entering the NEPS program has not changed significantly over the past five years.

Year Surveyed	Average	Median	Mode	Minimum	Maximum
2005	21.8	20	18	17	42
2006	21.8	20	18	17	44
2007	21.2	20	18	17	38

10. What was the program site at entry to the NEPS program?

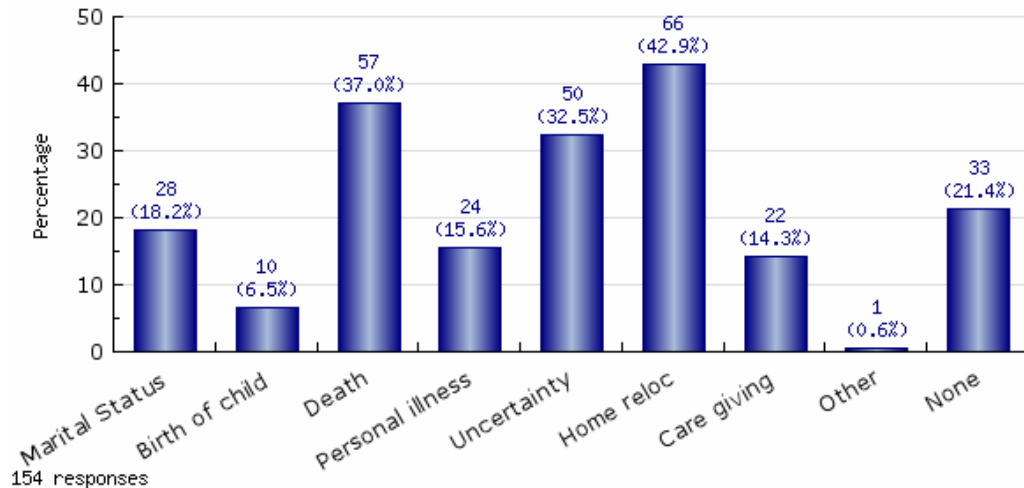
- Seven in ten respondents entered the NEPS program in Saskatoon, which is much higher than 46.5% in the 2006 study. The ratio of Saskatoon to Regina graduates in the sample is 1.7 to 1; however this year the sample is much closer to the actual Saskatoon-Regina ratio of 1.8 to 1.



Year Completed	Year Surveyed	Admission Site					
		Wascana (Regina Campus)			Kelsey (Saskatoon Campus)		
		Graduates	Completed Surveys	Response Rate	Graduates	Completed Surveys	Response Rate
2000	2002	42	22	52.4%	96	47	49.0%
2001	2003	32	17	53.1%	115	87	75.7%
2002	2004	79	55	69.6%	127	89	70.1%
2003	2005	89	63	70.8%	102	76	74.5%
2004	2006	112	84	75.0%	110	73	66.4%
2005	2007	80	46	57.5%	144	108	75.0%

11. Please indicate if you experienced any of the following significant life changes during the NEPS program? (check all that apply)

- Overall, 78.6% of respondents experienced some type of significant life change during the NEPS program. Specifically, 42.9% of moved during the NEPS program. Also, 37.0% experienced an illness or death of a family member, and 32.5% experienced uncertainty of Nursing as their profession. Other life changes experienced include a change in marital status (18.2%), personal illness (15.6%), and care giving to dependents (14.3%).

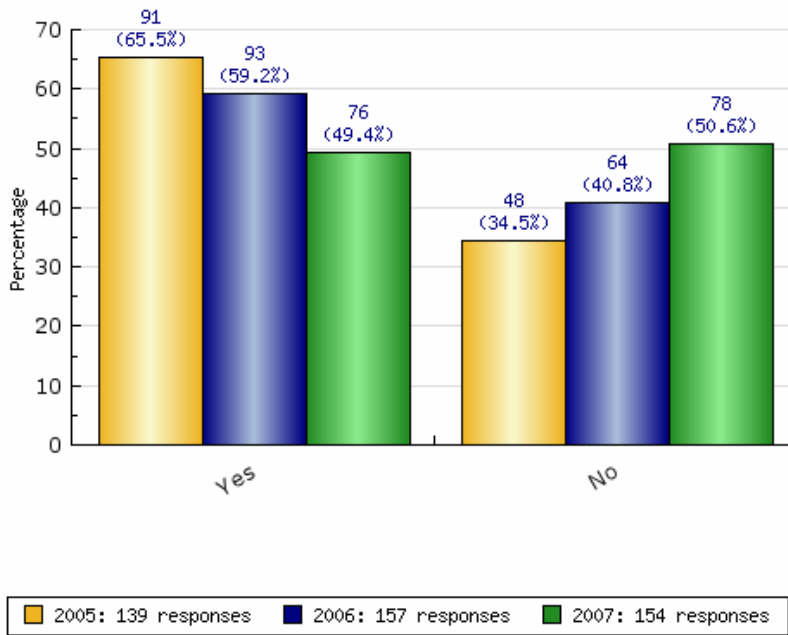


Entry under "Other":

(1) Financial, high tuition and books.

12. Did you work as a 'senior assistant' during your NEPS program?

- A 'senior assistant' is a nursing student employed by a health region after the third year of the program. One half (49.4%) of respondents worked as a senior assistant during their NEPS program; this has decreased from 65.5% two years earlier.



- Those who graduated from the Saskatoon site were more likely than those from the Regina site to work as a senior assistant.

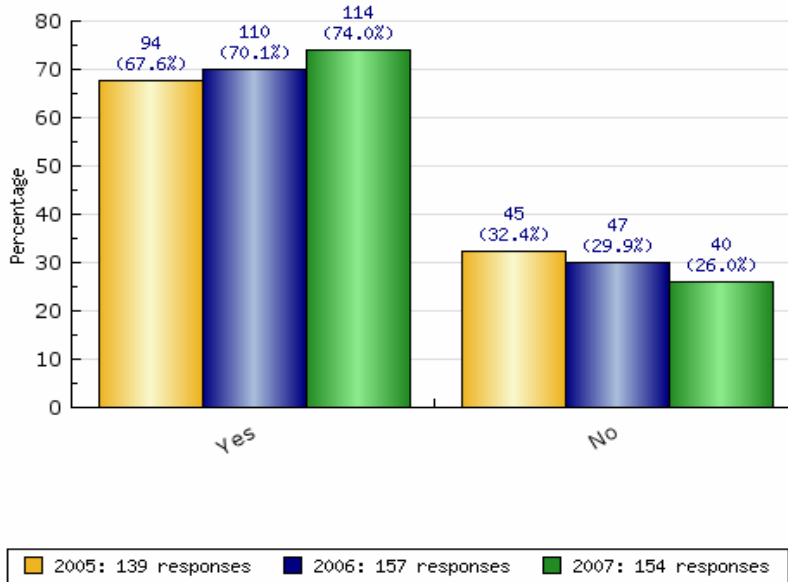
What was your program site at graduation from the NEPS program		Did you work as a Senior Assist during your NEPS program		Total
		Yes	No	
Regina	Count	15	29	44
	%	34.1%	65.9%	100.0%
Saskatoon	Count	61	49	110
	%	55.5%	44.5%	100.0%
Total	Count	76	78	154
	%	49.4%	50.6%	100.0%

- Those who were over 25 years old when they started the program were much less likely than younger respondents to have worked as a senior assistant.
-

Age at entry into the program		Did you work as a Senior Assist during your NEPS program		Total
		Yes	No	
20 or younger	Count	47	39	86
	%	54.7%	45.3%	100.0%
21 to 25	Count	25	20	45
	%	55.6%	44.4%	100.0%
Over 25	Count	4	18	22
	%	18.2%	81.8%	100.0%
Total	Count	76	77	153
	%	49.7%	50.3%	100.0%

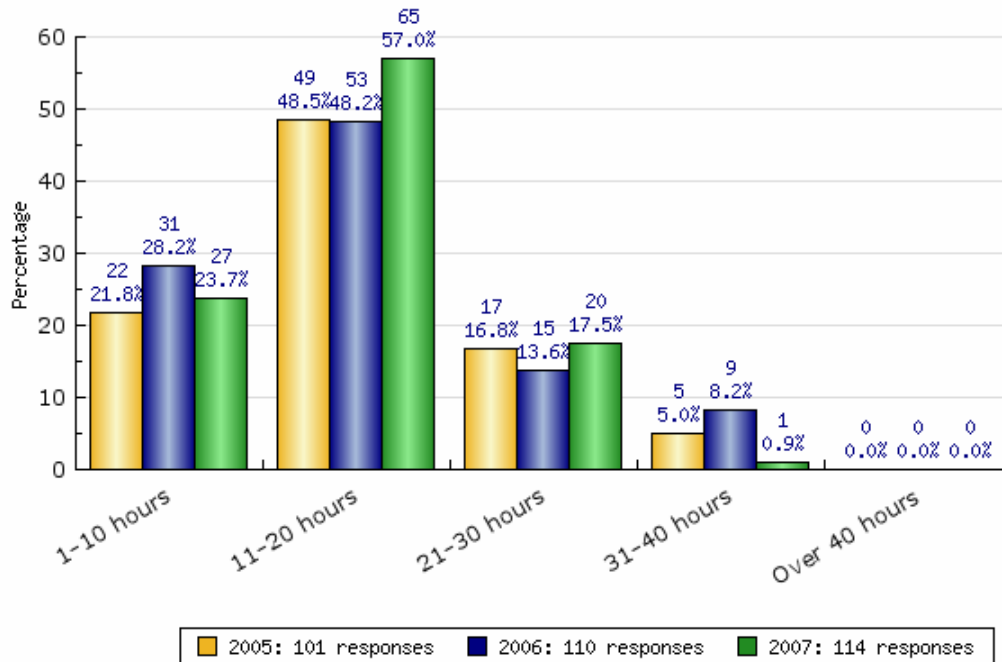
13. Did you have a job while in the NEPS program?

- Three quarters (74.0%) of respondents had a job while enrolled in the NEPS program, which is a slight increase from 67.6% two years earlier.



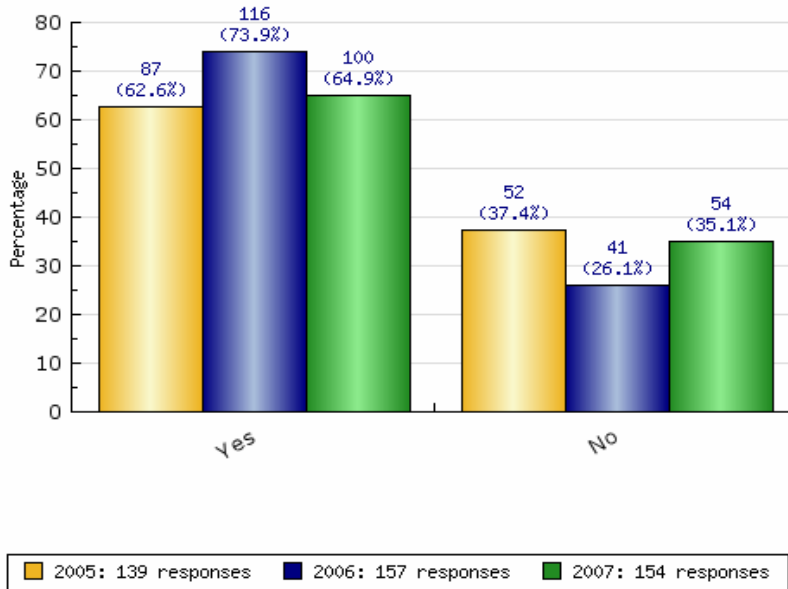
14. On average, how many hours a week did you work at your job?

- More than one half (57.0%) of those who had a job while in the NEPS program worked 11 to 20 hours per week. Another 23.7% worked between one and ten hours per week and 18.4% worked more than 20 hours per week. The average was 16.0 hours per week.



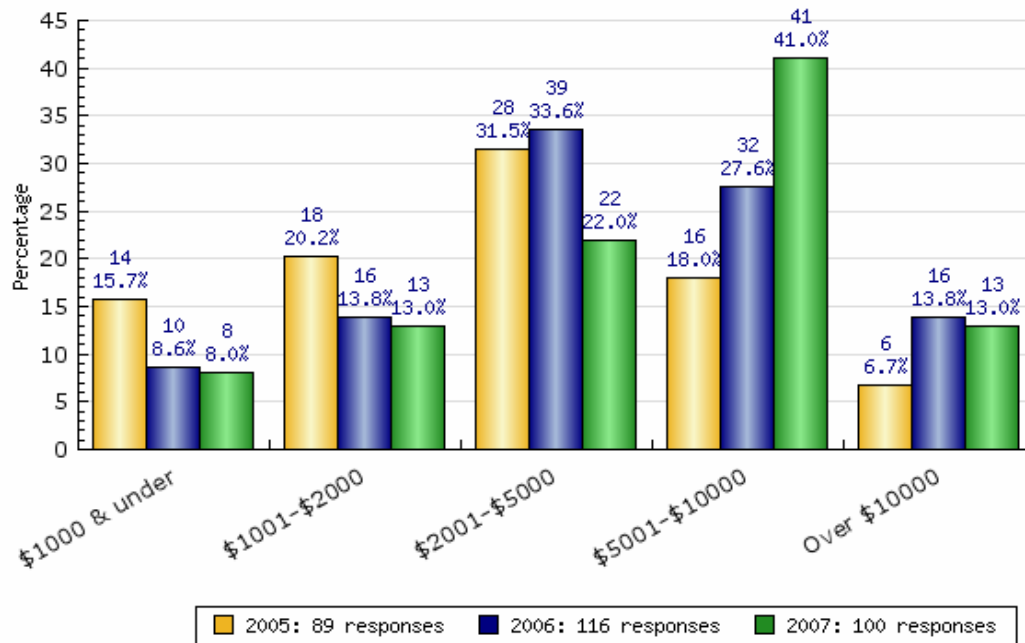
15. Did you receive any scholarships or bursaries during the program?

- 64.9% of respondents received scholarships or bursaries during the program.



