



**Nursing Education Program of
Saskatchewan (NEPS) Exit Survey:**
*Graduates of the NEPS Program in the 2005-2006
Academic Year – 2 Year Follow-up*

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 Health Sciences Department of the First
Nations University of Canada*

Final Report

Class of 2005-06

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Executive Summary

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Executive Summary

Introduction

This report summarizes the results of the 2008 2-Year Graduate Follow-Up Study for The Nursing Education Program of Saskatchewan (NEPS). These respondents were a part of the 2005-2006 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 three years. Surveying the 2006 graduating class and comparing their responses to 2003, 2004 and 2005 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.

Of the 214 graduates of the NEPS program in 2005-06, 130 completed the survey for a response rate of 60.7%. This gives a margin of error of ± 5.4 percentage points at 95% confidence, finite population factor applied.

Demographics

About nine in ten are female and 9.2% are male. Graduates most commonly grew up in rural Saskatchewan (29.2%) or a town in Saskatchewan (23.8%). A total of one tenth self-declared as having aboriginal ancestry (10.8%) and of these, eight are Métis and six have treaty status. Approximately one half of respondents are married (47.7%), 30.8% are single and 20.0% are common law or living with their partner. About one third currently have dependents (36.9%). Few respondents (5.4%) have completed or are currently enrolled in a graduate program.

A total of 15.4% are very satisfied, 59.2% satisfied, 17.7% dissatisfied and 5.4% very dissatisfied with the NEPS program. About two thirds felt the NEPS program well (57.7%) or very well (9.2%) prepared them for nursing practice (66.9% in total). Eight in ten are satisfied with nursing as a career (82.3%).

Experiences in the First Year After Graduation

All respondents were employed as a nurse sometime during the first year after graduation. Most were working in Saskatchewan in their first job as a graduate nurse (90.0%). Eight in ten worked in an urban location and 22.1% in a rural location.

In terms of influencing graduates' choice of work location, family or community commitments is ranked in the top three by the majority of graduates (62.3%).

Graduates' experiences finding their first job was the same as expected for one half of respondents (47.7%), less difficult for one third (33.1%) and more difficult for two in ten (19.2%). Most respondents were invited to a job before they began to actively seek employment (61.5%) and one third indicated it was less than one month before they obtained their first job (35.4%). About two thirds received a job offer from a unit where they were employed as a senior assistant (63.6%) and about the same percentage from where they did their 4th year practicum experience (63.0%). Most respondents worked regular full time hours (66.2%) and eight in ten were employed in their preferred number and type of hours (82.3%).

Respondents were given a list of five attributes of their first job and asked to rate the extent their first job met their ideal preferences. All five received an average rating between 3 and 4 out of 5. Location received the highest rating (3.9), followed by Client Group (3.5), Shifts (3.4), Responsibilities (3.3) and Work Environment (3.2).

Most commonly, graduates indicated their orientation was between 6 and 15 days (43.8%). The percentage receiving longer orientations has been slowly decreasing. About one half feel their orientation was too short (47.7%), and this proportion has been increasing steadily from 31.2% in 2005. As well, 30.8% feel they were not very well or poorly prepared for their first position (30.8%), a much larger proportion than in previous years (low of 13.0% in 2005). Mentorship or coaching was most commonly mentioned as lacking from their orientation (75.0%) and seven in ten indicated that it was too short (70.0%).

More than eight in ten worked at a single site for their first job as a graduate nurse (85.4%). In all, seven in ten worked at a general hospital with 100 beds and over and 22.3% in a general hospital with less than 100 beds in at least one of their sites. Nearly all respondents were staff nurses (99.2%). In terms of area of responsibility, 99.2% worked in direct care and one (0.8%) worked in education. The most common area of those who provided direct care is the medical or surgical area (73.8%) and paediatric (14.6%). In total, graduates worked an average of 39.5 hours per week. One respondent worked in a forensic setting (0.8%).

Current Employment

Most respondents are currently employed as a nurse (88.5%) and the remaining 11.5% are on leave from a nursing position. About one third have changed primary jobs within 2 years of graduation (36.4%), 26.4% work for the same employer but in a different position and 37.2% have remained in the same position. The most common reason that those who changed employers gave for leaving their previous position is that they were dissatisfied with their job (29.8%).

Currently, a large majority of NEPS graduates are working in Saskatchewan (85.2%) with 13.6% in Alberta or BC. Of the eighteen respondents who are not currently working in Saskatchewan, four expect to return to the province (22.2%). One quarter currently work in a rural location (23.3%), a proportion that has been continually increasing since 2005 when one in ten worked in a rural location (11.6%). Most respondents work regular full time hours (72.1%); however the proportion working regular part time hours has doubled since 2005 (from 7.2% to 15.5%). Nearly all respondents are employed at a job where they work their preferred hours (93.8%).

About two thirds currently work at one site only (69.8%), 24.0% at two sites and 6.2% at three or more. Most work in a general hospital with 100 beds or more (64.3%), 26.4% in a general hospital with less than 100 beds and 10.1% in a Community Health Centre. Most commonly, respondents hold the position of staff nurse (97.7%) and 96.1% provide direct care. The medical or surgical area is the most common area graduates provide care (52.7%) followed by paediatrics (15.5%). The average amount respondents work per week is 39.5 hours.

Two respondents work in a forensic setting (1.6%).

Graduates who have changed jobs were asked to rank the top three factors in their current choice of work location as a nurse. Desired position (51.1%) received the highest proportion of top three rankings; however family or community commitments received the highest proportion of number one rankings (29.8%).

Satisfaction with both respondents' current job and their current salary is high, with more than eight in ten respondents reporting being satisfied or very satisfied with each (80.6% and 87.6%, respectively). The median annual salary is approximately \$60,000. Most respondents are registered with SRNA (86.9%).

Experience Before starting the Program

A total of one in five had previous experience in the health care field prior to starting the NEPS program (20.0%). Of these respondents, seven have direct experience in health care or as a home care aide and seven were licensed practical nurses. Before starting the program, 42.3% had some university classes and 33.8% entered directly from high school. The majority were going to school in the year before starting their NEPS program (58.5%) and 36.9% were working. Of those who were working, one third worked in the health care field (35.4%).

Experiences During the NEPS Program

Most started the program in 2002 (66.9%) and, on average, respondents were 23 years old upon entry. A total of 56.2% entered their program in Saskatoon, 40.0% in Regina and the remaining 3.8% in Prince Albert. Three quarters experienced at least one significant life change during their program (78.6%). Home relocation is most common (42.9%) followed by the death of a loved one (37.0%) and uncertainty of nursing as a career (32.5%).

During their program, one half of graduates worked as a senior assistant (50.0%) and six in ten worked at a job other than senior assistant (60.8%). The proportion of those who were working as a student has decreased notably from a high of 74.0% in the 2007 survey. On average, graduates worked 17 hours per week.

A large proportion received scholarships or bursaries during the program (73.1%), which is an increase from the 2007 and 2005 values (64.9% and 62.6% respectively) but in line with the proportion from 2006 (73.9%). On average, graduates received \$4,322 (including all respondents).

Most also received student or educational loans during the program (73.1%). The average loan value among those who received them is \$32,278.

A total of 60.0% graduated from Saskatoon, 36.2% from Regina and 3.8% from Prince Albert.

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Introduction and Methodology

Goals and Objectives

The purpose of this survey is to track the progress of students through the NEPS program 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

Dr. Linda Ferguson obtained ethical approval for the individual phases of this project 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 who completed the program in 2006. This research (title as the 2008 cohort throughout this report) compares them to the results of the previous NEPS 2-Year Follow-Up Surveys completed in 2005, 2006 and 2007.

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 Division of Health Sciences at the First Nations University of Canada contracted Insightrix Research, Inc. to conduct data collection and analysis of the 2008 2-Year Follow-Up Survey of the Nursing Education Program of Saskatchewan (NEPS) graduates. The survey was conducted by phone as well as online.

Survey Design

The questions were similar to the four 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 213 graduates of NEPS from the 2005-2006 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. Upon completing the survey graduates were asked to provide contact information for those they graduated with that Insightrix still needed to complete the survey. Alternatively, they were asked to have the graduate call Insightrix's toll free number and complete the survey at that time.

Response Rates and Confidence Intervals

Data were collected from July 20th to September 22nd, 2008. Of the 214 graduates who completed the NEPS program in the 2005-2006 academic year, 213 agreed to be contacted by the University and their contact information was provided to Insightrix. Of these potential respondents, 130 completed the survey (76 online and 54 by phone), representing a 60.7% response rate. Given this response rate, we can be 95% sure that the results reported are within ± 5.4 percentage points of the actual population figures, finite population correction factor applied.

Study Results

Experiences in the First Year After Graduation

21. At any time during the first year after graduation, were you?

Every respondent was employed as a nurse at some point during the first year after graduation. Three respondents were employed in a field other than nursing and two were not employed at one time.

Description	Count	Percent
Employed as a nurse	154	100%
Employed in a field other than nursing	3	1.9%
Not employed	2	1.3%
	154	100%

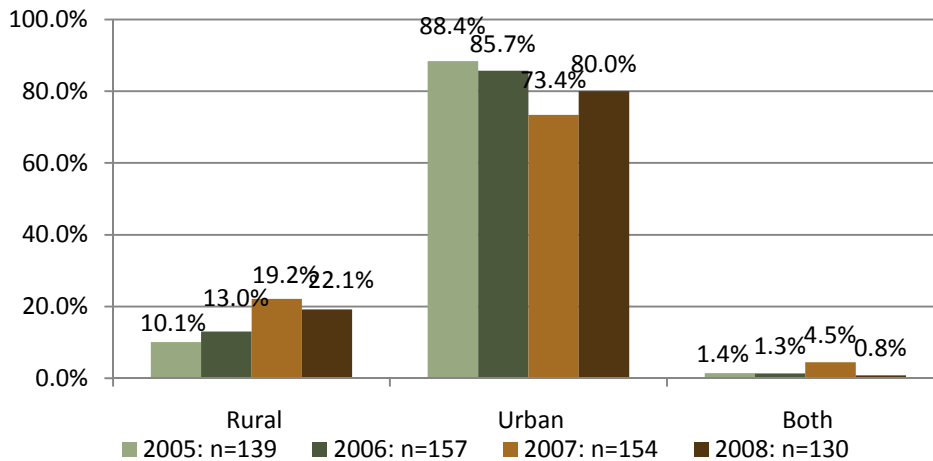
22. What was the geographical location of your first job as a graduate nurse?

Nine in ten reporting working in Saskatchewan during their first job as a graduate nurse (90.0%), in line with results from previous graduating classes.