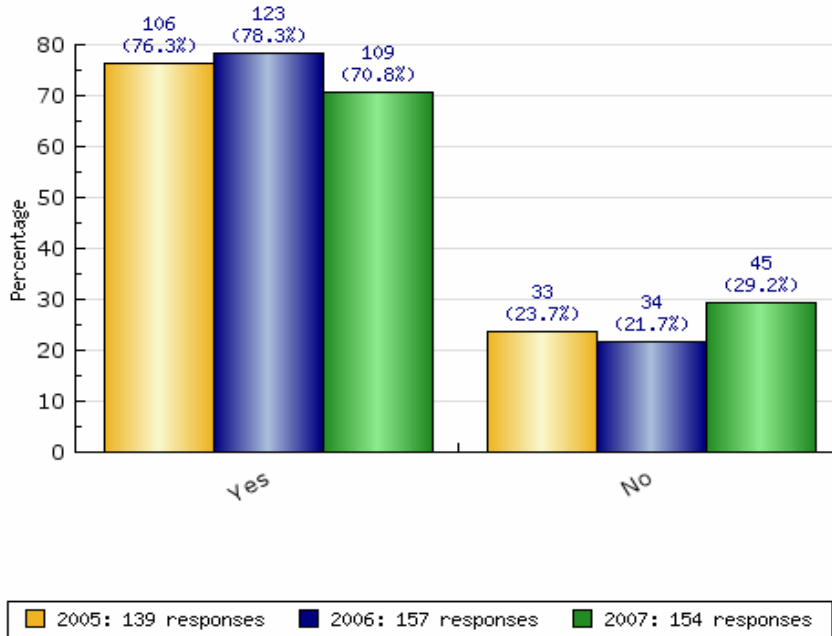
16. What was the total dollar value of scholarships or bursaries you received during the NEPS program?

- Of those who received scholarships or bursaries, 41.0% received between \$5,001 and \$10,000. Another 22.0% received between \$2,001 and \$5,000. The average amount of scholarships or bursaries that respondents received is \$6,034.



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

- Seven in ten (70.8%) have received student or educational loans during the program, which is slightly less than the previous year (78.3%).



- Those who were 20 years old or less when they entered the program were less likely than older respondents to have student loans.

Age at entry into the program		Did you obtain any student or educational loans during the program		Total
		Yes	No	
20 or younger	Count	52	34	86
	%	60.5%	39.5%	100.0%
21 to 25	Count	39	6	45
	%	86.7%	13.3%	100.0%
Over 25	Count	17	5	22
	%	77.3%	22.7%	100.0%
Total	Count	108	45	153
	%	70.6%	29.4%	100.0%

- Interestingly, those who had a job while in the program and those who received scholarships were equally likely as those who did not have a job or receive scholarships to have student loans.

Did you have a job while in the NEPS program		Did you obtain any student or educational loans during the program		Total
		Yes	No	
Yes	Count	81	33	114
	%	71.1%	28.9%	100.0%
No	Count	28	12	40
	%	70.0%	30.0%	100.0%
Total	Count	109	45	154
	%	70.8%	29.2%	100.0%

Did you receive any scholarships or bursaries		Did you obtain any student or educational loans during the program		Total
		Yes	No	
Yes	Count	70	28	98
	%	71.4%	28.6%	100.0%
No	Count	39	17	56
	%	69.6%	30.4%	100.0%
Total	Count	109	45	154
	%	70.8%	29.2%	100.0%

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

- Of those who received student or educational loans, more than one third (34.9%) accumulated more than \$35,000. Another 28.4% accumulated between \$25,001 and \$35,000. 18.3% received between \$10,001 and \$25,000 and 18.3% received \$10,000 or less. The average amount of student or educational loans received is \$29,674. The average debt for students from the previous year was \$23,871.



19. What date did you complete your NEPS program?

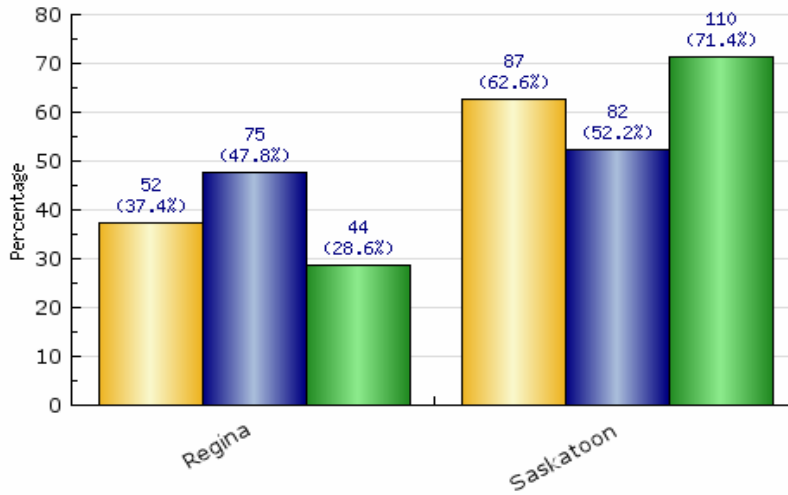
- Overall, 42.9% of respondents completed their program in April 2005. Another 18.8% completed their program in October 2005, and 20.1% in December 2004.

Year complete		Month complete				Total
		October	December	April	Other	
2003	Count	0	0	1	0	1
	% of Total	.0%	.0%	.6%	.0%	.6%
2004	Count	4	31	2	0	37
	% of Total	2.6%	20.1%	1.3%	.0%	24.0%
2005	Count	29	7	66	14	116
	% of Total	18.8%	4.5%	42.9%	9.1%	75.3%
Total	Count	33	38	69	14	154
	% of Total	21.4%	24.7%	44.8%	9.1%	100.0%

Entries under "other";
 (9) September
 (3) May
 (1) January
 (1) June

20. What was your program site at graduation from the NEPS program?

- The majority (71.4%) indicated Saskatoon as their program site at graduation, while 28.6% indicated Regina as their program site at graduation. This breakdown is very different from the previous year's survey, again a reflection of response rates.



2005: 139 responses 2006: 157 responses 2007: 154 responses

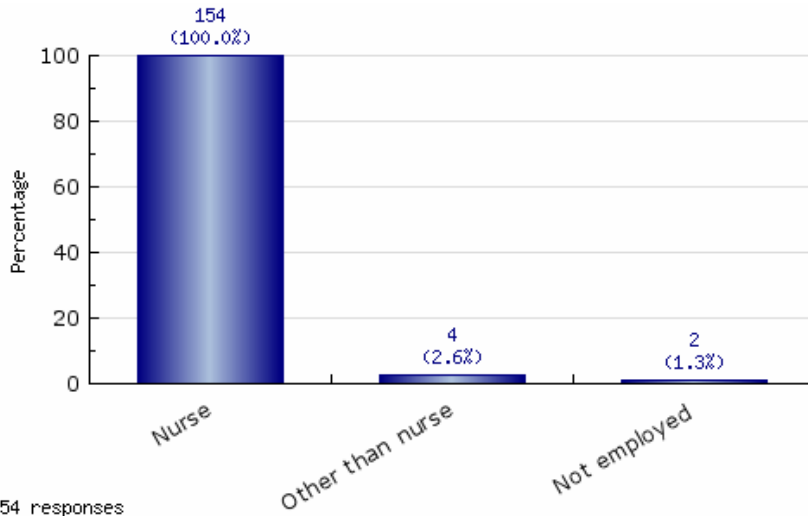
- Overall, 94.8% of respondents graduated from the same site that they entered the program.

Program site at entry to the NEPS program		Program site at graduation from the NEPS program		Total
		Regina	Saskatoon	
Regina	Count	41	5	46
	% of Total	26.6%	3.2%	29.9%
Saskatoon	Count	3	105	108
	% of Total	1.9%	68.2%	70.1%
Total	Count	44	110	154
	% of Total	28.6%	71.4%	100.0%

Experiences in the First Year After Graduation

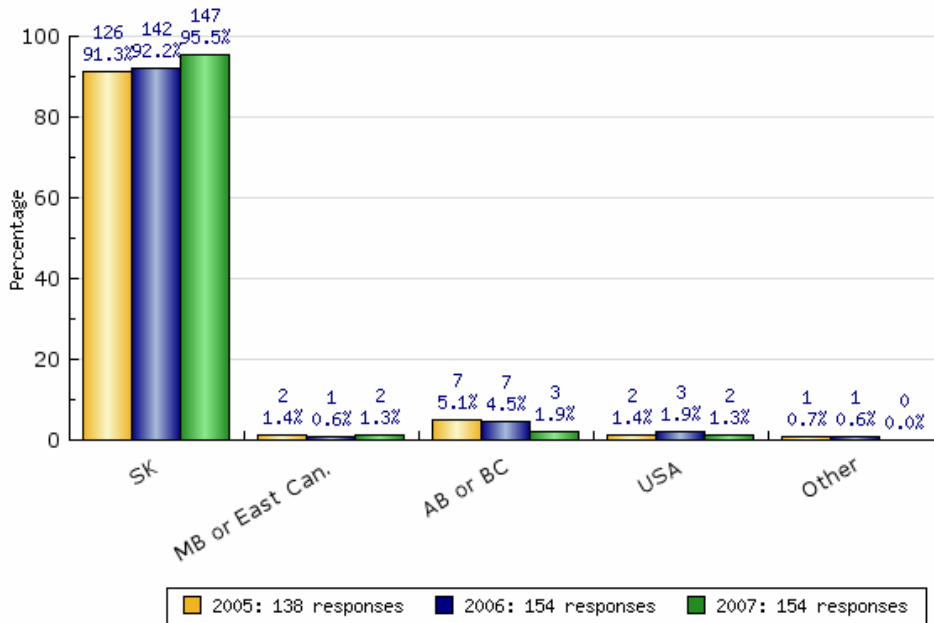
21. At any time during the first year after graduation, were you: (check all that apply)

- Every respondent was employed as a nurse at some point during the first year after graduation. Four respondents were also employed in a field other than nursing and two were unemployed for a period of time.



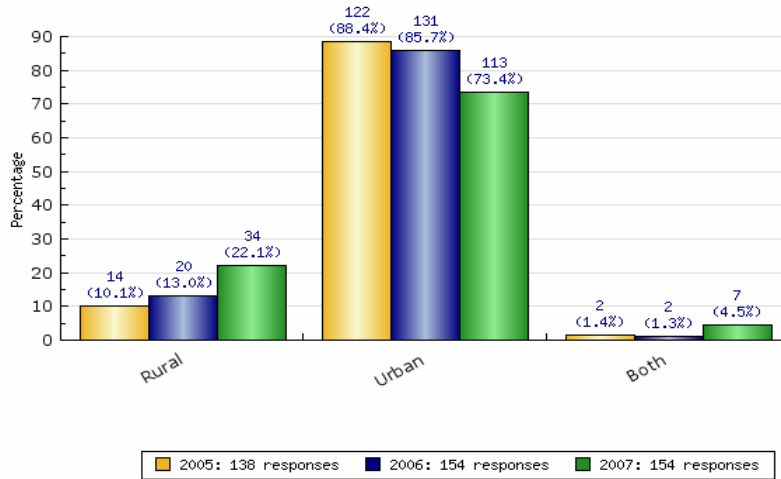
22. What was the geographical location of your first job as a graduate nurse?

- Overall, 95.5% of respondents had their first job as a graduate nurse in Saskatchewan.



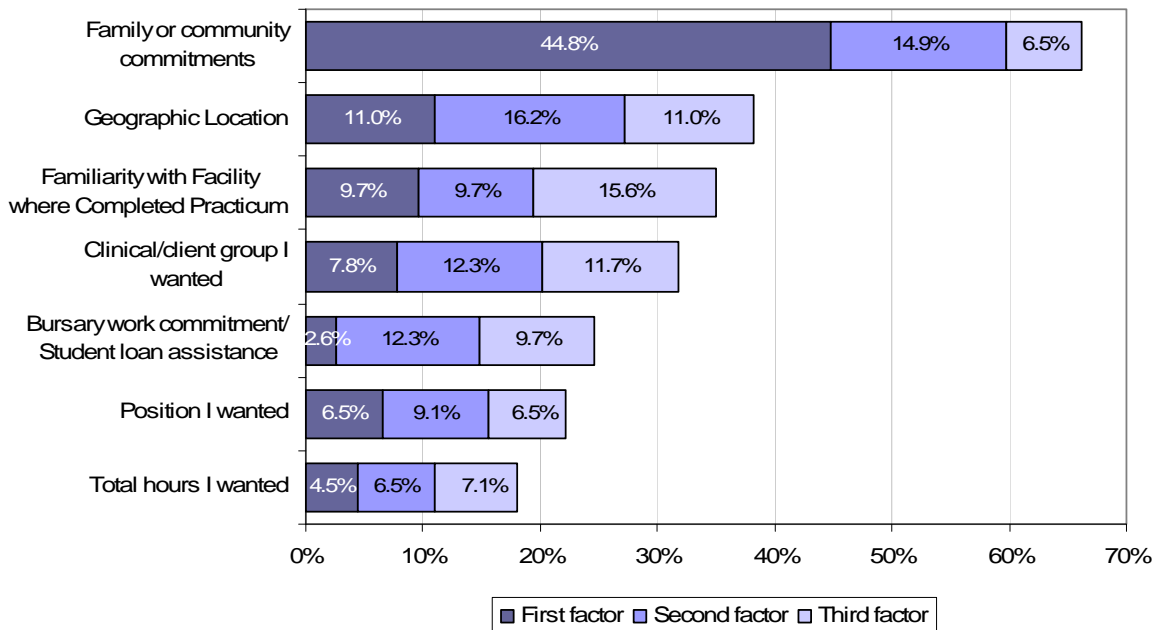
23. Please specify whether the location of your first job as a graduate nurse was:

- 73.4% of respondents indicated that their first job as a graduate nurse was in an urban setting, which has decreased from 88.4% two years earlier.



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, 2" being the second most important and "3" being the third most important:

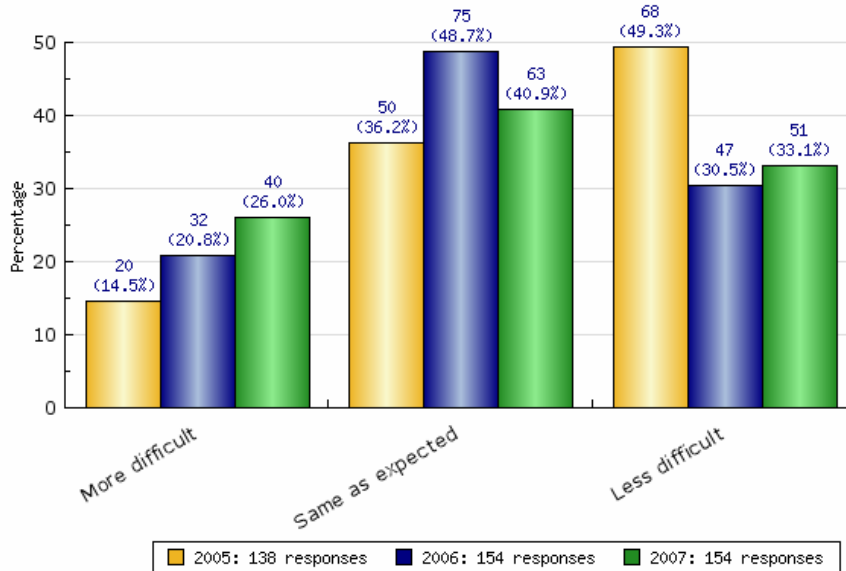
- Two thirds of respondents indicated that family or community commitments were one of the three most important factors that influenced their choice of work location for their first job as a nurse. The next most important factor was geographical location (38.2%), followed by familiarity with the facility where they completed their practicum (35.0%) and preferred clinical/client group (31.8%). One quarter (24.6%) indicated that bursary work commitment or student loan assistance was a deciding factor, while in previous years less than 3% mentioned this factor. Fewer people this year indicated they chose the position they wanted or that they were influenced by a signing bonus.



Influential Factors	2005		2006		2007	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Family or community commitments	85	61.6%	92	59.7%	102	66.2%
Geographic Location	60	43.5%	55	35.7%	59	38.2%
Familiarity with Facility where Completed Practicum	44	31.9%	68	44.2%	54	35.0%
Clinical/client group I wanted	32	23.2%	49	31.8%	49	31.8%
Bursary work commitment/ Student loan assistance	4	2.9%	3	1.9%	38	24.6%
Position I wanted	41	29.7%	49	31.8%	34	22.1%
Total hours I wanted	30	21.7%	30	19.5%	28	18.1%
Other	6	4.3%	19	12.3%	21	13.6%
Shift I wanted	7	5.1%	10	6.5%	16	10.4%
Signing bonus	33	23.9%	34	22.1%	14	9.0%
Reputation of the Institution as a quality workplace	7	5.1%	10	6.5%	12	7.7%
Salary	14	10.1%	9	5.8%	9	5.7%
College friends	5	3.6%	8	5.2%	8	5.1%
Housing provided	1	0.7%	2	1.3%	6	3.8%
Orientation program	5	3.6%	9	5.8%	3	1.9%
Mentorship opportunities	3	2.2%	5	3.2%	3	1.9%
Desire to travel	5	3.6%	3	1.9%	3	1.8%
Career planning	11	8.0%	7	4.5%	2	1.3%
Grad school Assistance	1	0.7%	0	0.0%	1	0.6%
Total	138	100	154	100	154	100

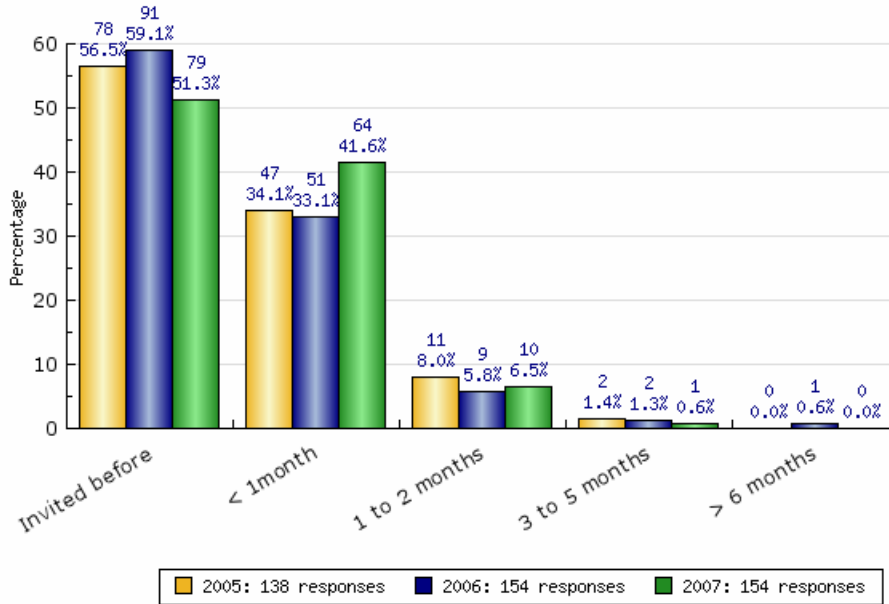
25. How did your experience in finding your first job following graduation compare with your expectations?

- Four in ten respondents (40.9%) said that finding a job following graduation was about as difficult as they expected it to be. Another 33.1% said it was less difficult and 26.0% said it was more difficult – an increase of 12% from two years earlier.



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

- Just over half (51.3%) of respondents were invited to a job before they started actively seeking employment after graduation, which is a slight decrease from 59.1% in the previous year. Another 41.6% took less than one month to obtain their first job, while 6.5% took 1 to 2 months and only one respondent took more than 2 months.

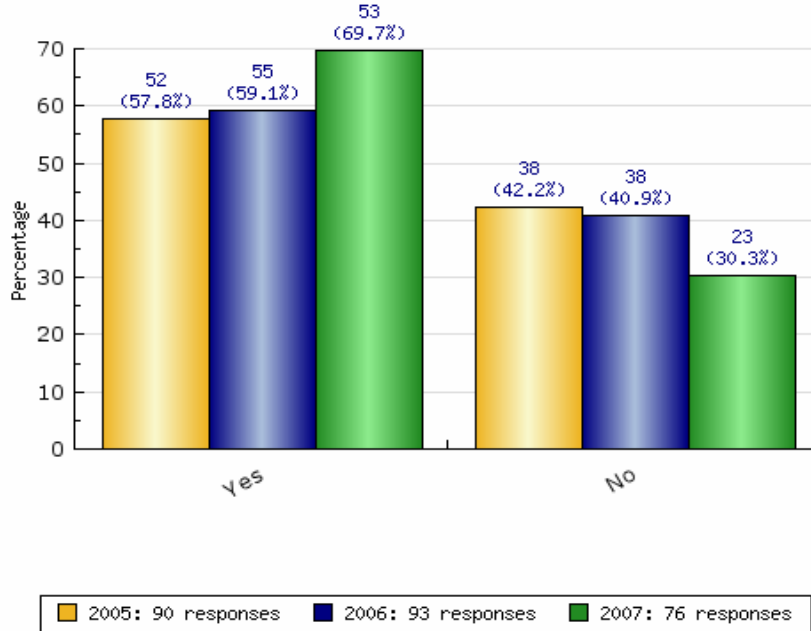


- As would be expected, the longer respondents took to find their first job, the more difficult they thought it was compared to their expectations.

How long did it take you to obtain your first job after you started actively seeking employment following graduation		How did your experience in finding your first job following graduation compare with your expectations			Total
		More difficult than expected	About the same as expected	Less difficult than expected	
Invited to a job before I started looking	Count	13	31	35	79
	%	16.5%	39.2%	44.3%	100.0%
Less than 1 month	Count	22	27	15	64
	%	34.4%	42.2%	23.4%	100.0%
1 to 2 months	Count	5	5	0	10
	%	50.0%	50.0%	.0%	100.0%
3 to 5 months	Count	0	0	1	1
	%	.0%	.0%	100.0%	100.0%
Total	Count	40	63	51	154
	%	26.0%	40.9%	33.1%	100.0%

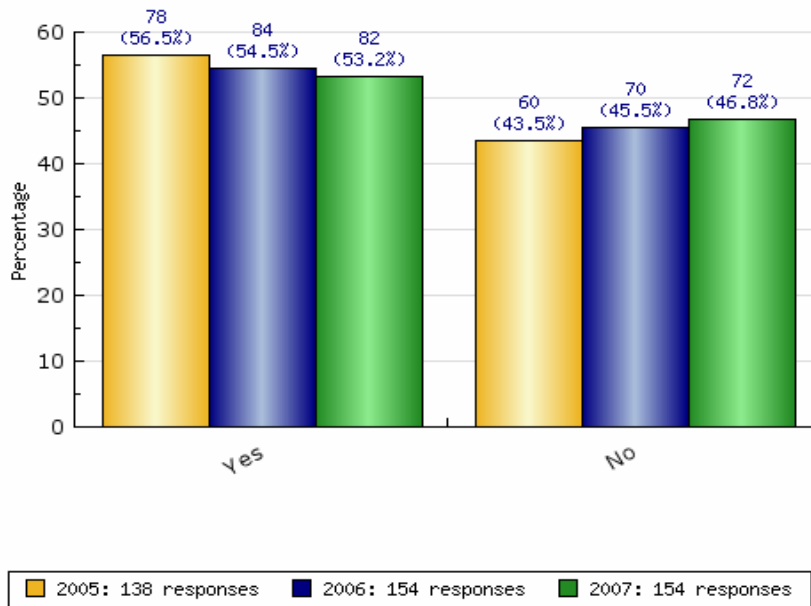
27. Did you get a job offer from a unit where you were employed as a Senior Assistant?

- Of those who were employed as a senior assistant, 69.7% received a job offer from the unit where they worked. This is an increase of more than 10 percentage points from the previous two years.



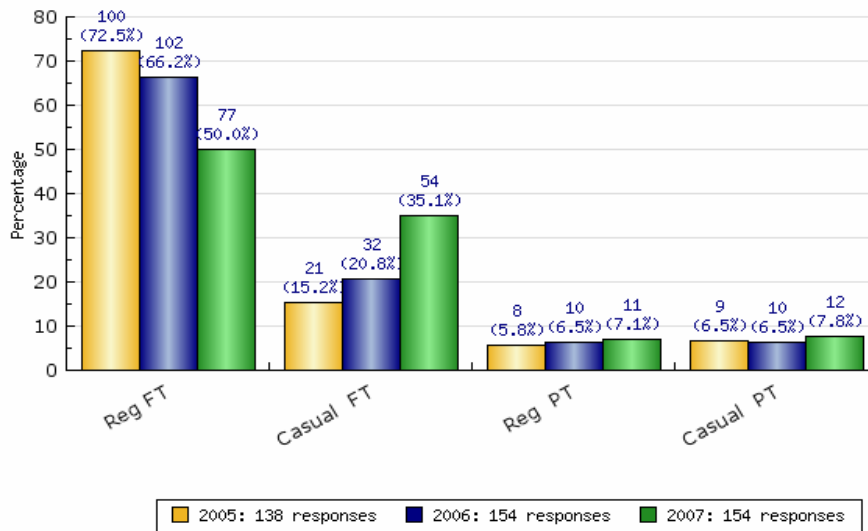
28. Did you get a job offer from a unit where you did your 4th year senior practicum?

- 53.2% of respondents received a job offer from a unit where they did their 4th year senior practicum.



29. What were the work hours of your first job as a graduate nurse?

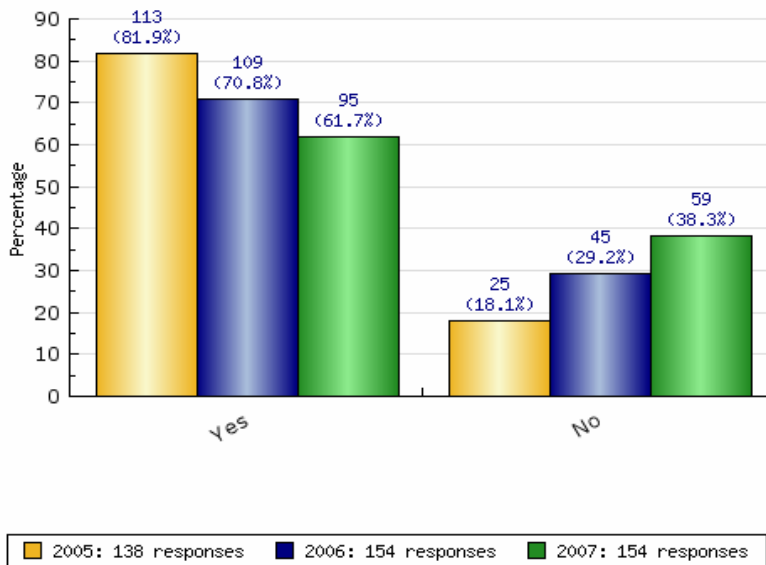
- One half of respondents (50.0%) worked regular full-time hours during their first job as a graduate nurse, which has decreased significantly from 72.5% in the 2005 study and 66.2% in the 2006 study. More than one third (35.1%) worked casual full-time hours, which is much higher than in the previous years. Another 7.1% worked regular part-time hours and 7.8% worked casual part-time hours; these percentages are about the same as in the previous two studies.



Note:
"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.)

30. Was being employed on this basis your preference?

- At 61.7%, 2005 graduates were much less likely than 2003 and 2004 graduates to work their preferred hours in their first job.