	2005	2006	2007	2008
Saskatchewan	91.3%	92.2%	95.5%	90.0%
Manitoba or Eastern Canada	1.4%	0.6%	1.3%	1.5%
Alberta or BC	5.1%	4.5%	1.9%	8.5%
USA	1.4%	1.9%	1.3%	0.0%
Other	0.7%	0.6%	0.0%	0.0%

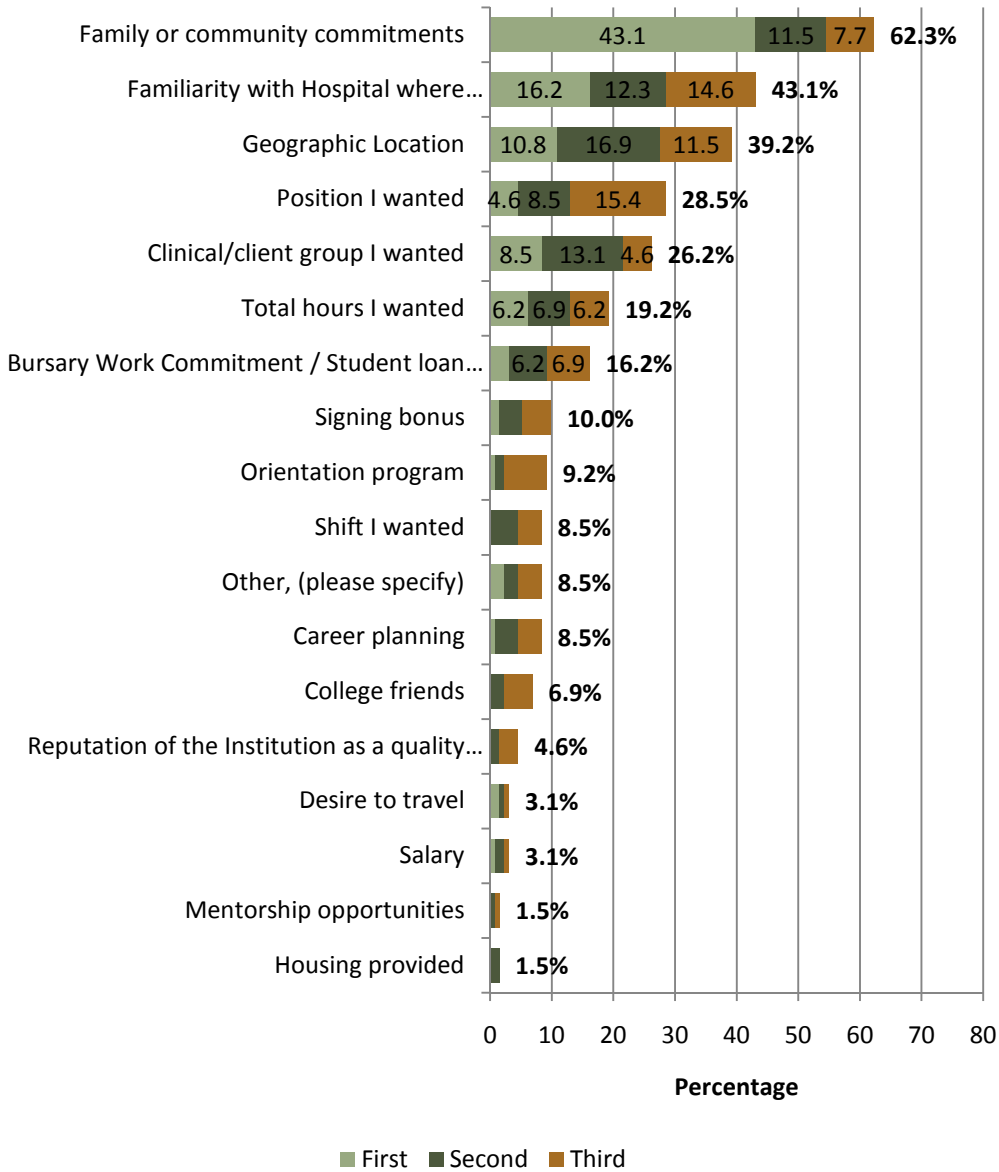
23. Please specify whether the location of your first job as a graduate nurse was:

Most commonly, respondents worked in an urban location (80.0%) and 22.1% in a rural location.



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:

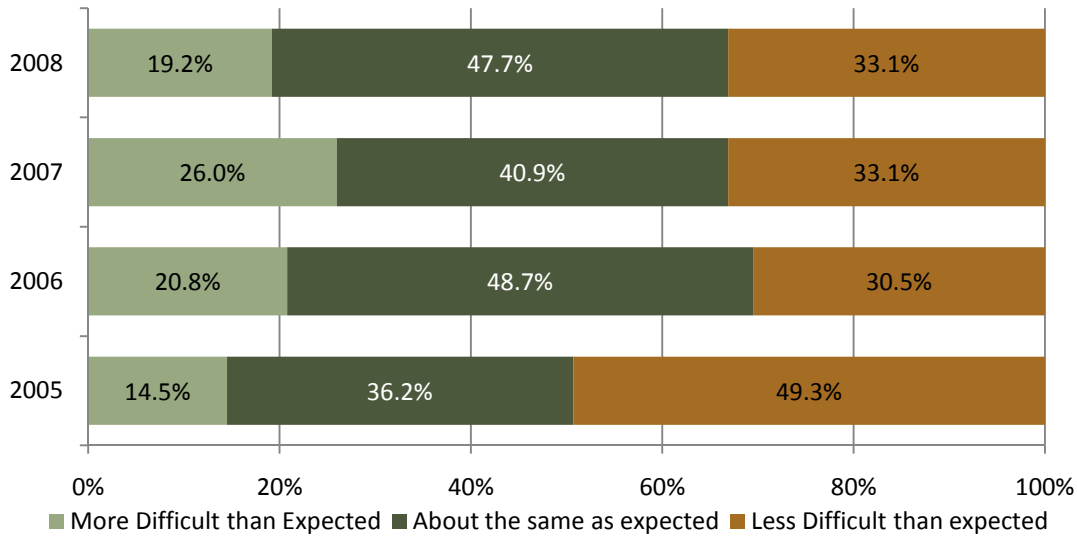
Family or community commitments is ranked in respondents' top three by two thirds of respondents (62.3%) and is rated first by 43.1%.



***Totals bolded**

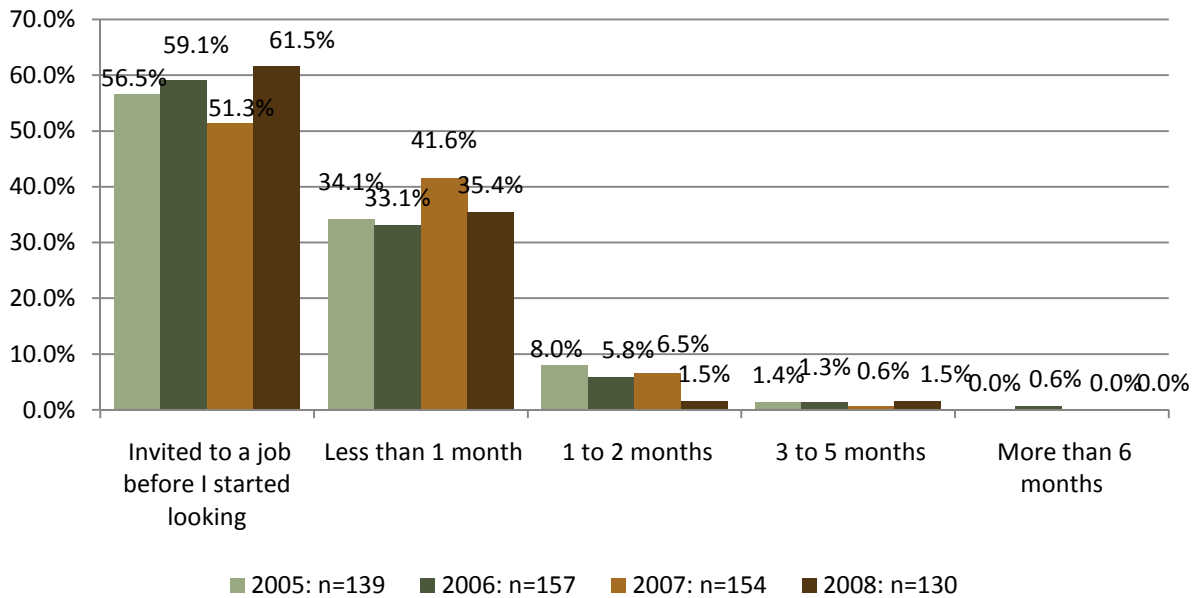
25. How did your experience in finding your first job following graduation compare with your expectations?

One half of respondents state their experience finding their first job following graduation was about as difficult as they expected it to be (47.7%), one third said it was less difficult (33.1%) and 19.2% more difficult (19.2%).



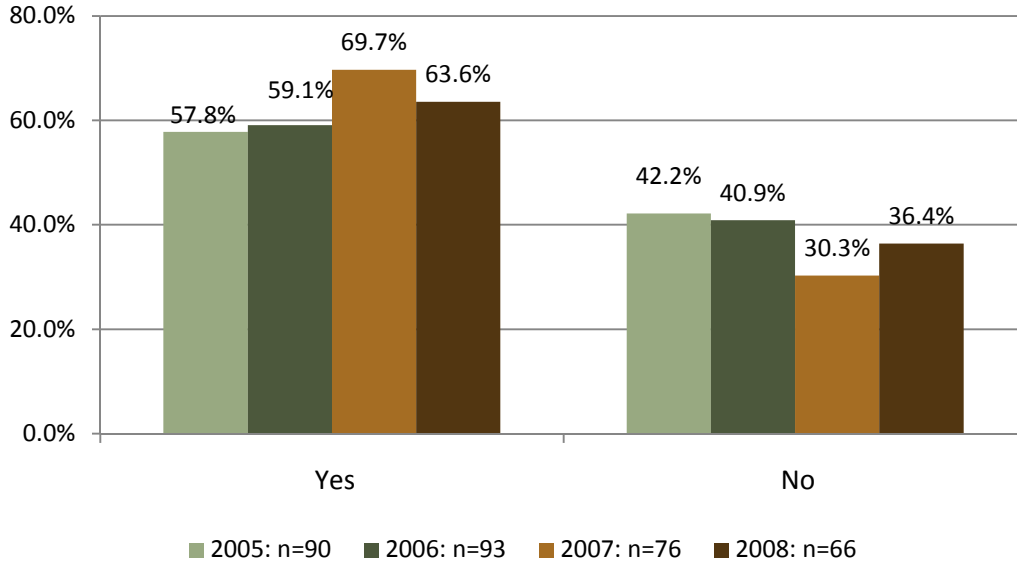
26. How long did it take you to obtain your first job after you started actively seeking employment following graduation?

Most respondents state they were invited to a job before they began to actively seek employment (61.5%, up slightly from 2007 results, 51.3%) and one third indicated it was less than one month before they obtained their first job (35.4%).



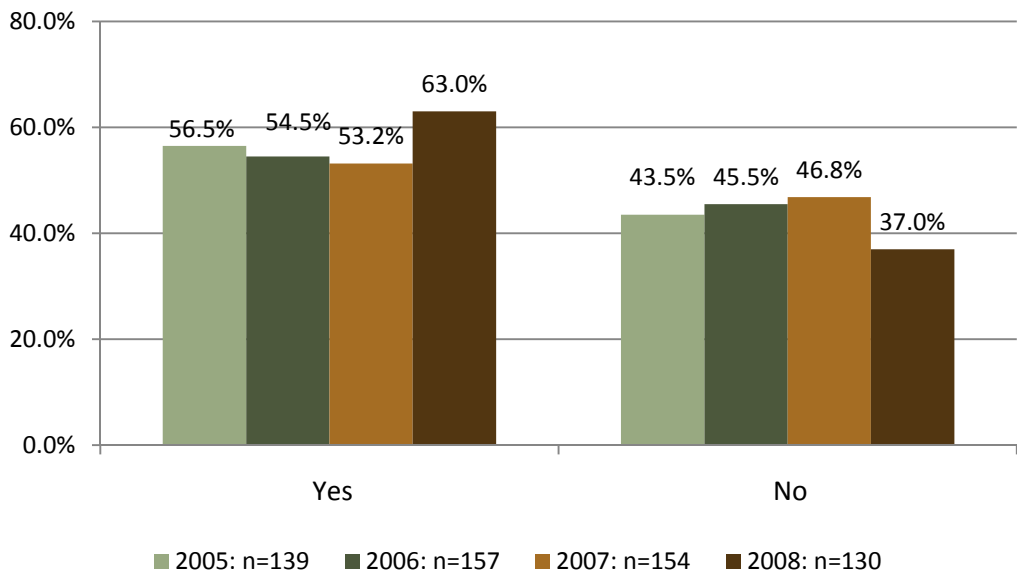
27. Did you get a job offer from a unit where you were employed as a Senior Assistant?