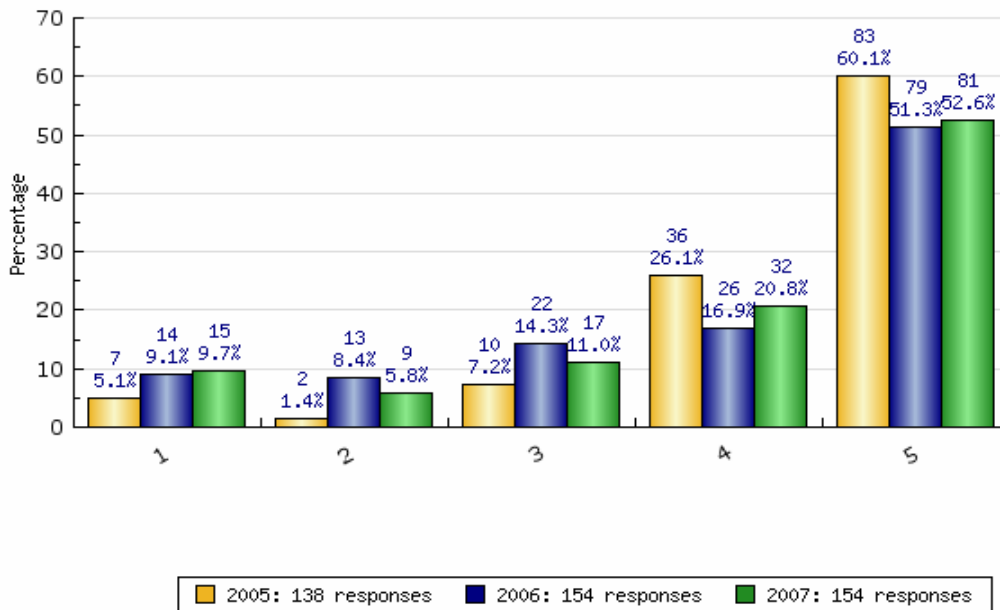
- All respondents who worked on a regular full-time basis were working their preferred hours, compared to only 23.3% of respondents who worked other hours.

What were the work hours of your first job as a graduate nurse		Was being employed on a {Hours} basis your preference		Total
		Yes	No	
Regular full-time	Count	77	0	77
	%	100.0%	.0%	100.0%
Casual full-time	Count	15	39	54
	%	27.8%	72.2%	100.0%
Regular part-time	Count	1	10	11
	%	9.1%	90.9%	100.0%
Casual part-time	Count	2	10	12
	%	16.7%	83.3%	100.0%
Total	Count	95	59	154
	%	61.7%	38.3%	100.0%

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

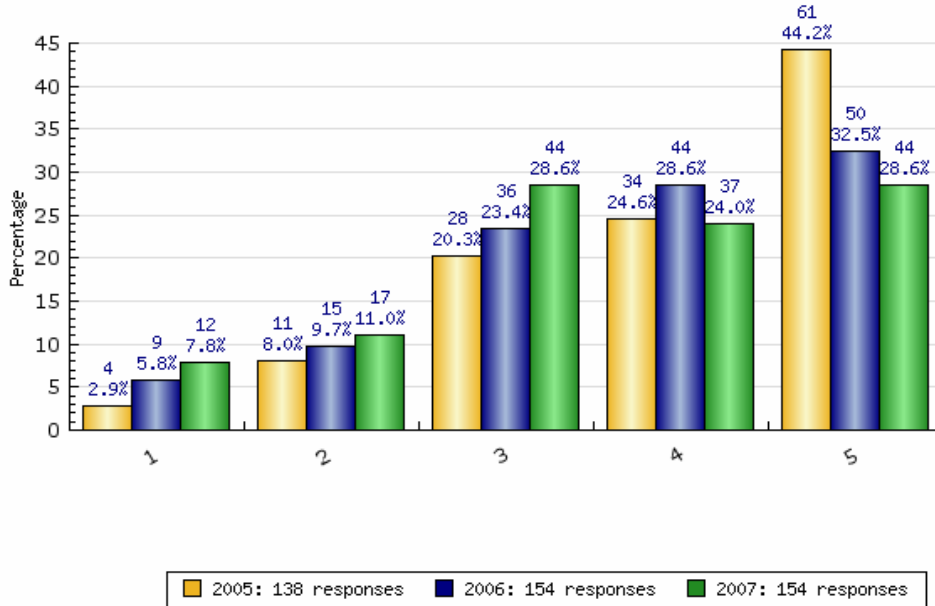
a. Location

- With an average rating of 4.0 out of 5, 73.4% of respondents said that the location of their first job was ideal or highly ideal, giving a rating of 4 or 5 out of 5.



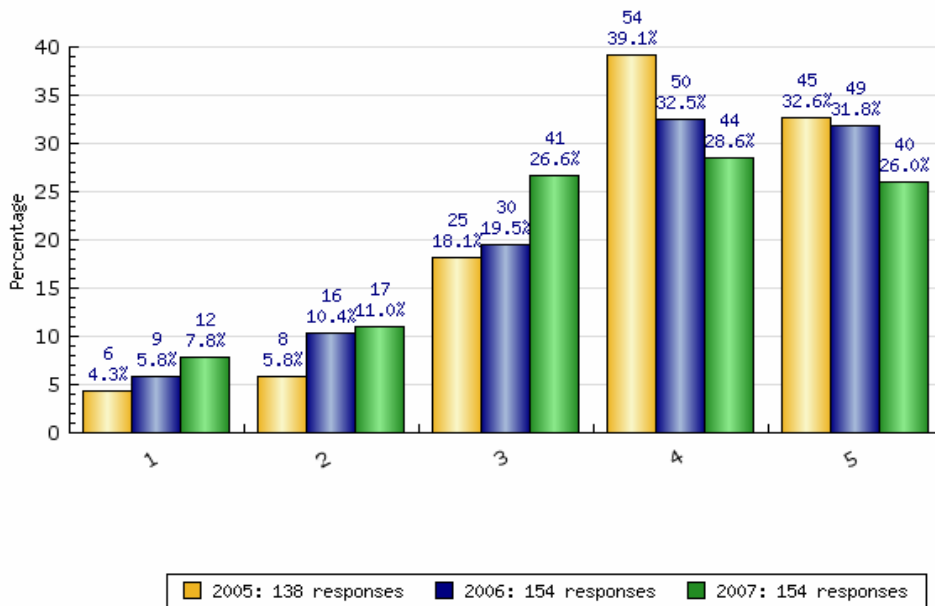
b. Client Group

- With an average rating of 3.5 out of 5, 52.6% of respondents said that the client group at their first job was ideal or highly ideal, giving a rating of 4 or 5 out of 5. This is lower than the average ratings of 3.7 in 2006 and 4.0 in the 2004 and 2005 studies.



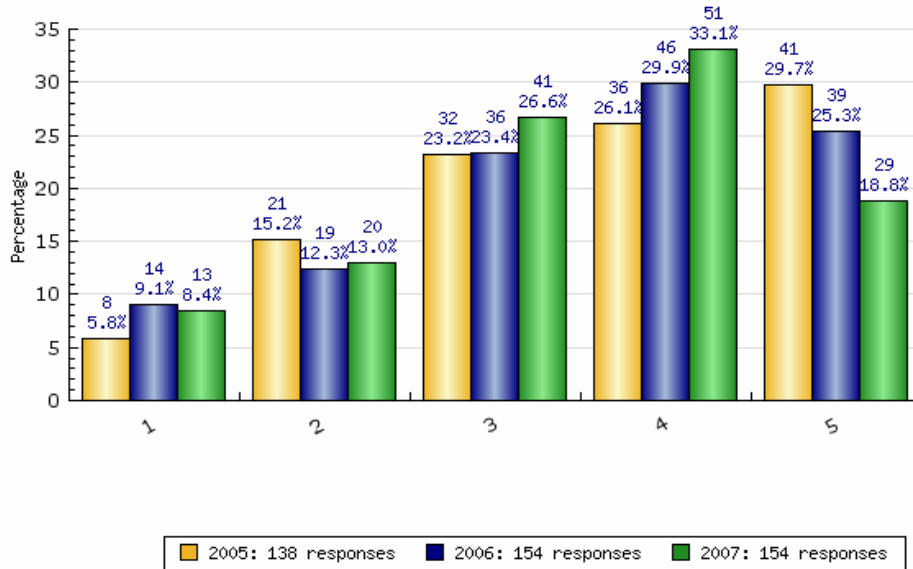
c. Responsibilities

- With an average rating of 3.5 out of 5, 54.6% of respondents said that the responsibilities of their first job were ideal or highly ideal, giving a rating of 4 or 5 out of 5. The average rating has been decreasing steadily since 2004.



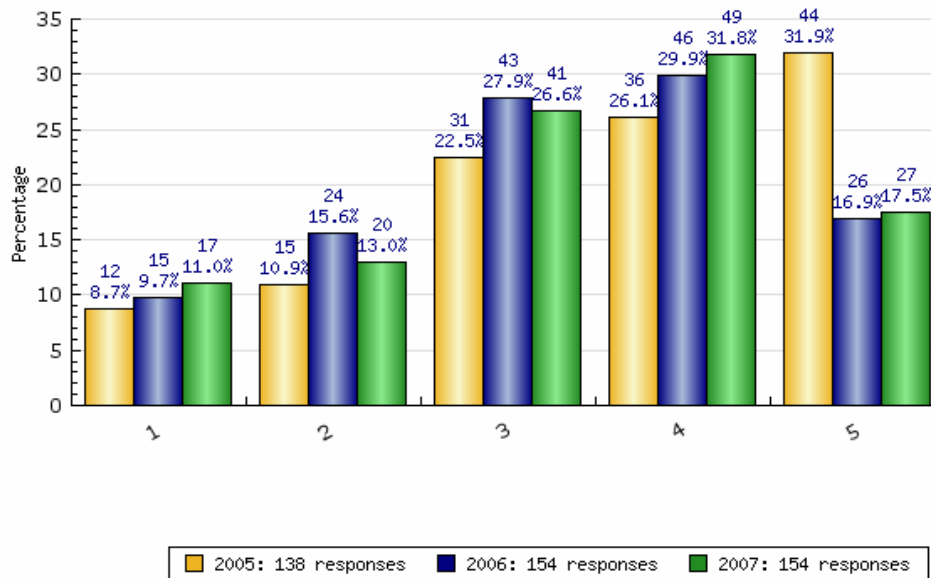
d. Shifts

- With an average rating of 3.4, 51.9% of respondents said that the shifts of their first job were ideal or highly ideal, giving a rating of 4 or 5 out of 5.



e. Work Environment

- With an average rating of 3.3 out of 5, 49.3% of respondents said that the working environment of their first job was ideal or highly ideal, giving a rating of 4 or 5 out of 5. The average rating is the same as in the 2006 study, but has decreased from 3.6 in 2005.

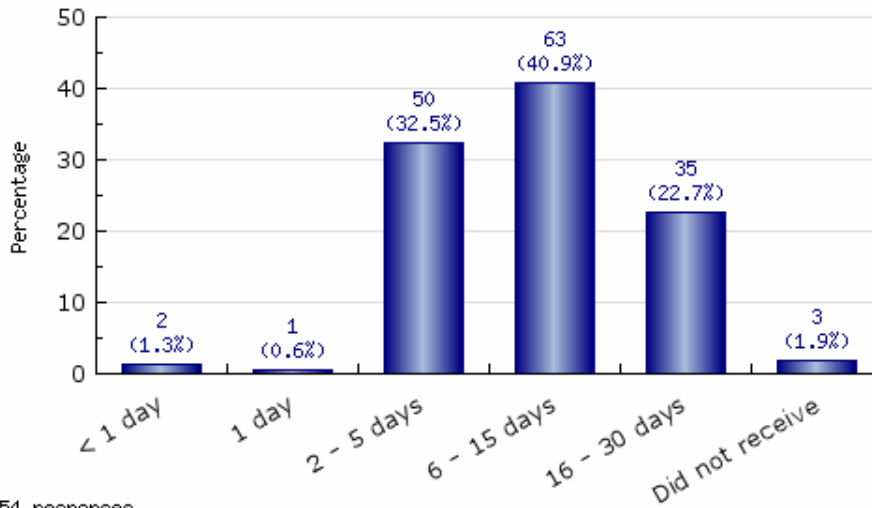


- The following table shows the average ratings from 2005, 2006 and 2007 for each attribute. Each year, respondents are most satisfied with location and least satisfied with their shifts and work environment.

Attribute	2005	2006	2007
Location	4.35	3.93	4.01
Client Group	3.99	3.72	3.55
Responsibilities	3.90	3.74	3.54
Shifts	3.58	3.50	3.41
Work Environment	3.61	3.29	3.32

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

- 40.9% of respondents had an orientation period of 6 to 15 days. Another 32.5% had an orientation period of 2 to 5 days and 22.7% for 16 to 30 days. Three respondents had an orientation period of one day or less, three did not have an orientation period at all.

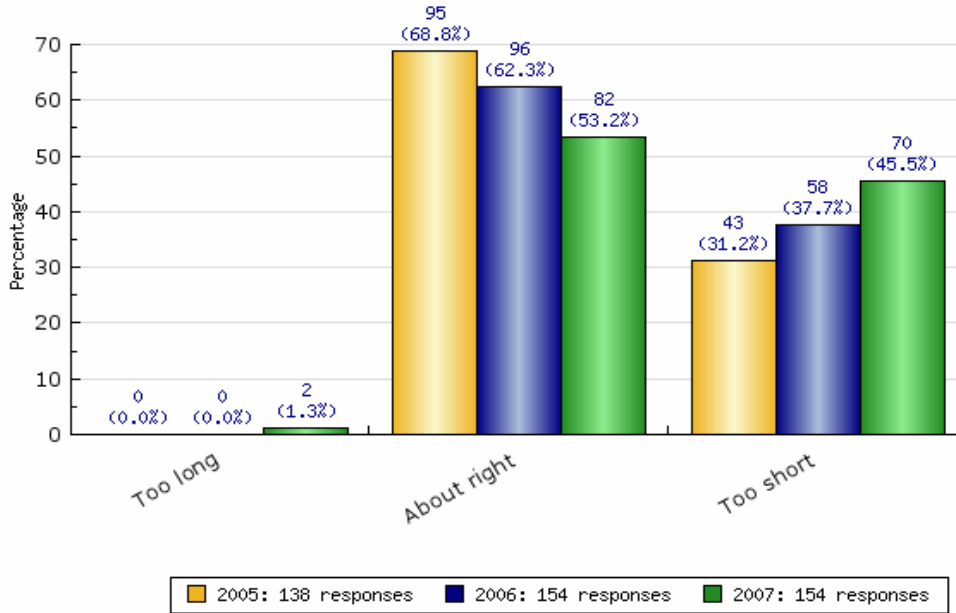


154 responses

	2005		2006		2007	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Less than 1 day	1	0.7	0	0.0	2	1.3
1 day	1	0.7	2	1.3	1	0.6
2 to 5 days	49	35.5	44	28.6	50	32.5
6 to 30 days	84	60.9	106	68.8	98	63.6
Did not receive	3	2.2	2	1.3	3	1.9
Total	138	100	154	100	154	100

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

- Just over half (53.2%) of respondents felt that the length of their orientation was about right. This is a significant decrease from approximately two thirds in the previous two years.

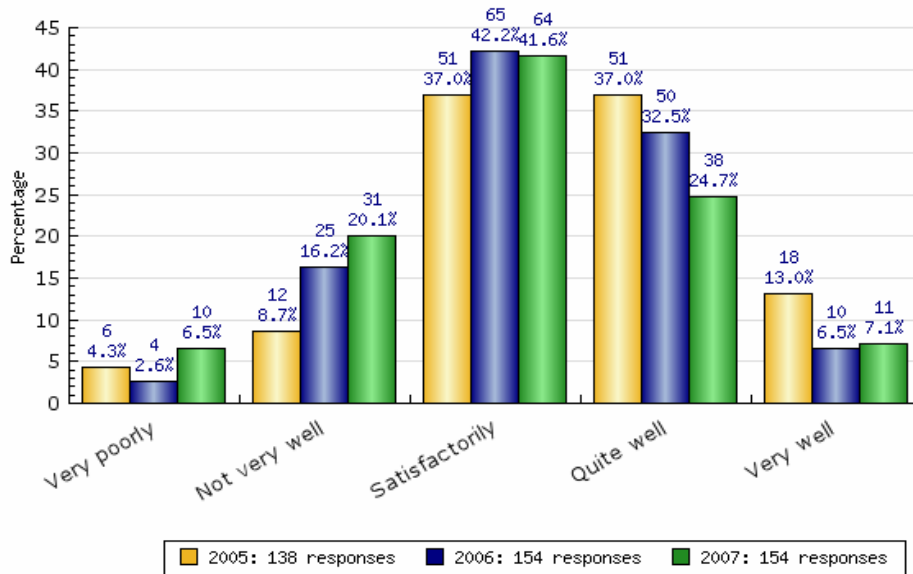


- Respondents whose orientation was less than 6 days in length are most likely to feel that it was too short (75.0%), compared to 34.9% of those whose orientation was between 6 and 15 days long, and 17.1% of those whose orientation was between 16 and 30 days long.

When you started your first nursing job, what was the length of your orientation		How did you feel about the length of your orientation for your first position			
		Too long	About right	Too short	Total
0 to 5 days	Count	0	14	42	56
	%	.0%	25.0%	75.0%	100.0%
6 - 15 days	Count	1	40	22	63
	%	1.6%	63.5%	34.9%	100.0%
16 - 30 days	Count	1	28	6	35
	%	2.9%	80.0%	17.1%	100.0%
Total	Count	2	82	70	154
	%	1.3%	53.2%	45.5%	100.0%

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

- Overall, 73.4% of respondents said that their orientation program prepared them at least satisfactorily for their first position, which is a decrease from 87.0% in 2005 and 81.2% in 2006.

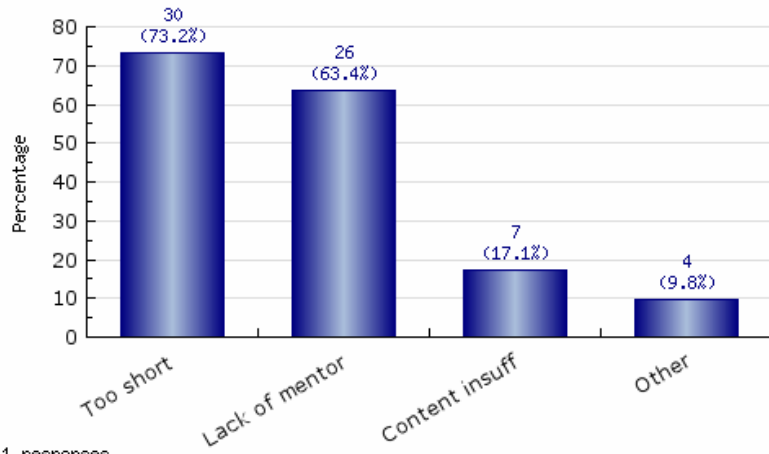


- Nearly one half of those who had an orientation of 5 days or less were not satisfied with how well it prepared them for their first position.

When you started your first nursing job, what was the length of your orientation	How well did your orientation program prepare you for your first position				
	Not very well or poorly	Satisfactory	Quite well	Very well	Total
5 days or less					
Count	26	20	8	2	56
%	46.4%	35.7%	14.3%	3.6%	100.0%
6 - 15 days					
Count	12	31	19	1	63
%	19.0%	49.2%	30.2%	1.6%	100.0%
16 - 30 days					
Count	3	13	11	8	35
%	8.6%	37.1%	31.4%	22.9%	100.0%
Total					
Count	41	64	38	11	154
%	26.6%	41.6%	24.7%	7.1%	100.0%

35. What was lacking from your orientation?

- Of those who did not think their orientation was satisfactory, 73.2% said it was too short. Also, 63.4% of respondents felt that a mentor was lacking from their orientation and 17.1% (seven respondents) felt that the content of the orientation was insufficient.



41 responses

Entries under "Content":

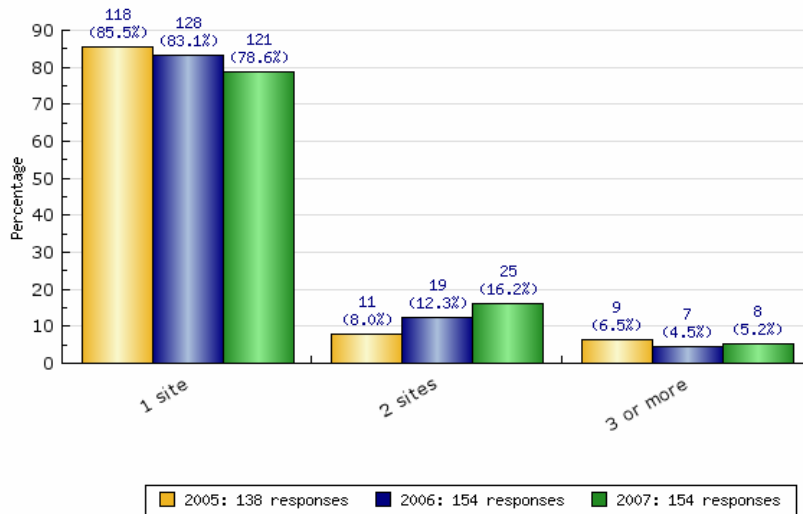
- (1) Everything was wrong with it.
- (1) Needs more content on basic procedures.
- (1) Policy and procedure.
- (1) Procedures and client preparations for procedures.
- (1) Roles, expectations, and responsibilities.
- (1) Routine, ward surgery, tests.
- (1) What conditions were mostly specific to the floor.

Entries under "Other":

- (1) No extra courses offered i.e. ACLS.
- (1) Primary care nursing is too much for a new graduate
- (1) School clinical did not reflection on real patients
- (1) The staffing level was poor.
- (1) Too many new procedures and equipment.

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

- 78.6% of respondents worked at one site for their first job as a graduate nurse. Another 16.2% worked at two sites, and 5.2% worked at 3 or more sites.



37. What type of organization was/were the site(s) at which you worked?**(Note: The primary site is the site where you had the most hours per week)**

- Seven in ten (69.5% of) respondents worked at a general hospital with at least 100 beds at their first job's primary site. Two in ten (20.8%) worked at a general hospital with less than 100 beds.

Description	2005		2006		2007	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
General hospital, 100 beds and over	97	70.3	119	77.3	107	69.5
General hospital, less than 100 beds	35	25.4	30	19.5	32	20.8
Community Health/Health Centre	3	2.2	4	2.6	6	3.9
Nursing Home/Long Term Care Facility	1	0.7	1	0.6	3	1.9
Mental Health Centre / Hospital	0	0.0	0	0.0	4	2.6
Rehabilitation/Convalescent Centre	0	0.0	0	0.0	1	0.6
Other, (please specify)	2	1.4	0	0.0	1	0.6
	138	100	154	100	154	100

- In total, 70.8% of respondents worked at a general hospital with more than 100 beds at one or more sites in their first position. A total of 23.4% worked at a general hospital with less than 100 beds at one or more sites, and 4.5% at a community health centre.

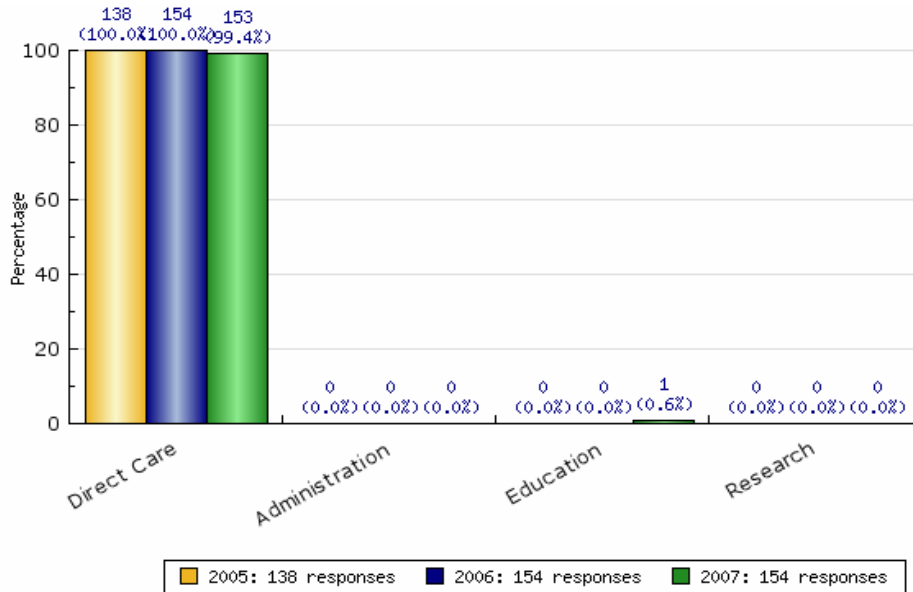
Description	First Site (n=154)	Second Site (n=33)	Third Site (n=8)	Net % of total respondents at one or more sites (n=154)
General hospital, 100 beds and over	107	15	2	70.8%
General hospital, less than 100 beds	32	10	3	23.4%
Community Health/Health Centre	6	1	0	4.5%
Mental Health Centre / Hospital	4	1	0	2.6%
Nursing Home/Long Term Care Facility	3	1	0	2.6%
Other	1	3	0	2.6%
Home Care Agency	0	0	3	1.9%
Nursing Stations (Outpost or clinics)	0	1	0	0.6%
Rehabilitation/Convalescent Centre	1	0	0	0.6%
Association/Government	0	1	0	0.6%

38. What was your position?

- At their primary site, all respondents worked as a staff nurse. At their secondary site, one respondent indicated they were a CNO, one was a researcher and one was a co-ordinator. All other second and third site positions were staff nurses.

39. What was your main area of responsibility?

- At their primary site, all but one respondent provided direct care and one was in education. At their secondary site, one respondent was in administration, one was in education and one was in research. All other second and third site responsibilities were in direct care.



40. In what area did you provide:

- In total, 66.2% of all respondents worked in the medical/surgical area of direct care at one or more sites in their first job. The next most common area was pediatric, at 16.9%, followed by geriatric at 13.0%, maternal/newborn at 12.3% and emergency care at 11.7%.

Main Area	Specific Area	Frequency in First site (n=154)	Frequency in Second Site (n=30)	Frequency in Third Site (n=8)	Net % of total respondents at one or more sites (n=154)
Direct Care (n=153)	Medical/Surgical	98	14	4	66.2%
	Pediatric	21	6	0	16.9%
	Geriatric/Long term care	19	3	0	13.0%
	Maternal/Newborn	16	4	0	12.3%
	Emergency care	18	3	0	11.7%
	Psychiatric/Mental Health	10	2	0	7.8%
	Several clinical areas	6	2	0	4.5%
	Critical Care	7	0	0	4.5%
	Community Health	4	3	1	3.9%
	Home care	2	0	3	2.6%
	Oncology	3	0	1	2.6%
	Rehabilitation	3	0	0	1.9%
	Ambulatory Care	2	0	0	1.3%
	Operating Room/RR	1	0	0	0.6%
	Occupational Health	0	0	0	0.0%
Other	5	2	0	4.5%	
Education (n=2)	Teaching - Employees	0	1	0	0.6%
	Teaching - Clients	1	0	0	0.6%
Administration (n=1)	Service	0	1	0	0.6%
Research (n=1)	Nursing Research only	0	1	0	0.6%
	Other	0	1	0	0.6%

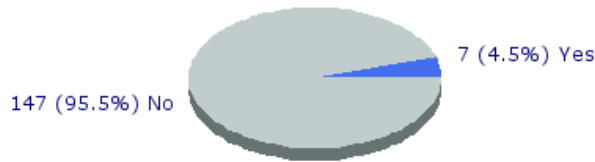
41. On average, how many hours per week did you work?

- In total, when considering the hours worked at all sites, respondents worked an average of 38.6 hours per week in their first job as a graduate nurse, ranging from 18 to 80 hours. This is very similar to 2006 (38.5) and 2005 (37.7).

Hours/Week	Minimum	Maximum	Average
Primary Site	12	70	35.3
Secondary Site	1	40	13.7
Third Site	3	20	11.7
Total	18	80	38.6

41a. Did you work in a forensic setting?

- Seven respondents (4.5%) worked in a forensic setting at their first job.