A total of 63.6% of respondents indicate they received a job offer from a unit where they were employed as a Senior Assistant.



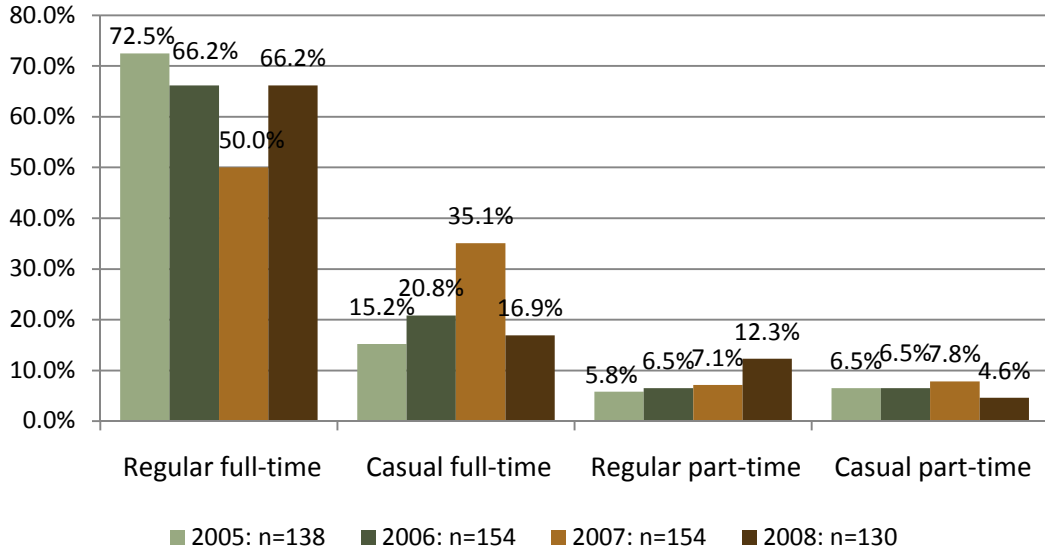
28. Did you get a job offer from a unit where you did your 4th year senior practicum?

A similar proportion received a job offer from a unit where they did their 4th year practicum (63.0%), up somewhat from previous years.



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

Two thirds of respondents worked regular full time hours in their first job as a graduate nurse (66.2%), 16.9% worked casual full time, 12.3% worked regular part-time and 4.6% causal part-time. The proportion of regular full time positions is up notably from 2007 results, returning to levels noted in the 2006 and 2005 cohorts.

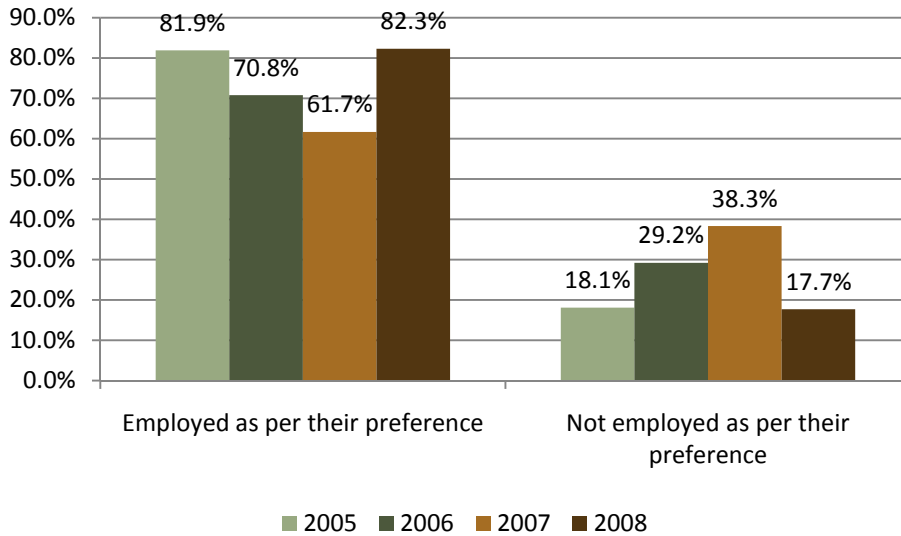


Note:

"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?

Eight in ten were employed as per their preference (82.3%). This represents a notable increase over 2007 (61.7%) and 2006 (70.8%) results, but is in line with 2005 results (81.9%).



Base: all respondents (2005; n=138, 2006; n=154, 2007; n=154, 2008; n=130)

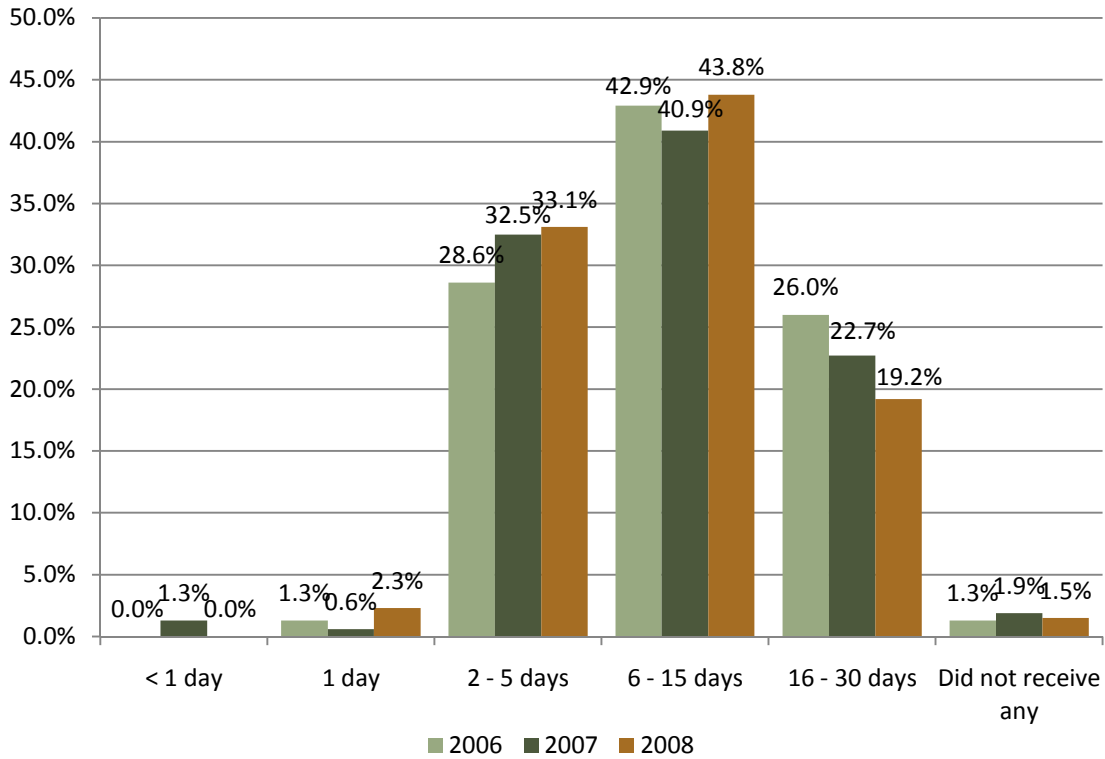
31. To what extent did your first job meet your ideal preferences, where '1' is not at all to '5' being highly ideal?

Location is the highest rated attribute of the five listed, receiving an average rating of 3.9 out of 5. All other statements were very close together, Client Group receiving an average rating of 3.5, Shifts 3.4, Responsibilities 3.3 and Work Environment 3.2.

Attribute	2005	2006	2007	2008
Location	4.4	3.9	4.0	3.9
Client Group	4.0	3.7	3.6	3.5
Shifts	3.6	3.5	3.4	3.4
Responsibilities	3.9	3.7	3.5	3.3
Work Environment	3.6	3.3	3.3	3.2

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

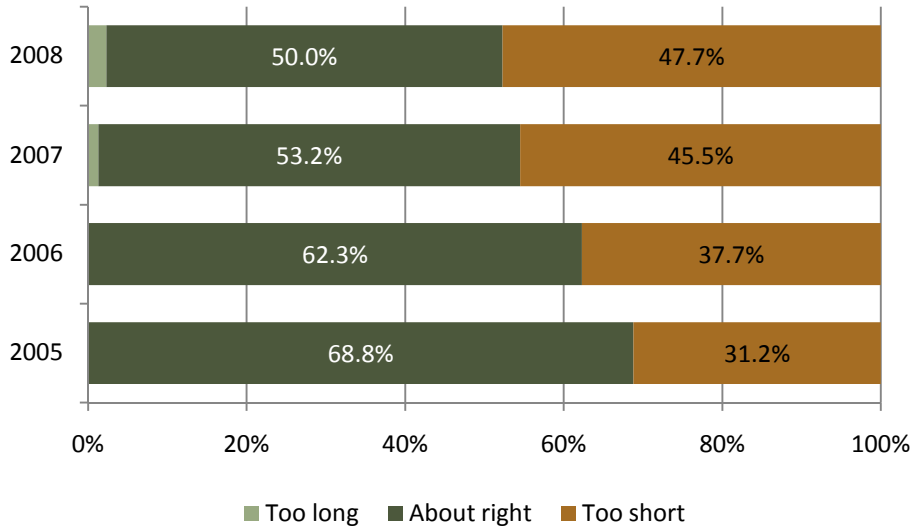
The most common length of orientation for graduates in their first job was between 6 and 15 days (43.8%). Overall, the trend appears to be moving towards shorter orientation time.



Base: all respondents (2006; n=154, 2007; n=154, 2008; n=130)

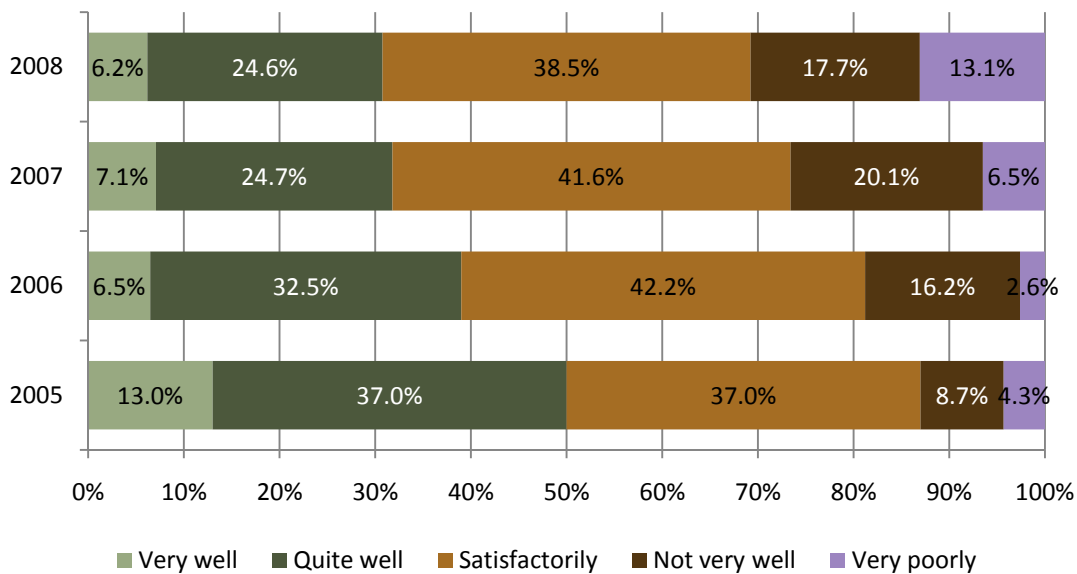
33. How did you feel about the length of your orientation for your first position?