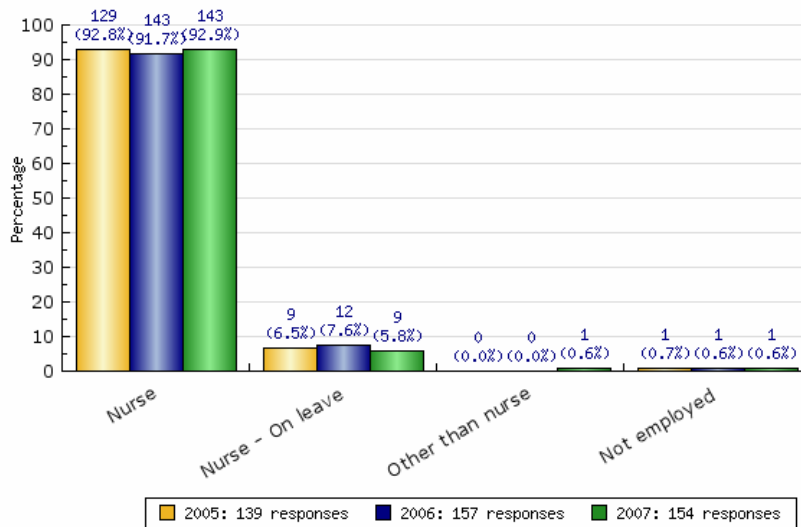


154 responses

Current Employment Situation

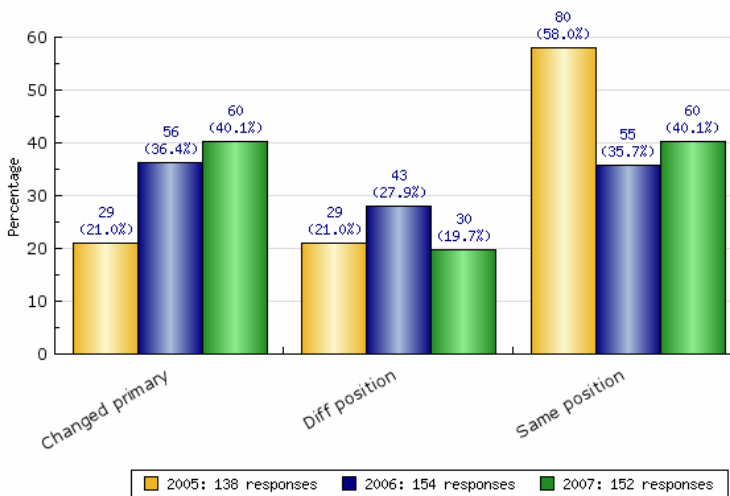
44. What is your current employment status?

- Of the total graduates surveyed, all but two indicated they are currently employed as a nurse. This includes 5.8% who are currently on leave. One respondent is employed in a field other than nursing, and one is not employed.



48. Has your primary employment changed since your first job?

- Four in ten (40.1%) of those employed as a nurse have changed their primary job. Another 40.1% have not changed their primary employment, and 19.7% work for the same primary employer, but in a different position. These numbers changed significantly from the 2005 to 2006 studies, but have remained similar this year.



49. Please indicate the MAIN reason you left your former primary employer?

- Of those who left their primary employer, 31.1% did so because they were dissatisfied with their job. Another 18.0% left due to personal reasons and 18.0% moved from a temporary to a permanent position.

Please indicate the MAIN reason you left your former primary employer	Frequency	Percent
Dissatisfied with former job	19	31.1%
Personal reasons	11	18.0%
Found a permanent job	11	18.0%
Family responsibilities	6	9.8%
New position with better job security	5	8.2%
Other	5	8.2%
New job pays better	4	6.6%
Total	61	100.0%

Entries under "Other":

- (2) Travel experience.
- (1) Geographic location.
- (1) Grad studies.
- (1) Moved out of Saskatoon.

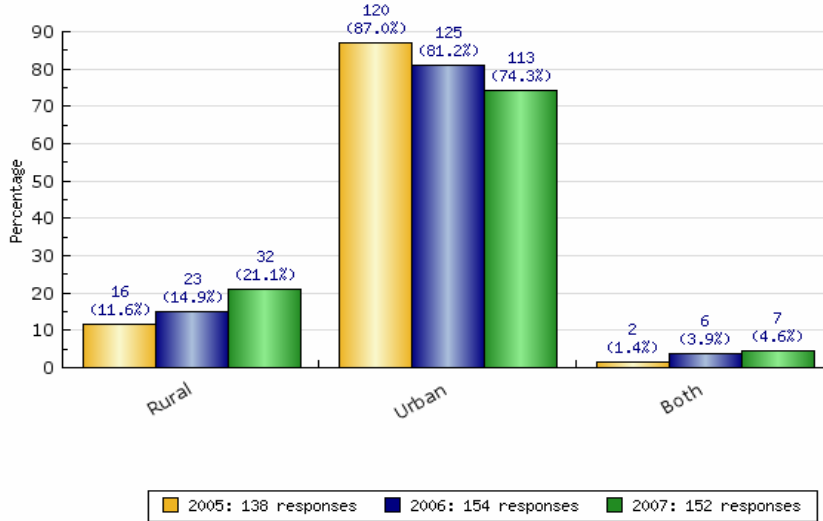
50. Where is the geographical location of your current job?

- 92.8% of respondents currently work in Saskatchewan, compared to 95.5% in their first job. Four of the nine respondents working outside of Saskatchewan expect to return to the province.

Description	2005		2006		2007	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Saskatchewan	115	83.3	133	87.5	141	92.8
Manitoba or Eastern Canada	3	2.2	1	0.7	1	0.7
Alberta or BC	11	8.0	11	7.2	5	3.3
USA	6	4.3	4	2.6	4	2.6
Other	3	2.2	3	2.0	1	0.7
	138	100	152	100	152	100

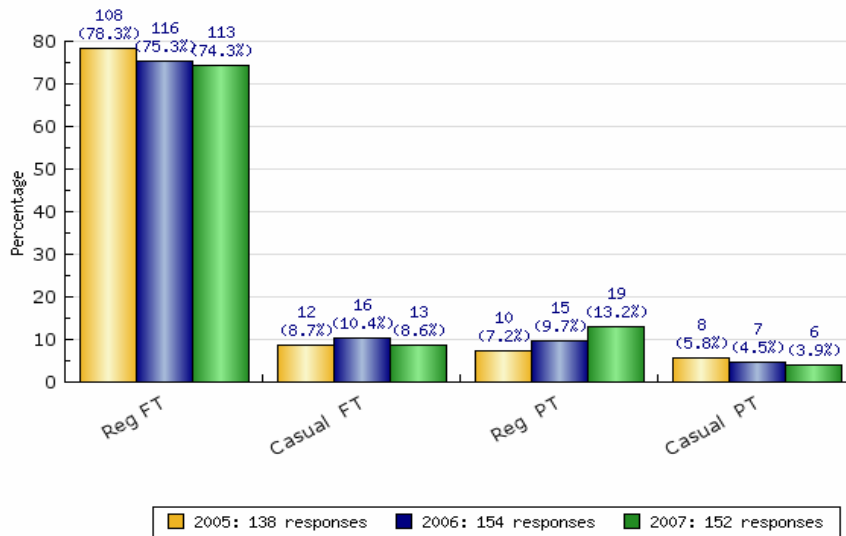
52. Please specify whether the location of your current job is:

- 74.3% of respondents are currently employed in an exclusively urban setting, which has decreased from 87% of 2005 respondents and 81.2% of 2006 respondents.



53. What are your current work hours?

- Three quarters (74.3%) of respondents currently work regular full-time hours, which is up from 50.0% in their first job. Another 8.6% work casual full-time hours, two years after graduation. Also, 13.2% work regular part-time hours, and 3.9% work casual part-time hours.



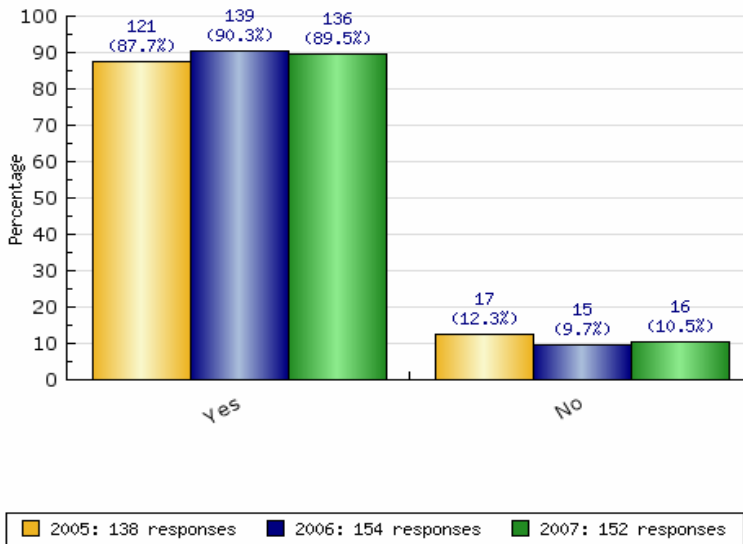
Note: "Regular" reflects permanent employment, even though it may be time limited; "Casual" reflects the fact that the employment does not guarantee a fixed number of hours of work per pay period. (It also would include occasional, on call, on demand, or seasonal work.)

- Overall, 60.8% of respondents who worked casual full-time hours in their first job, and 66.7% of respondents who worked casual part-time hours in their first job are now working regular full-time hours.

What were the work hours of your first job as a graduate	What are your current work hours				Total	
	Regular full-time	Casual full-time	Regular part-time	Casual part-time		
Regular full-time	Count	68	2	5	1	76
	%	89.5%	2.6%	6.6%	1.3%	100.0%
Casual full-time	Count	32	10	8	3	53
	%	60.4%	18.9%	15.1%	5.7%	100.0%
Regular part-time	Count	5	1	3	2	11
	%	45.5%	9.1%	27.3%	18.2%	100.0%
Casual part-time	Count	8	0	4	0	12
	%	66.7%	.0%	33.3%	.0%	100.0%
Total	Count	113	13	20	6	152
	%	74.3%	8.6%	13.2%	3.9%	100.0%

54. Is being employed on this basis your preference?

- Nine in ten (89.5%) prefer the hours they are currently working, while 10.5% do not.



- Respondents who are currently working regular hours, either full-time or part-time, are most likely to prefer their current hours while those working casual full-time hours are least likely.

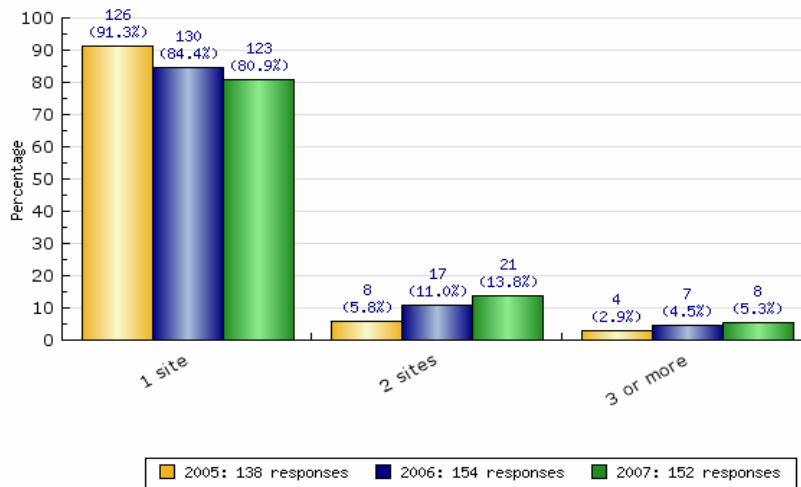
What are your current work hours	Is being employed on a (Hours) basis your preference		Total	
	Yes	No		
Regular full-time	Count	109	4	113
	%	96.5%	3.5%	100.0%
Casual full-time	Count	7	6	13
	%	53.8%	46.2%	100.0%
Regular part-time	Count	16	4	20
	%	80.0%	20.0%	100.0%
Casual part-time	Count	4	2	6
	%	66.7%	33.3%	100.0%
Total	Count	136	16	152
	%	89.5%	10.5%	100.0%

- Overall, 76.3% of those who were not working their preferred hours at their first job are now working their preferred hours.

Was being employed on a {Hours} basis your preference		Is being employed on a {Hours} basis your preference - current job		Total
		Yes	No	
Yes	Count	91	2	93
	%	97.8%	2.2%	100.0%
No	Count	45	14	59
	%	76.3%	23.7%	100.0%
Total	Count	136	16	152
	%	89.5%	10.5%	100.0%

55. How many sites do you currently work at?

- 80.9% of respondents work at only one site, which is a decrease from 91.3% in 2005 and 84.4% in 2006. Another 13.8% work at 2 sites and 5.3% work at three or more sites.



56. What type of organization is the site(s) at which you work?

- At their primary site, 66.4% of respondents work at a general hospital with at least 100 beds. Another 21.1% work in a general hospital with less than 100 beds.

Description	2005		2006		2007	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
General hospital, 100 beds and over	86	62.3	109	70.8	101	66.4
General hospital, less than 100 beds	42	30.4	26	16.9	32	21.1
Community Health/Health Centre	5	3.6	11	7.1	8	5.3
Mental Health Centre / Hospital	0	0.0	1	0.6	4	2.6
Home Care Agency	1	0.7	3	1.9	3	2.0
Other	2	1.4	0	0.0	2	1.3
Nursing Stations (Outpost or clinics)	0	0.0	1	0.6	1	0.7
Educational Institution	0	0.0	0	0.0	1	0.7
Nursing Home/Long Term Care Facility	0	0.0	1	0.6	0	0.0
Rehabilitation/Convalescent Centre	1	0.7	1	0.6	0	0.0
Business/Industry/Occupational Health	0	0.0	1	0.6	0	0.0
Association/Government	1	0.7	0	0.0	0	0.0
	138	100	154	100	152	100

- In total, 69.7% of respondents currently work at a general hospital with more than 100 beds at one or more sites. A total of 23.7% work at a general hospital with less than 100 beds, and 7.2% work at a community health centre at one or more sites.