About one half feel the orientation time in their first job was too short (47.7%) and the remaining half believe it was about right (50.0%). Generally, the proportion who believes it is too short has been increasing each year since 2005.



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

In line with the previous finding, a larger proportion believes they were not very well or very poorly prepared for their first position (30.8%) compared to previous years' results.



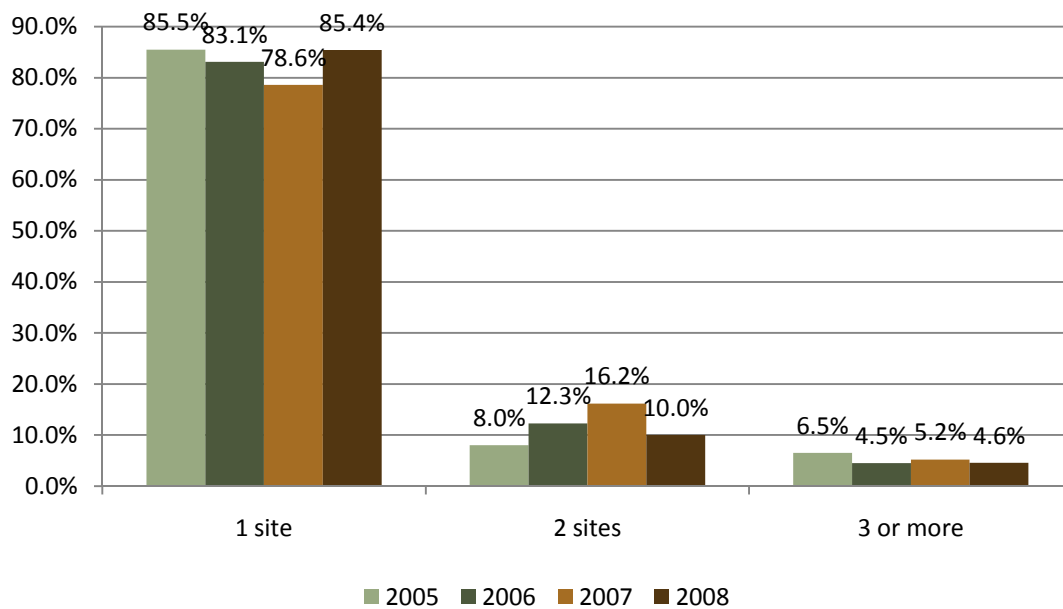
35. What was lacking from your orientation?

Of the forty respondents who were dissatisfied with their orientation in their first job, thirty said a mentor or coach was lacking for their orientation (75.0%) and twenty eight said it was too short (70.0%).

Description	Count	Percent
Lack of mentor/coach	30	75.0%
Too short	28	70.0%
Content insufficient	16	40.0%
Other	8	20.0%
	40	100%

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

Most graduates worked at a single site in their first job as a graduate nurse (85.4%).



Base: all respondents (2005; n=138, 2006; n=154, 2007; n=154, 2008; n=130)

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 report they worked at a general hospital with 100 beds and over in at least one of their sites (71.5%).

All sites	Count	Percent
General hospital, 100 beds and over	93	71.5%
General hospital, less than 100 beds	29	22.3%
Nursing Home/Long Term Care Facility	5	3.8%
Community Health/Health Centre	5	3.8%
Other, (please specify)	4	3.1%
Home Care Agency	2	1.5%
Total	130	100%

Type of organisation in respondents' primary site has remained consistent with 2007 results.

	2005		2006		2007		2008	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
General hospital, 100 beds and over	97	70.3%	119	77.3%	107	69.5%	93	71.5%
General hospital, less than 100 beds	35	25.4%	30	19.5%	32	20.8%	29	22.3%
Community Health/Health Centre	3	2.2%	4	2.6%	6	3.9%	2	1.5%
Nursing Home/Long Term Care Facility	1	0.7%	1	0.6%	3	1.9%	2	1.5%
Mental Health Centre / Hospital	0	0.0%	0	0.0%	4	2.6%	0	0.0%
Rehabilitation/Convalescent Centre	0	0.0%	0	0.0%	1	0.6%	0	0.0%
Other, (please specify)	2	1.4%	0	0.0%	1	0.6%	4	3.1%
Total	138	100.0%	154	100.0%	154	100.0%	130	100.0%

38. What was your position?

All respondents but one, who was an outpost or primary care nurse, were staff nurses in at least one of their sites in their first job.

	Count	Percent
Staff Nurse	129	99.2%
Outpost or Primary Care Nurse	1	0.8%
Total	130	100%

39. What was your main area of responsibility?

One respondent indicated they worked in education (0.8%) and the remaining graduates worked in direct care (99.2%) in their first job after completing the NEPS program.

	Count	Percent
Direct Care	129	99.2%
Education	1	0.8%
Total	130	100

40. In what area did you provide:

Most commonly, graduates report having worked in the medical or surgical area (73.8%) followed by paediatrics (14.6%).

	Description	Count	Percent
Direct Care	Medical/Surgical	96	73.8%
	Paediatrics	19	14.6%
	Maternal/Newborn	11	8.5%
	Geriatric/Long term care	11	8.5%
	Community Health	7	5.4%
	Emergency care	6	4.6%
	Other, (please specify)	6	4.6%
	Palliative Care	4	3.1%
	Oncology	3	2.3%
	Several clinical areas	3	2.3%
	Psychiatric/Mental Health	3	2.3%
	Home care	2	1.5%
	Critical Care	2	1.5%
Education	Teaching - Clients	1	0.8%
	Teaching - Employees	1	0.8%
Total		130	100%

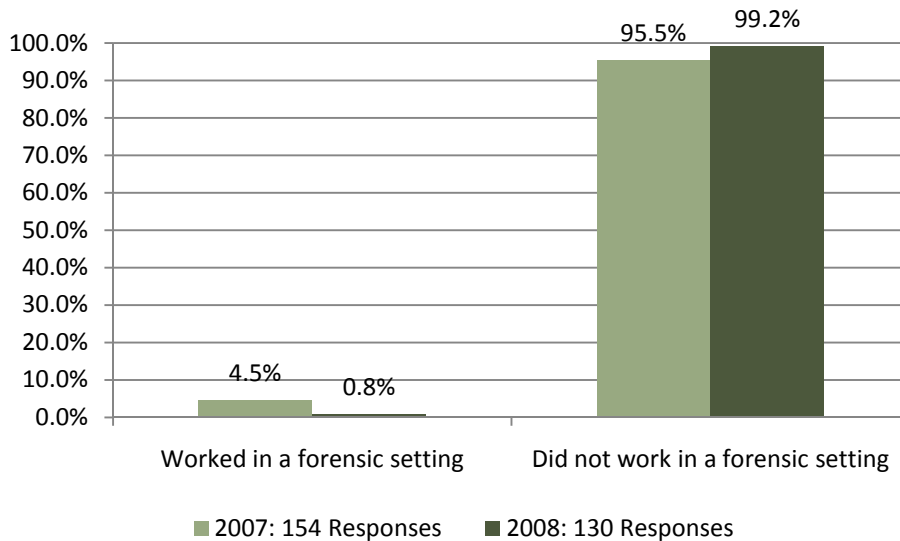
41. On average, how many hours per week did you work?

On average, graduates report they worked slightly less than 40 hours in total in their first job (39.5 hours).

	Primary Site	Second Site	Third Site	Total
Minimum hours	12	4	6	20
Maximum hours	72	72	12	144
Average hours	36.9	16.1	8.8	39.5

41a. Did you work in a forensic setting?

One respondent stated he/she worked in a forensic setting in their first job (0.8%).



43. You indicated that at some time during the first year you were either unemployed or employed in something other than nursing. Please indicate why.

Respondents indicated a variety of reasons why they were either unemployed or employed in something other than nursing. Inability to find a job, did not like the job they had, travelling, wanting time off, moving to a different city, and maternity leave were all mentioned as reasons for not working.

Description	Count	Percent
Could not find a job	1	25.0%
Did not like job I had	1	25.0%
Travelling	1	25.0%
Wanted time off	1	25.0%
Moved	1	25.0%
Maternity Leave	1	25.0%
Total	4	100.0%

Current Situation

44. What is your *current* employment status?

About nine in ten respondents are currently employed as a nurse (88.5%).

Current employment status	2005	2006	2007	2008
Nurse	92.8%	91.7%	92.9%	88.5%
Nurse - On leave	6.5%	7.6%	5.8%	11.5%
Other than nurse	0.0%	0.0%	0.6%	0.0%
Not employed	0.7%	0.6%	0.6%	0.0%

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

One third of respondents indicate they changed their primary job since their first position (36.4%), 26.4% are working for the same primary employer but in a different position and 37.2% are working in the same position. This is generally consistent with previous year's results.

	2005	2006	2007	2008
Yes, I changed my primary job.	21.0%	36.4%	40.1%	36.4%
Yes, I am working for the same primary employer, but in a different position.	21.0%	27.9%	19.7%	26.4%
No, I am working for the same primary employer in the same position.	58.0%	35.7%	40.1%	37.2%
Total	100%	100%	100%	100%

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

Most commonly, respondents report leaving their former employer because they were dissatisfied (29.8%).

	Count	Percent
Dissatisfied	14	29.8%
Family responsibilities	7	14.9%
Personal reasons	6	12.8%
Found permanent job	5	10.6%
Better pay	3	6.4%
Better job security	1	2.1%
Other	11	23.4%
Total	47	100%

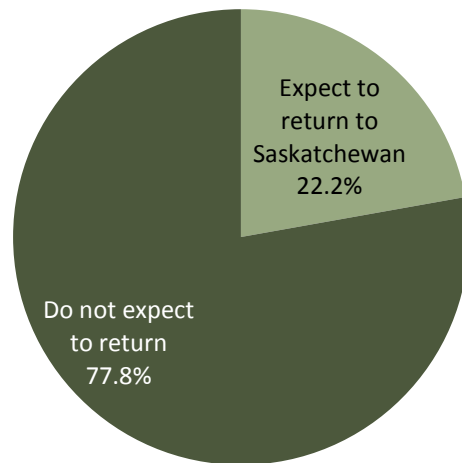
50. Where is the geographical location of your *current* job?

Most graduates remain in Saskatchewan (85.2%).