Description	First Site (n=152)	Second Site (n=29)	Third Site (n=8)	Net % of total respondents at one or more sites (n=152)
General hospital, 100 beds and over	101	12	3	69.7%
General hospital, less than 100 beds	32	6	1	23.7%
Community Health/Health Centre	8	3	1	7.2%
Mental Health Centre / Hospital	4	2	0	3.3%
Home Care Agency	3	1	2	3.3%
Nursing Home/Long Term Care Facility	0	3	1	2.6%
Nursing Stations (Outpost or clinics)	1	1	0	1.3%
Educational Institution	1	0	0	0.7%
Other	2	1	0	2.0%

57. What is your position?

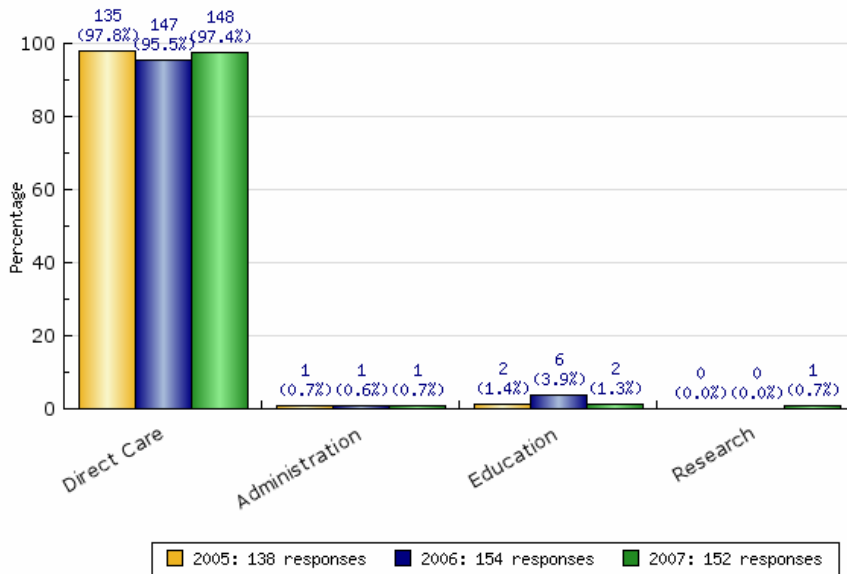
- At their primary site, 96.7% of respondents work as a staff nurse or community health nurse. One respondent works as a CNO at their secondary site, while the remaining are staff nurses at all their second and third sites.

Description	2005		2006		2007	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Staff Nurse/Community Health Nurse	133	96.4	150	97.4	147	96.7
Manager/Assistant Manager	2	1.4	1	0.6	0	0.0
Clinical Nurse Specialist	1	0.7	0	0.0	0	0.0
Researcher	1	0.7	1	0.6	0	0.0
Other	1	0.7	2	1.3	5	3.3
	138	100	154	100	152	100

Entries under 'other':
 (1) Aboriginal Nursing Advisor
 (1) Administration
 (1) Care Coordinator/Assessor
 (1) Grad student
 (1) Occupational Health Nurse

58. What is your main area of responsibility?

- At their primary site, 97.4% of respondents indicated that their main area of responsibility is direct care. Two respondents are in education, one is in administration and one is in research. One respondent is in administration at their secondary site, while the remaining are all in direct care at their second and third sites.



59. In what area do you provide:

- In total, 50.7% of all respondents work in the medical/surgical area of direct care at one or more sites in their current job. This is down from 66.2% in their first job. The next most common area is emergency care at 17.1%, up from 11.7% in their first job, followed by pediatric, at 15.8%, maternal/newborn at 15.1% and geriatric care at 11.2%.

Main Area	Specific Area	Frequency in First site (n=152)	Frequency in Second Site (n=28)	Frequency in Third Site (n=8)	Net % of total respondents at one or more sites (n=152)
Direct Care (n=148)	Medical/Surgical	70	12	5	50.7%
	Emergency care	24	4	0	17.1%
	Pediatric	21	5	0	15.8%
	Maternal/Newborn	20	4	0	15.1%
	Geriatric/Long term care	12	7	2	11.2%
	Critical Care	15	0	0	9.9%
	Psychiatric/Mental Health	9	4	0	7.9%
	Community Health	5	3	0	3.9%
	Home care	4	1	2	3.3%
	Several clinical areas	5	0	0	3.3%
	Oncology	3	0	0	2.0%
	Ambulatory Care	3	0	0	2.0%
	Operating Room/RR	1	1	0	1.3%
	Rehabilitation	2	1	0	1.3%
	Occupational Health	1	0	0	0.7%
Education (n=2)	Teaching - Students	1	0	0	0.7%
	Teaching - Clients	1	0	0	0.7%
Administration (n=1)	Other	1	0	0	0.7%
	Service	0	1	0	0.7%
Research (n=1)	Nursing Research only	1	0	0	0.7%

60. On average, how many hours per week do you work?

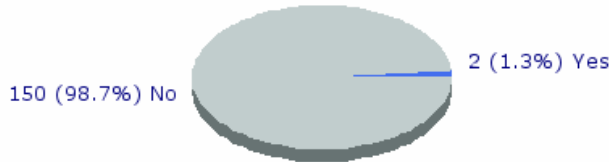
- In total, when considering the hours worked at all jobs, respondents work an average of 39.1 hours per week in their current job, with 65.8% working between 35 and 40 hours.

Total current hours worked	Frequency	Percent	Cumulative Percent
Less than 30	9	5.9%	5.9%
30 to 34	11	7.2%	13.2%
35 to 39	53	34.9%	48.0%
40	47	30.9%	78.9%
More than 40	32	21.1%	100.0%
Total	152	100.0%	

Hours/Week	Minimum	Maximum	Average
Primary Site	16	60	36.4
Secondary Site	1	40	13.9
Third Site	5	12	8.6
Total	16	80	39.1

60a. Do you work in a forensic setting?

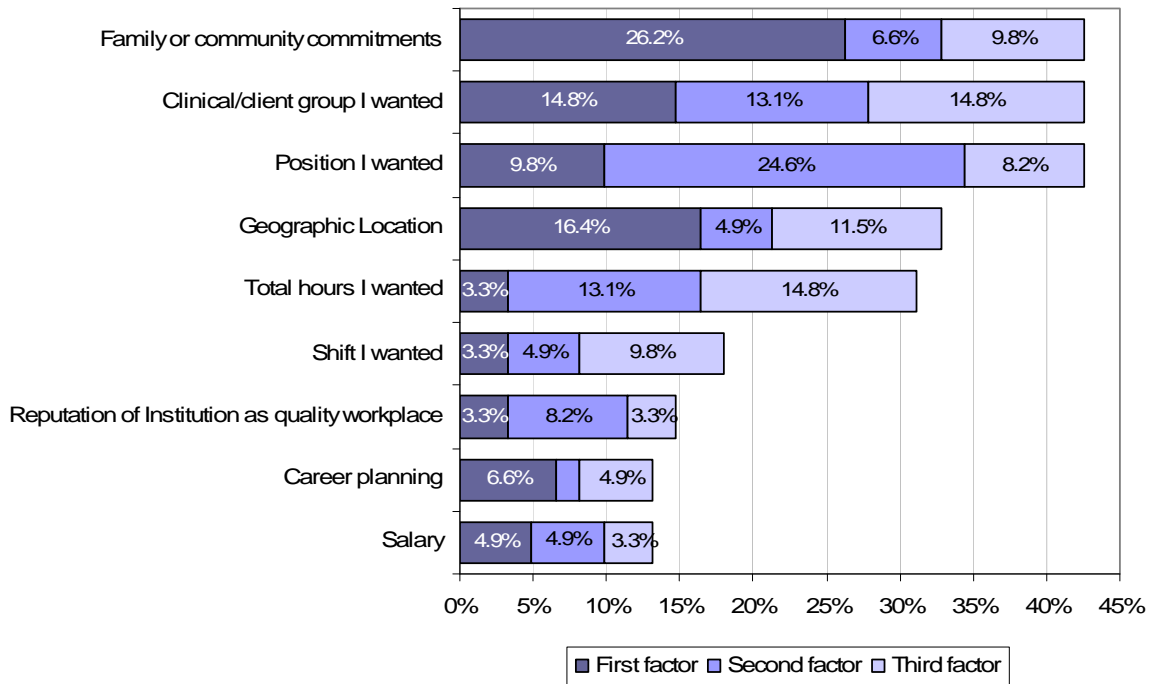
- Two respondents currently work in a forensic setting. Five of the seven respondents who worked in a forensic setting in their first job no longer do.



152 responses

61. Please rank the top 3 factors that influenced your current choice of work location as a nurse, with 1 being most important and 3 being the least important?

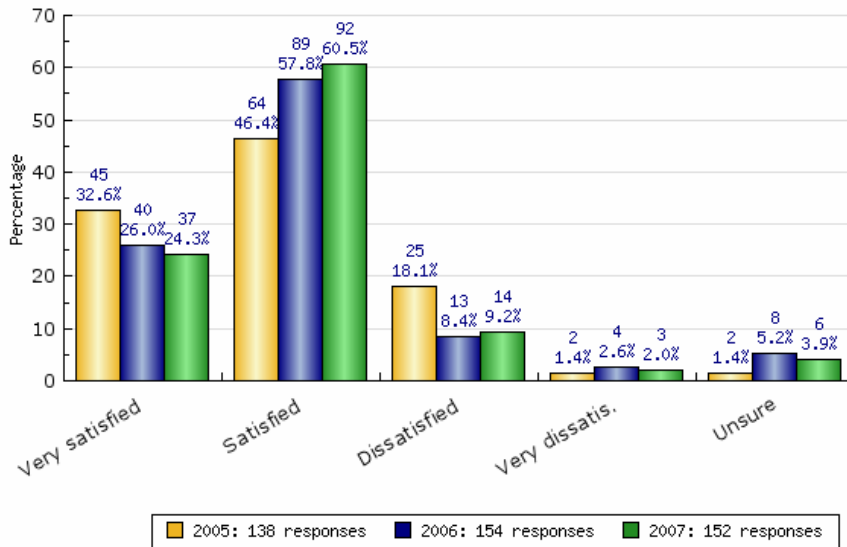
- Of those who have changed jobs since their first position, family or community commitments were the most influential factor that influenced their current choice of work location, with 26.2% ranking it number one and 42.6% in their top three. The same percentage ranked “clinical/client group I wanted” and “position I wanted” in their top three. Geographical location was also very important, with 16.4% ranking it number one and 32.8% in their top three.



	2005 (n=29)	2006 (n=56)	2007 (n=61)
Position I wanted	34.5%	48.2%	42.6%
Family or community commitments	37.9%	44.6%	42.6%
Clinical/client group I wanted	24.1%	39.3%	42.6%
Geographic Location	34.5%	35.7%	32.8%
Total hours I wanted	24.1%	21.4%	31.1%
Shift I wanted	17.2%	10.7%	18.0%
Reputation of the Institution as a quality workplace	10.3%	7.1%	14.8%
Career planning	6.9%	25.0%	13.1%
Salary	13.8%	17.9%	13.1%
Other	17.2%	16.1%	11.5%
Familiarity with Facility where Completed Practicum	13.8%	14.3%	6.6%
Desire to travel	13.8%	12.5%	6.6%
Student loan assistance	0.0%	1.8%	4.9%
Signing Bonus	0.0%	0.0%	4.9%
Orientation Program	10.3%	0.0%	4.9%
College friends	3.4%	1.8%	3.3%
Mentorship Opportunities	3.4%	0.0%	3.3%
Housing provided	3.4%	1.8%	1.6%
Graduate school assistance	13.8%	1.8%	1.6%

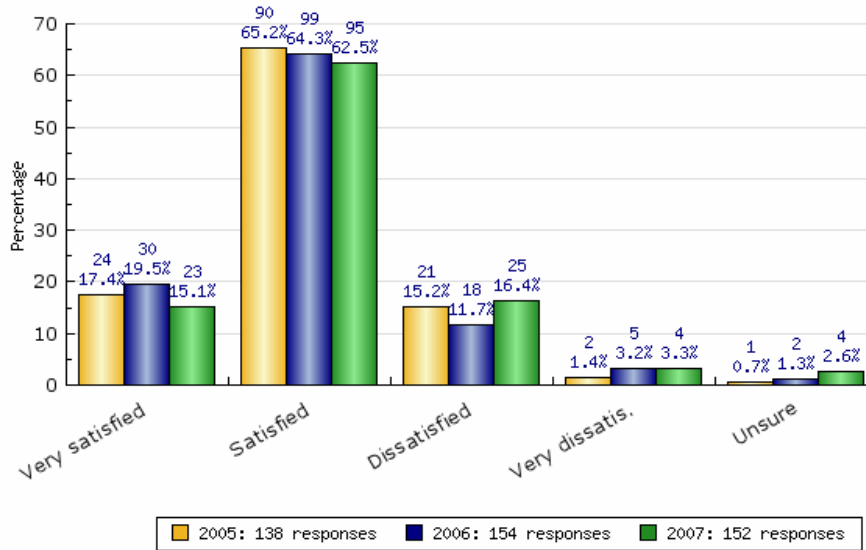
64. How satisfied are you with your current primary job?

- Overall, 84.8% of respondents are satisfied or very satisfied with their current primary job; however the percentage who are very satisfied has decreased to 24.3% this year compared to 26.0% in 2006 and 32.6% in 2005.



65. How satisfied are you with your current gross annual salary for your primary job?

- 77.6% of respondents are satisfied or very satisfied with their current gross salary for their primary job.



66. What are the total annual earnings before taxes and deductions?

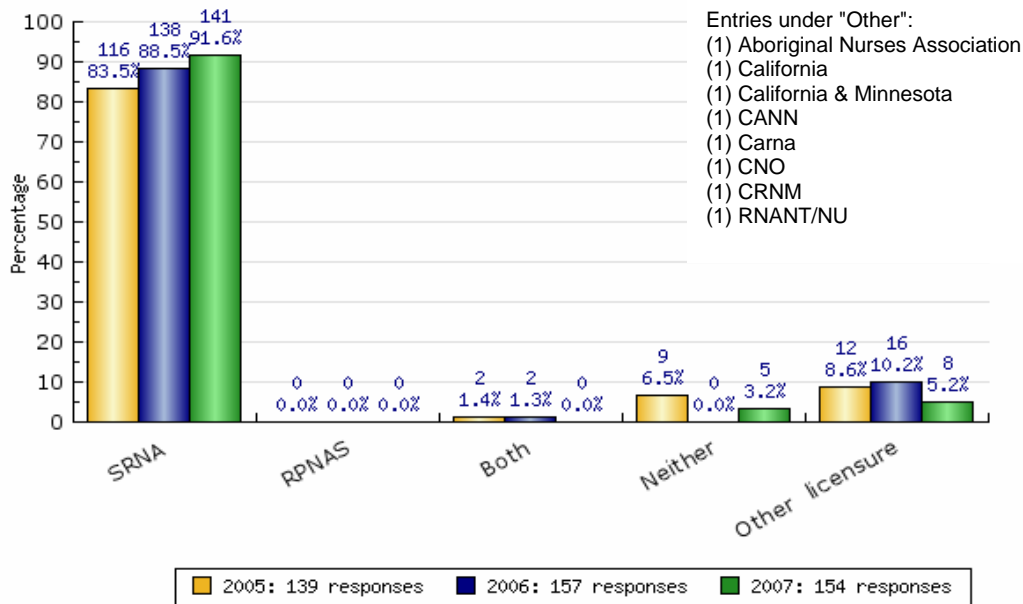
- Of those who gave an amount, 48.6% earn \$50,000 to \$59,999 per year, which is the same as in the previous study. However, this years' respondents are more likely to earn \$60,000 or more per year, at 34.5%, compared to 27.1% the previous year. The median salary is approximately \$56,691.