	2005	2006	2007	2008
Saskatchewan	83.3%	87.5%	90.1%	85.2%
Manitoba or Eastern Canada	2.2%	0.7%	1.1%	0.0%
Alberta or BC	8.0%	7.2%	5.5%	13.6%
USA	4.3%	2.6%	2.2%	0.0%
Other, (please specify)	2.2%	2.0%	1.1%	1.2%
	100.0%	100.0%	100.0%	100.0%

51. Do you expect to return to Saskatchewan?

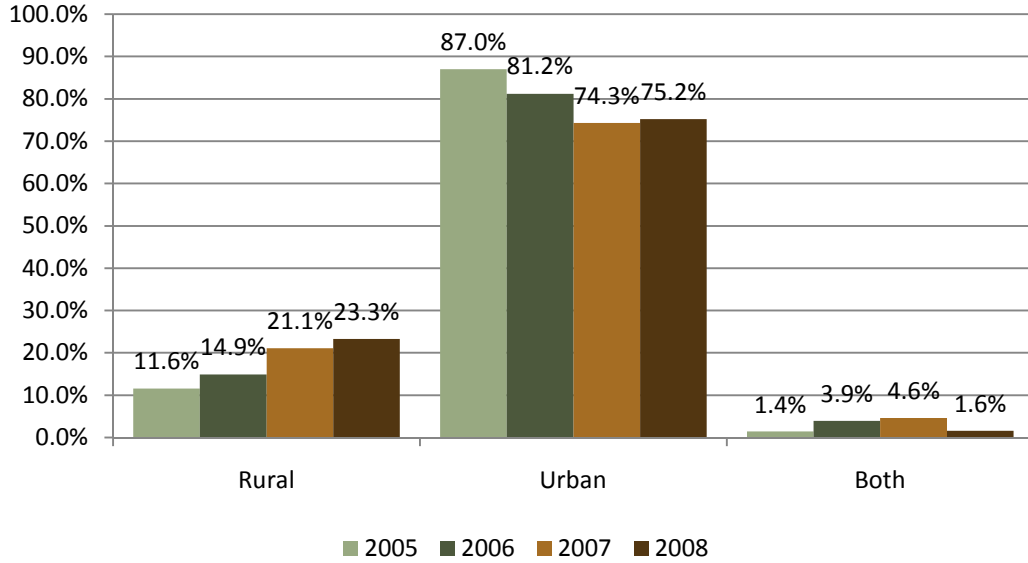
Of the eighteen respondents who are not currently working in Saskatchewan, four plan to return to the province (22.2%).



Base: all respondents (n=130)

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

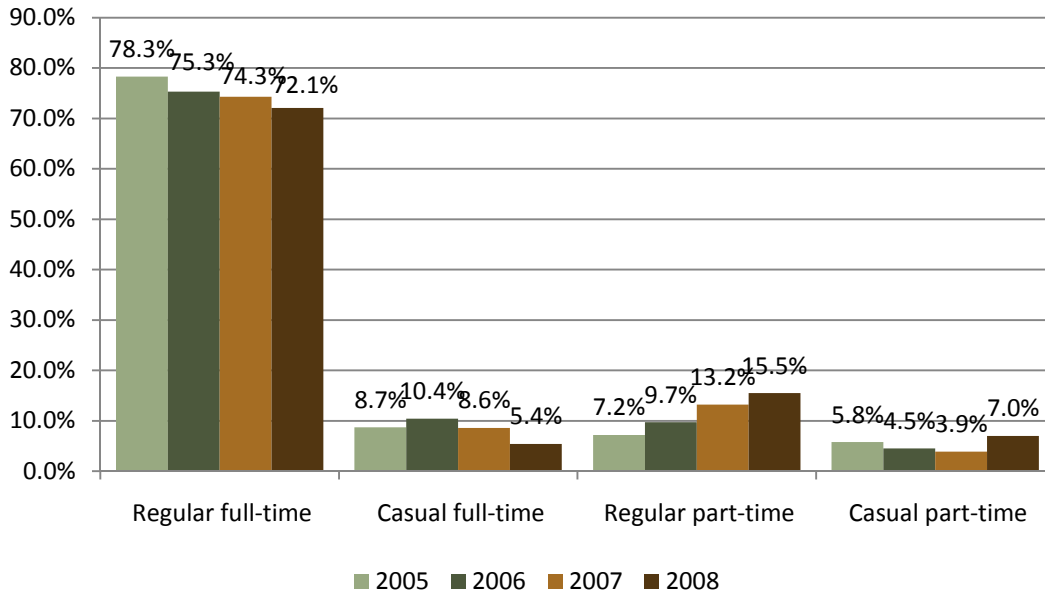
Three quarters are currently working in an urban location (75.2%) while one quarter are working in a rural location (23.3%). The proportion of respondents who are working in a rural setting has gradually increased from 11.6% in 2005.



Base: all respondents (2005; n=138, 2006; n=154, 2007; n=154, 2008; n=130)

53. What are your current work hours?

Most commonly, respondents work regular full time hours (72.1%); however regular part-time hours are becoming increasingly common (presently 15.5%, up from 7.2% in 2005).



Base: all respondents (2005; n=138, 2006; n=154, 2007; n=154, 2008; n=130)

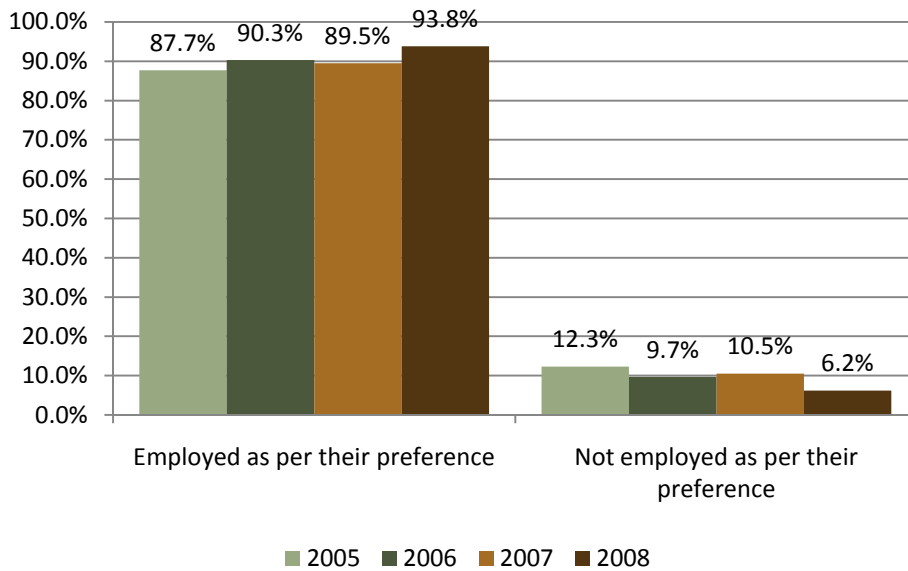
Definitions

"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.)

54. Was being employed on this basis your preference?

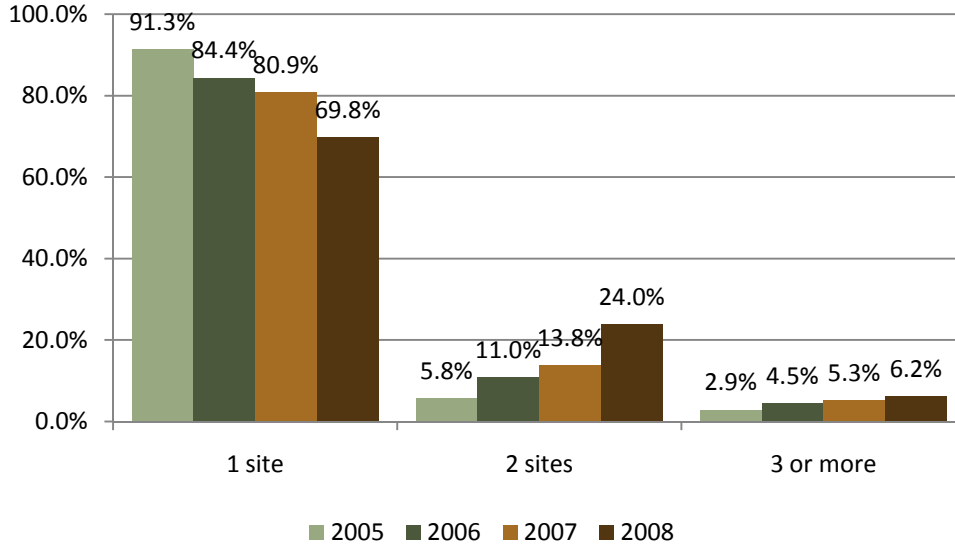
Nearly all respondents report they work their preferred hours (93.8%).



Base: all respondents (2005; n=138, 2006; n=154, 2007; n=154, 2008; n=130)

55. How many sites do you *currently* work at?

Seven in ten work at a single site (69.8%), one quarter at two sites (24.0%) and one in twenty are three or more sites (6.2%). A greater proportion of two year out graduates work at multiple locations than did their predecessors when they were two years out of the NEPS program.



Base: all respondents (2005; n=138, 2006; n=154, 2007; n=154, 2008; n=130)

Sites include:

- Different work sites but same employer
- Different units but same employer
- Different employers with same or different units
- For public health nurses, many schools would be one unit

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

Two thirds work in a general hospital with 100 beds or more (64.3%), one quarter in a general hospital with less than 100 beds (26.4%) and one in ten in a community health centre (10.1%).

Description	Count	Percent
General hospital, 100 beds and over	83	64.3%
General hospital, less than 100 beds	34	26.4%
Community Health/Health Centre	13	10.1%
Nursing Home/Long Term Care Facility	7	5.4%
Private Nursing Agency/Private Duty	3	2.3%
Home Care Agency	3	2.3%
Association/Government	3	2.3%
Educational Institution	2	1.6%
Nursing Stations (Outpost or clinics)	1	0.8%
Other, (please specify)	1	0.8%
Primary Health Care Centre	1	0.8%
Self-employed	1	0.8%
	129	100%

What is your position?

Most respondents work as a staff nurse (97.7%) in at least one of their sites.

Description	Count	Percent
Staff Nurse/Community Health Nurse	126	97.7%
Outpost or Primary Care Nurse	1	0.8%
Clinical Nurse Specialist	1	0.8%
Instructor/Professor/Educator	1	0.8%
Manager/Assistant Manager	1	0.8%
Other, (please specify)	6	4.7%
	129	100%

58. What is your main area of responsibility?

Most work in direct care (96.1%), five in education (3.9%) and two in research (1.6%).

	Count	Percent
Direct Care	124	96.1%
Education	5	3.9%
Research	2	1.6%
Total	129	100%

59. In what area did you provide care:

Roughly one half provide care in the medical or surgical area (52.7%), 15.5% in paediatrics and 11.6% in geriatric or long term care.

Description	Count	Percent
Medical/Surgical	68	52.7%
Paediatric	20	15.5%
Geriatric/Long term care	15	11.6%
Emergency care	14	10.9%
Maternal/Newborn	13	10.1%
Other, (please specify)	10	7.8%
Community Health	9	7.0%
Several clinical areas	8	6.2%
Critical Care	7	5.4%
Palliative Care	6	4.7%
Psychiatric/Mental Health	4	3.1%
Teaching - Students	4	3.1%
Ambulatory Care	3	2.3%
Oncology	3	2.3%
Teaching - Employees	3	2.3%
Home care	2	1.6%
Operating Room/RR	2	1.6%
Nursing Research only	2	1.6%
Teaching - Clients	1	0.8%
Education	1	0.8%
Total	129	100.0%

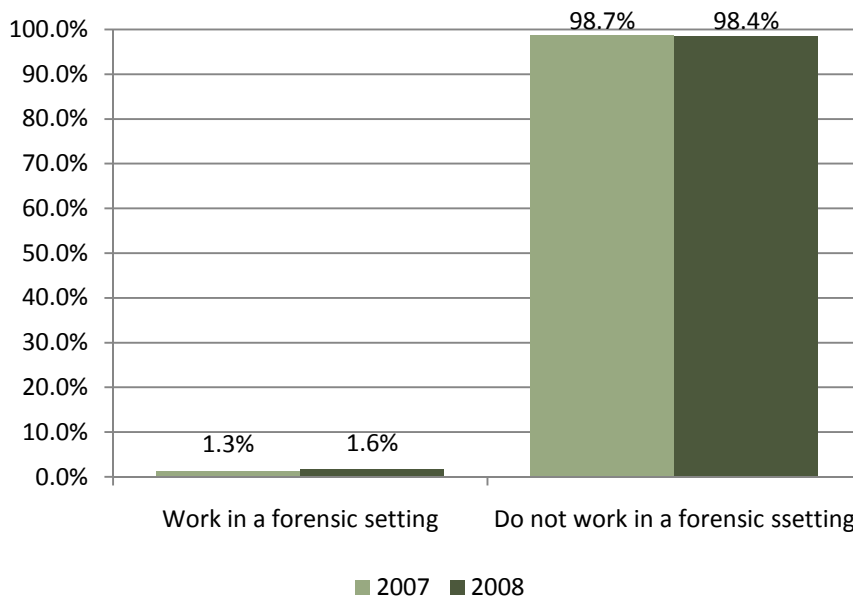
60. On average, how many hours per week do you work?

On average, graduates work 39.5 hours per week (all sites combined).

	Primary Site	Second Site	Third Site	Total
Minimum hours	10	2	1	12
Maximum hours	60	84	48	144
Average hours	34.4	14.7	14.6	39.5

60a. Do you work in a forensic setting?

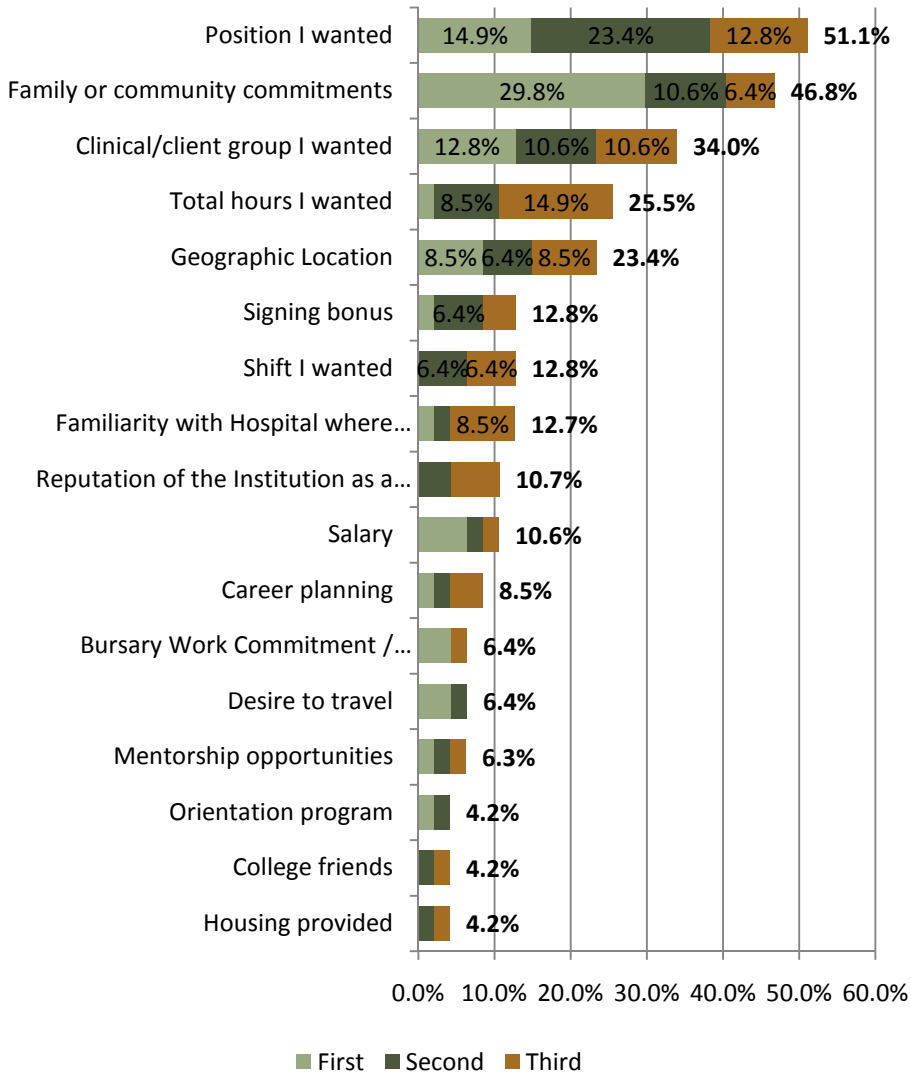
Two respondents currently work in a forensic setting (1.6%).



Base: all respondents (2007; n=154, 2008; n=130)

61. Please rank the top 3 factors that influenced your **current choice of work location as a nurse?**

In terms of top three rankings, desired position is the most commonly mentioned (51.1%); however three in ten rank family and community commitments as most important (29.8%) in influencing their current choice of work location.

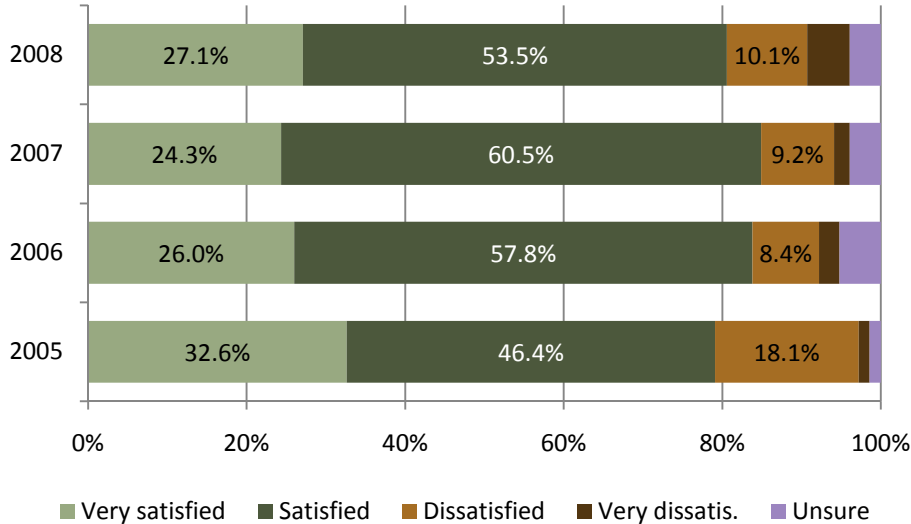


***Totals bolded**

Base: all respondents (n=130)

62. How satisfied are you with your *current* primary job?

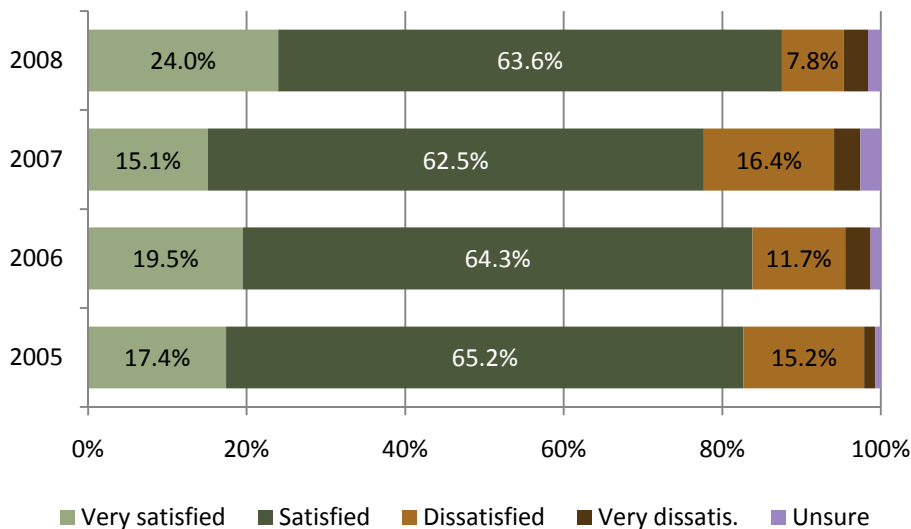
Satisfaction with respondents' current primary job is relatively high, with eight in ten feeling satisfied or very satisfied (80.6%). A total of 15.5% are dissatisfied or very dissatisfied.



Base: all respondents (n=130)

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

Nearly nine in ten graduates are satisfied or very satisfied with their current gross annual salary for their primary job (87.6%). Slightly more are very satisfied currently, compared to those surveyed in 2007.



Base: all respondents (n=130)

64. What is the total annual earnings before taxes and deductions?

The median salary of current two year out graduates is roughly \$60,000.

	Count	Percent	Cumulative Percent
< \$20 000	2	1.6%	1.6%
\$20 000-\$24 999	1	0.8%	2.3%
\$25 000-\$29 999	3	2.3%	4.7%
\$30 000-\$34 999	2	1.6%	6.2%
\$35 000-\$39 999	2	1.6%	7.8%
\$40 000-\$44 999	9	7.0%	14.7%
\$45 000-\$49 999	11	8.5%	23.3%
\$50 000-\$54 999	20	15.5%	38.8%
\$55 000-\$59 999	14	10.9%	49.6%
\$60 000-\$64 999	24	18.6%	68.2%
\$65 000-\$69 999	16	12.4%	80.6%
\$70 000-\$74 999	7	5.4%	86.0%
\$75 000-\$79 999	3	2.3%	88.4%
\$80 000-\$84 999	2	1.6%	89.9%
\$85 000-\$89 999	2	1.6%	91.5%
\$90 000-\$94 999	0	0.0%	91.5%
\$95 000-\$99 999	0	0.0%	91.5%
\$100 000 +	2	1.6%	93.0%
Don't know	9	7.0%	100%
Total	129	100%	

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

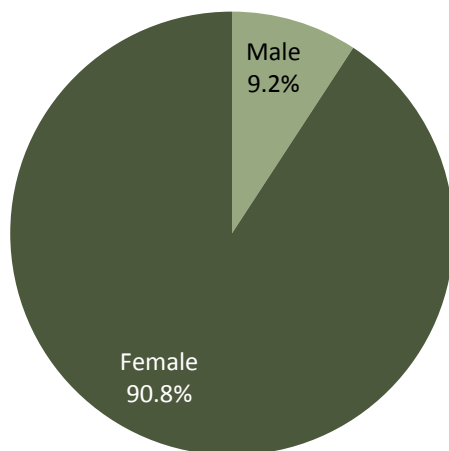
Eight in ten graduates are currently registered with SRNA (86.9%). Nine in ten (9.2%) are registered with other licensure and only 3.8% are not registered with any licensure.

	Count	Percent
SRNA	113	86.9%
Other licensure	12	9.2%
None	5	3.8%
Total	130	100%

General Questions

68. What is your gender?

Nine in ten respondents are female (90.8%) and the remaining 9.2% are male



Base: all respondents (n=130)

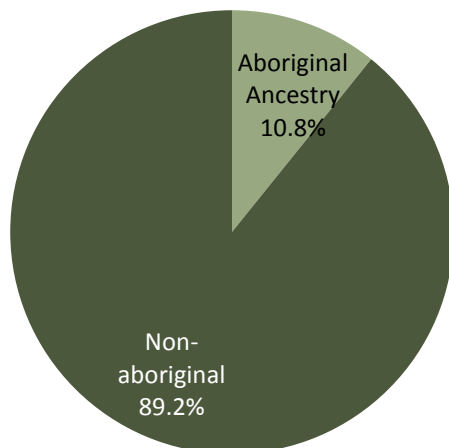
69. Where did you grow up?

A total of 29.2% grew up in rural Saskatchewan, 23.8% in a town in Saskatchewan and 17.7% in Saskatoon.