Income	2005		2006		2007	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Less than \$40,000	18	13.3%	10	6.9%	12	8.1%
\$40,000 to \$49,999	25	18.5%	25	17.4%	13	8.8%
\$50,000 to \$59,999	75	55.6%	70	48.6%	72	48.6%
\$60,000 or more	17	12.6%	39	27.1%	51	34.5%
Total	135	100.0%	144	100.0%	148	100.0%

Demographics

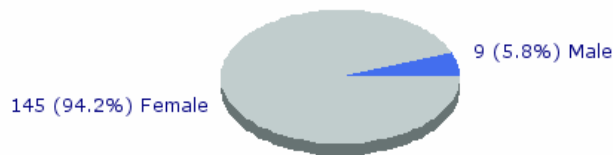
67. Are you registered with any of the following associations?

- 91.6% of respondents are registered only with the SRNA; this number has increased steadily since 2003.



68. What is your gender?

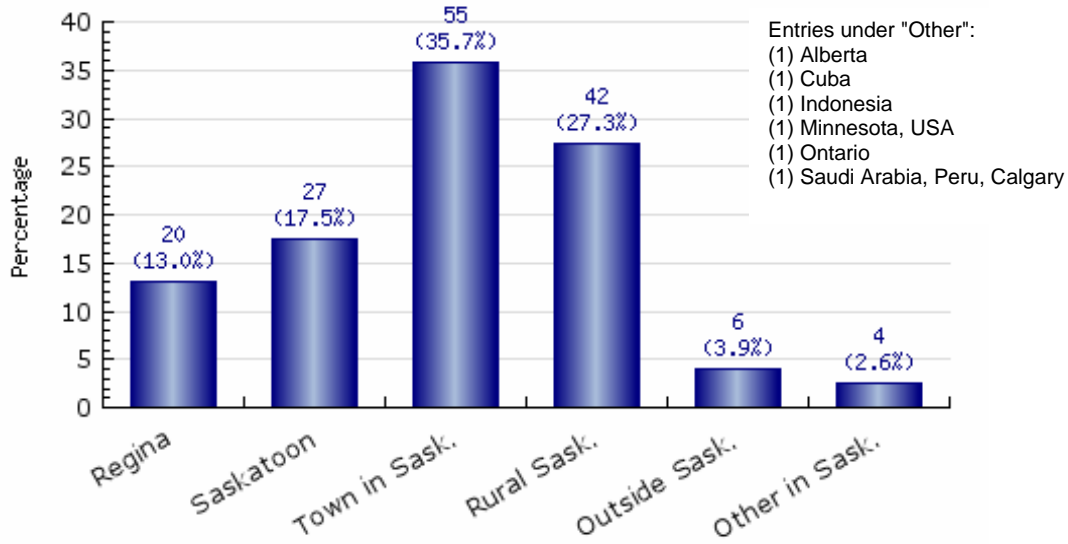
- 94.2% of respondents are female and 5.8% are male.



154 responses

69. Where did you grow up?

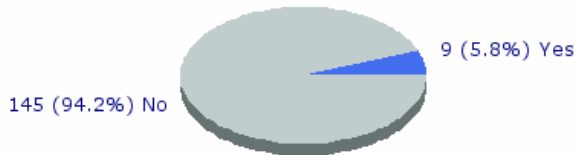
- Overall, 35.7% of respondents grew up in rural Saskatchewan. Another 27.3% grew up in rural Saskatchewan, 17.5% grew up in Saskatoon, and 13.0% grew up in Regina.



154 responses

70. Do you hold Aboriginal status?

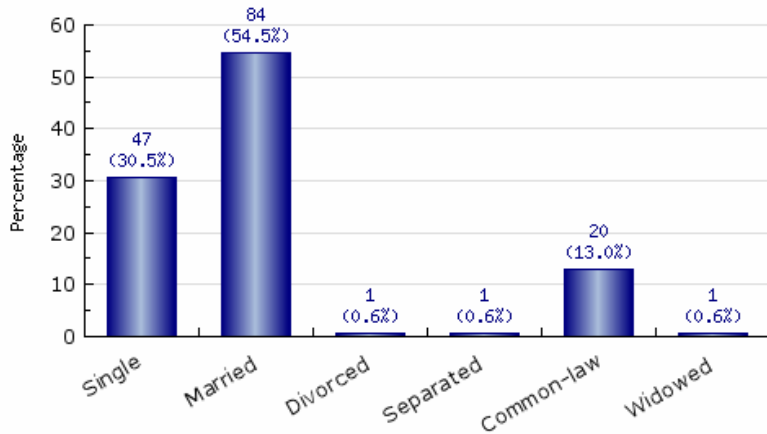
- Nine respondents (5.8%) hold Aboriginal status. Of these, 7 are Métis and 2 are Status/Treaty Indian.



154 responses

72. What is your current marital status?

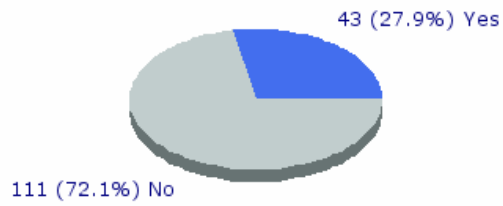
- Overall, 54.5% of respondents are currently married. Another 30.5% are single and 13.0% are common-law.



154 responses

73. Do you currently have any dependent children/adults?

- 27.9% of respondents currently have dependents.

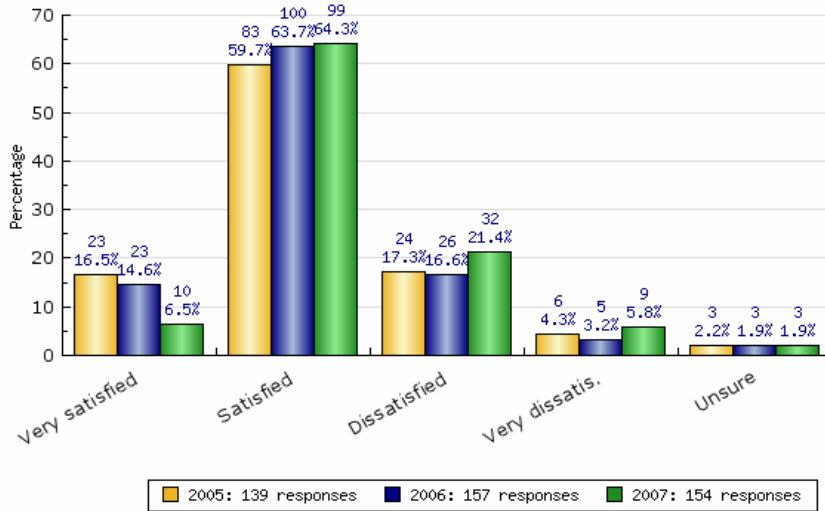


154 responses

Graduate Satisfaction

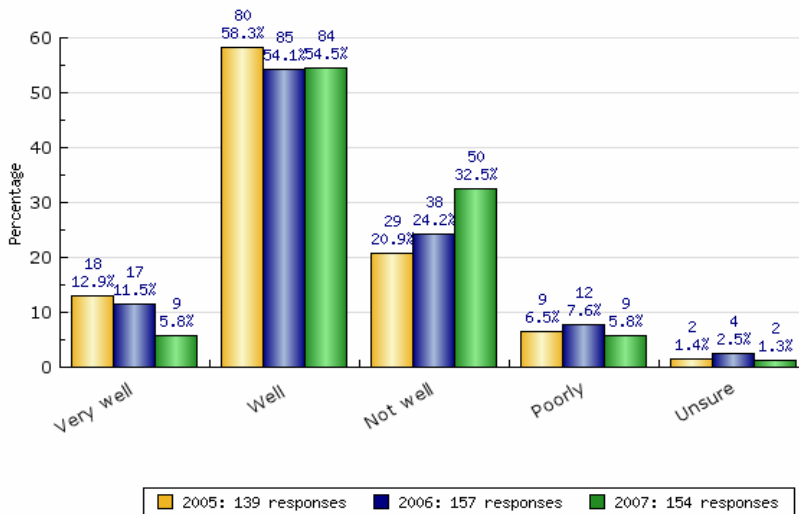
74. How satisfied were you with your educational experience in the NEPS program?

- Overall, 70.8% of respondents are satisfied or very satisfied with their educational experience in the NEPS program. More than one quarter (27.2%) are dissatisfied or very dissatisfied with their educational experience, an increase from 19.8% the previous year and fewer respondents are very satisfied this year compared to years past.



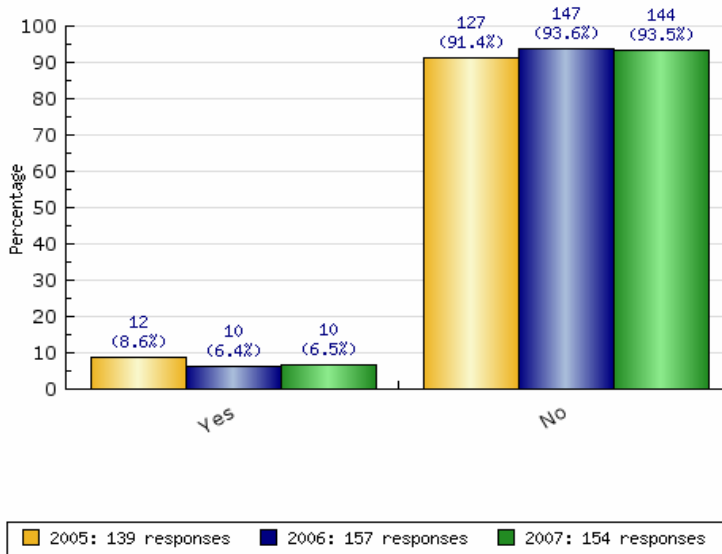
75. How well did your educational program prepare you for nursing practice?

- Six in ten respondents said that their educational program prepared them well or very well for nursing practice (60.3%); which is less than in the 2005 and 2006 studies (69.4% and 65.6% respectively). Another 38.3% of respondents indicated that they were not well prepared or poorly prepared for nursing practice, which is an increase from 27.4% in the 2005 study and 31.8% in 2006.



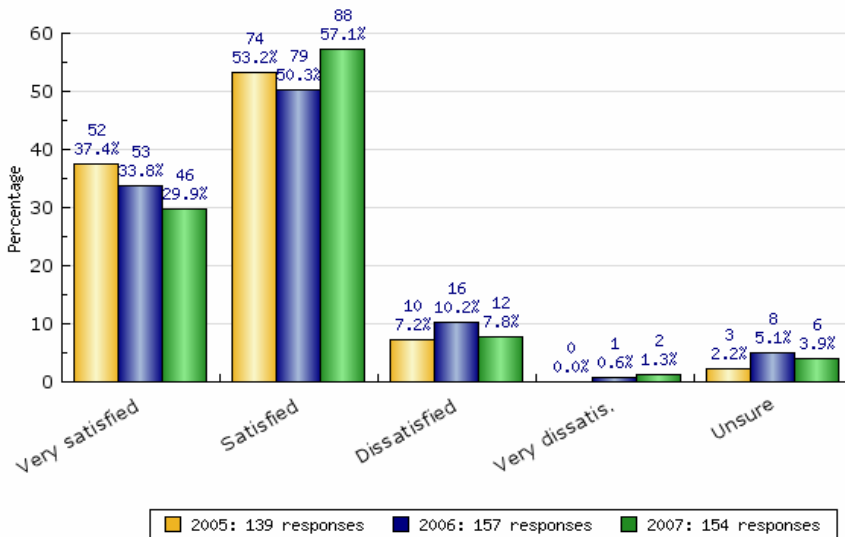
76. Have you completed or are you currently enrolled in a graduate program?

- 6.5% of respondents have completed or are currently enrolled in a graduate program (10 respondents).



77. How satisfied are you with nursing as a career?

- 87.0% of respondents are satisfied or very satisfied with nursing as a career, however fewer respondents are very satisfied (29.9% this year compared to 33.8% in 2006 and 37.4% in 2005).



Appendix A

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

- (3) Bachelor of Arts in Psychology
- (3) Certificate of Christian Studies
- (3) EMT
- (2) Kinesiology Degree
- (1) Access Diploma
- (1) Accounting
- (1) Associate of Administration
- (1) Bachelor of Science Agriculture
- (1) Bachelor of Science in Nutrition
- (1) Business Certificate
- (1) Certified Combined Technician Certificate
- (1) Computer Aided Design & Drafting
- (1) Computer Installation and Hardware
- (1) Diploma of Christian Ministries
- (1) Diploma of Finance (NAIT)
- (1) Early Childhood Education Diploma
- (1) Library Information and Technology
- (1) LPN Diploma
- (1) Medical Office Assistant
- (1) Occupational Health and Safety Technician
- (1) Office Education Certificate
- (1) Physical Education Degree - Sports Administration
- (1) Recreation and Leisure
- (1) Secretary
- (1) Special Care Aide/Home Health Aide Certificate

- (2) EMT
- (1) Administrative Assistant
- (1) Agriculture Technology Diploma
- (1) Home Care/Special Care Aide
- (1) Nursing Diploma