	Count	Percent
Rural Sask.	38	29.2%
Town in Sask.	31	23.8%
Saskatoon	23	17.7%
Regina	17	13.1%
Outside Sask.	17	13.1%
Other in Sask.	4	3.1%
Total	130	100%

70. Do you hold aboriginal status?

One in ten (fourteen respondents) are of aboriginal ancestry (10.8%). Of those, eight are Métis and six have treaty status.



Base: all respondents (n=130)

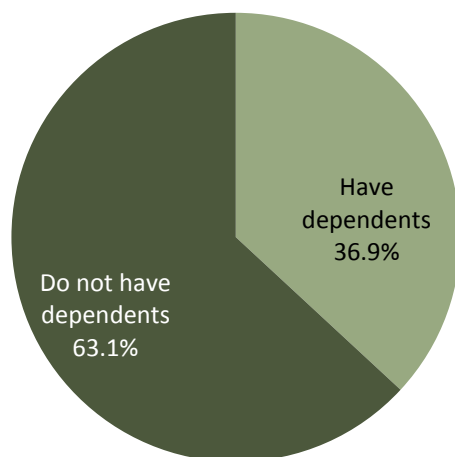
72. What is your current marital status?

One half of respondents are legally married (47.7%) and another two in ten (20.0%) are common-law, for a total of 67.7% who are married or living with a partner. Three in ten are single (30.8%) while 1.5% are divorced.

	Count	Percent
Married	62	47.7%
Single	40	30.8%
Common-law	26	20.0%
Divorced	2	1.5%
Total	130	100%

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

About one third of respondents currently have dependents (36.9%).



Base: all respondents (n=130)

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

Three quarters of respondents are satisfied or very satisfied with their educational experience in the NEPS program (74.6%). A greater proportion of two year out graduates are very satisfied (15.4%) compared to 2007 results (6.5%), but in line with findings from 2006 and 2005.

	2005	2006	2007	2008
Very satisfied	16.5%	14.6%	6.5%	15.4%
Satisfied	59.7%	63.7%	64.3%	59.2%
Total Satisfied or Very Satisfied	76.2%	78.3%	70.8%	74.6%
Dissatisfied	17.3%	16.6%	21.4%	17.7%
Very dissatisfied	4.3%	3.2%	5.8%	5.4%
Total Dissatisfied or Very Dissatisfied	21.6%	19.8%	27.2%	23.1%
Unsure	2.2%	1.9%	1.9%	2.3%
Total	100	100	100	100

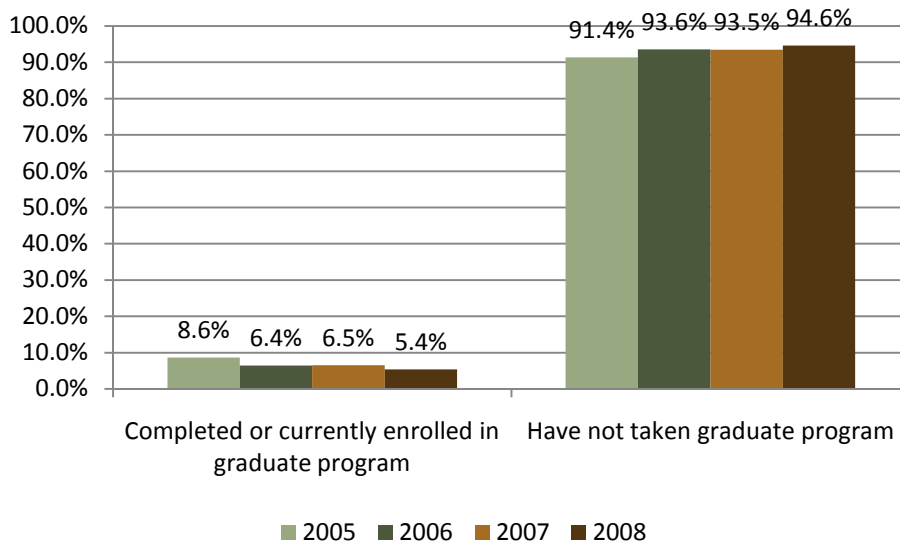
75. How well did your educational program prepare you for nursing practice?

Two thirds feel the NEPS program prepared them well or very well for nursing practice (66.9%), in line with previous findings.

	2005	2006	2007	2008
Very well	12.9%	11.5%	5.8%	9.2%
Well	58.3%	54.1%	54.5%	57.7%
Total well or very well	71.2%	65.6%	60.3%	66.9%
Not well	20.9%	24.2%	32.5%	23.1%
Poorly	6.5%	7.6%	5.8%	8.5%
Total not well or poorly	27.4%	31.8%	38.3%	31.6%
Unsure	1.4%	2.5%	1.3%	1.5%
Total	100	100	100	100

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

Less than one in ten have completed or are currently enrolled in a graduate program (5.4%).



Base: all respondents (2005; n=138, 2006; n=154, 2007; n=154, 2008; n=130)

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

Eight in ten are satisfied with nursing as a career (82.3%).

	2005	2006	2007	2008
Very satisfied	37.4%	33.8%	29.9%	30.8%
Satisfied	53.2%	50.3%	57.1%	51.5%
Total Satisfied or Very Satisfied	90.6%	84.1%	87.0%	82.3%
Dissatisfied	7.2%	10.2%	7.8%	10.0%
Very dissatisfied	0.0%	0.6%	1.3%	2.3%
Total Dissatisfied or Very Dissatisfied	7.2%	10.8%	9.1%	12.3%
Unsure	2.2%	5.1%	3.9%	5.4%
Total	100.0%	100.0%	100.0%	100.0%

78. Do you have any general comments regarding the education you received in the NEPS program?

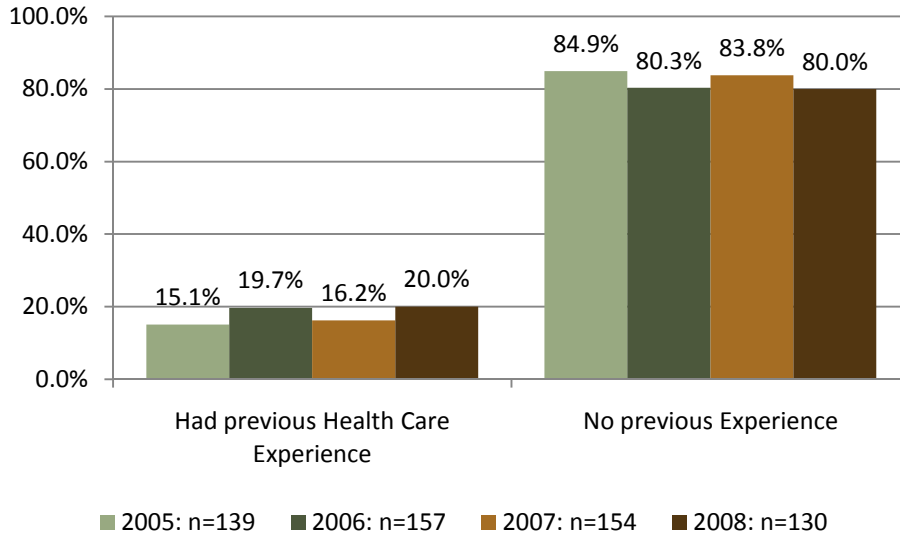
A total of 80 graduates provided general comments about the NEPS program. Most common mentions is suggestions or comments about the curriculum or classes (37.5%) followed closely by the desire for more clinical experience (33.8%).

Description	Count	Percent
Curriculum/Class Suggestions/Issues	30	37.5%
More Clinical Experience	27	33.8%
Not Prepared/Not Satisfied	21	26.2%
More Practical Experience	18	22.5%
Overall Satisfaction/Well Prepared	17	21.2%
Other	13	16.2%
Less Theory	13	16.2%
Issues with the Instructors/Teachers	11	13.8%
No Comment	6	7.5%
Total	80	100%

Experience Before Starting the NEPS Program

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

About one in five graduates state they had previous experience in the health care field prior to enrolling in the NEPS program (20.0%). This is in line with 2007 findings.



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

Of the twenty-six respondents who report having previous education in the health care field, seven state they had direct experience in health care or as a home care aide and seven were licensed practical nurses. Respondents may have indicated more than one choice.

Description	Count	Percent
Health care/home care aide	7	26.9%
LPN	7	26.9%
Lab tech/ EMT	3	11.5%
Other	12	46.2%
Total	26	100%

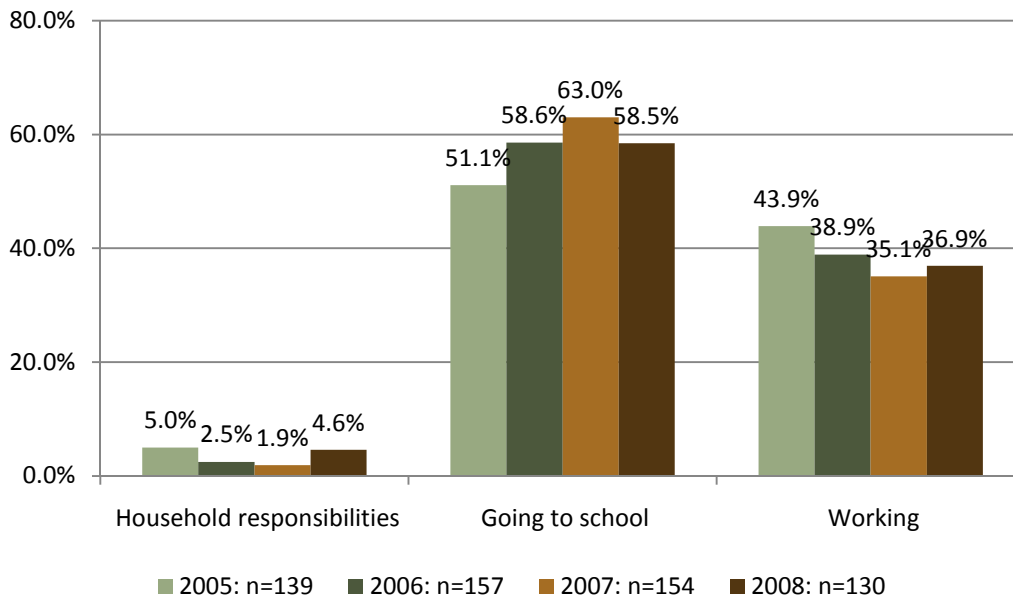
4. What was your highest educational achievement prior to starting the program?

Two thirds of respondents report having had at least some post-secondary prior to starting the program (66.2%). Four in ten (42.3%) had some university education, an increase over previous years.

	2005	2006	2007	2008
High school diploma	36.7%	38.9%	40.9%	33.8%
SIAST (or other Technical Institute) courses	0.7%	3.2%	1.3%	0.8%
SIAST (or other Technical Institute) diploma/certificate	18.7%	8.9%	15.6%	14.6%
Some university classes	35.3%	37.6%	37.0%	42.3%
University baccalaureate (Under-Graduate) degree	8.6%	11.5%	5.2%	7.7%

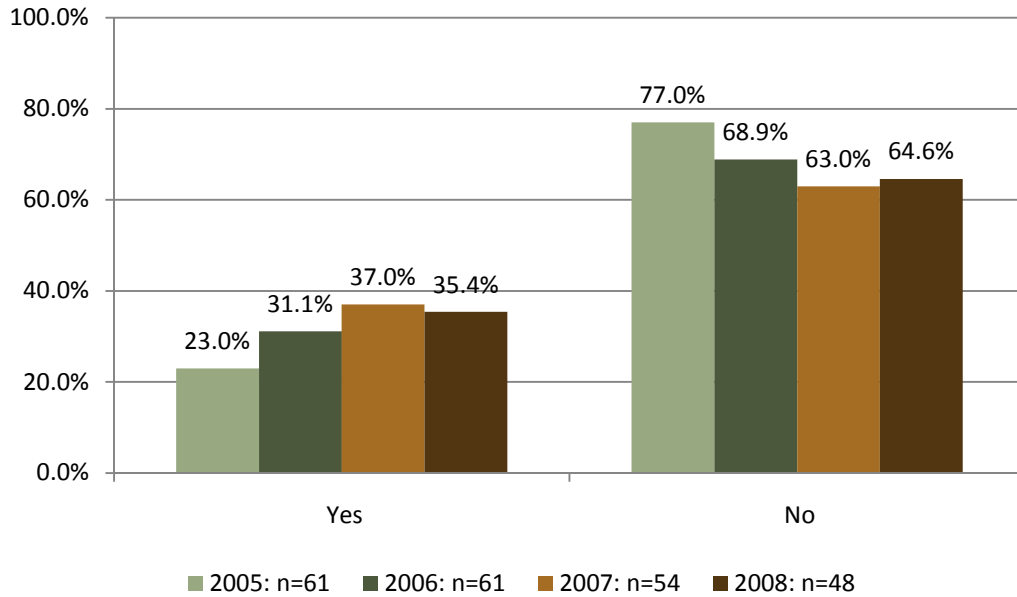
6. What was your major activity in the year before starting NEPS?

Most commonly, respondents state they were going to school in the year before starting the NEPS program (58.5%) while 36.9% were working. This is relatively consistent with 2007 results.



7. Was this work in the health care field?

Of those who were working, one third indicate they were employed in the health care field (35.4%), in line with 2007 findings.



Experiences During the NEPS Program

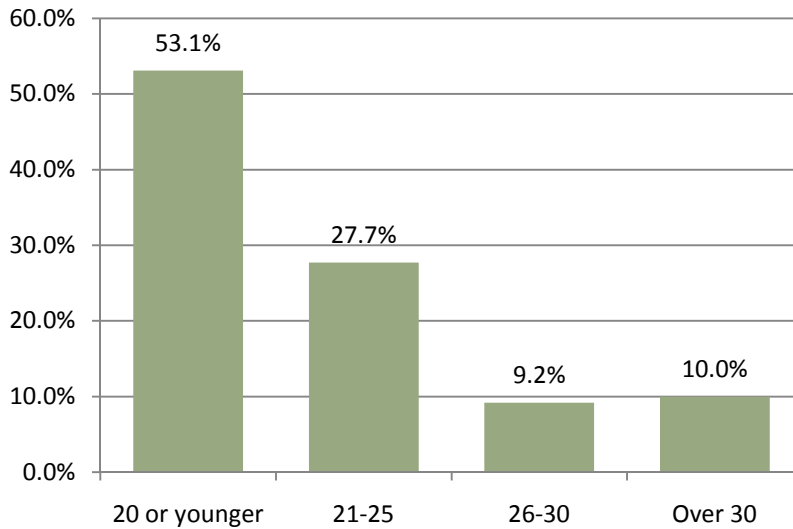
8. What year did you start your NEPS program:

Two thirds of 2-year out graduates indicate they started their NEPS program in 2002 (66.9%) and 23.8% in 2003.

	Count	Percent
1999	1	0.8%
2001	9	6.9%
2002	87	66.9%
2003	31	23.8%
2004	2	1.5%
Total	130	100.0%

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

Just over one half (53.1%) of respondents report being 20 years of age or younger when they started the program. One quarter were 21 to 25 (27.7%), 9.2% between 26 and 30 and 10.0% over 30.



Base: all respondents (n=130)

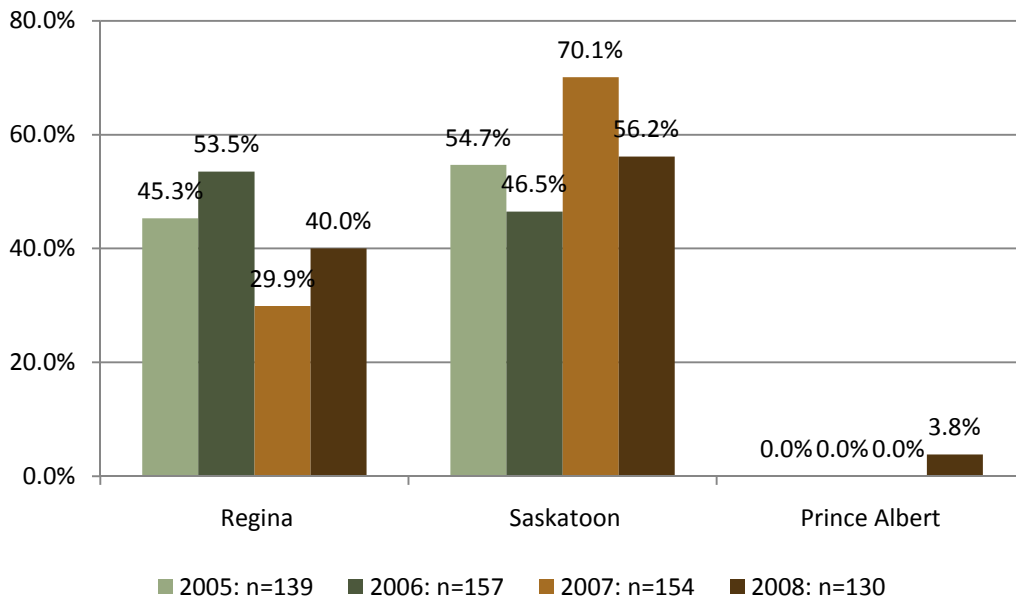
2-Year Follow-up Survey of the 2005-06 Graduates of the NEPS Program

The average age of respondents when they started their program is 22.8, which is slightly higher than the results from previous cohorts.

Year Surveyed	Average	Median
2005	21.8	20
2006	21.8	20
2007	21.2	20
2008	22.8	20

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

Four in ten report having entered the NEPS program in Regina (40.0%) and 56.2% in Saskatoon. This differs somewhat from 2007 results where a greater proportion of 2 year out graduates were from Saskatoon (70.1%) and fewer were from Regina (29.9%).



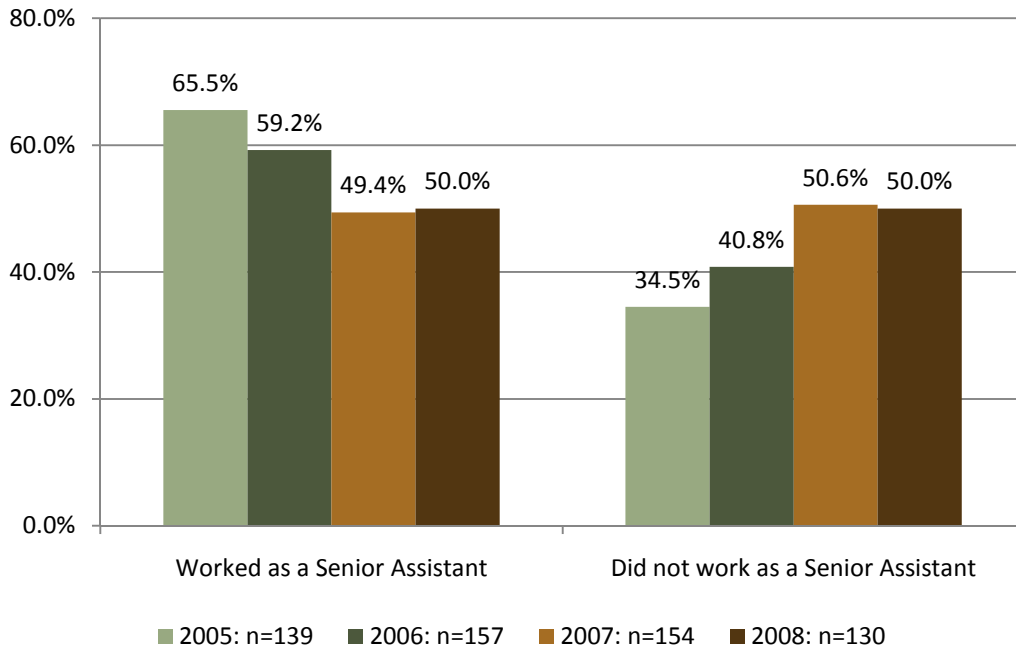
11. Please indicate if you experienced any of the following significant life changes during the NEPS program? (check all that apply)

Three quarters of 2 year out graduates report having experienced at least one significant life change during their program (78.6%). Home relocation is most common (42.9%) followed by the death of a loved one (37.0%) and uncertainty of nursing as a career (32.5%).

	2008	2007	2006	2005
Home relocation	42.9%	59.2%	42.7%	49.6%
Death of a loved one	37.0%	33.1%	38.9%	46.0%
Uncertainty of nursing as a career	32.5%	36.2%	38.9%	41.0%
Change in Marital Status	18.2%	21.5%	24.8%	18.0%
Personal illness	15.6%	20.8%	13.4%	20.1%
Care giving for a dependent adult	14.3%	19.2%	15.3%	17.3%
Birth of child	6.5%	6.9%	7.6%	7.9%
Other	0.6%	6.9%	3.8%	1.4%
None	21.4%	13.1%	12.7%	16.5%
Total	100.0%	100.0%	100.0%	100.0%

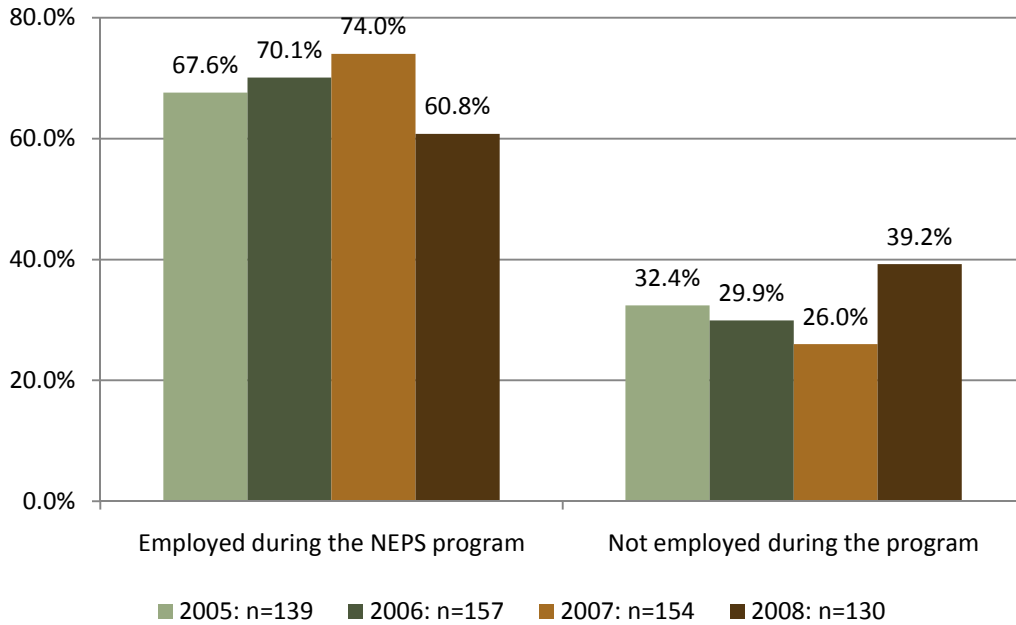
12. Did you work as a 'senior assistant' during your NEPS program?

One half of graduates report having worked as a senior assistant while enrolled in the NEPS program (50.0%), on par with 2007 findings.



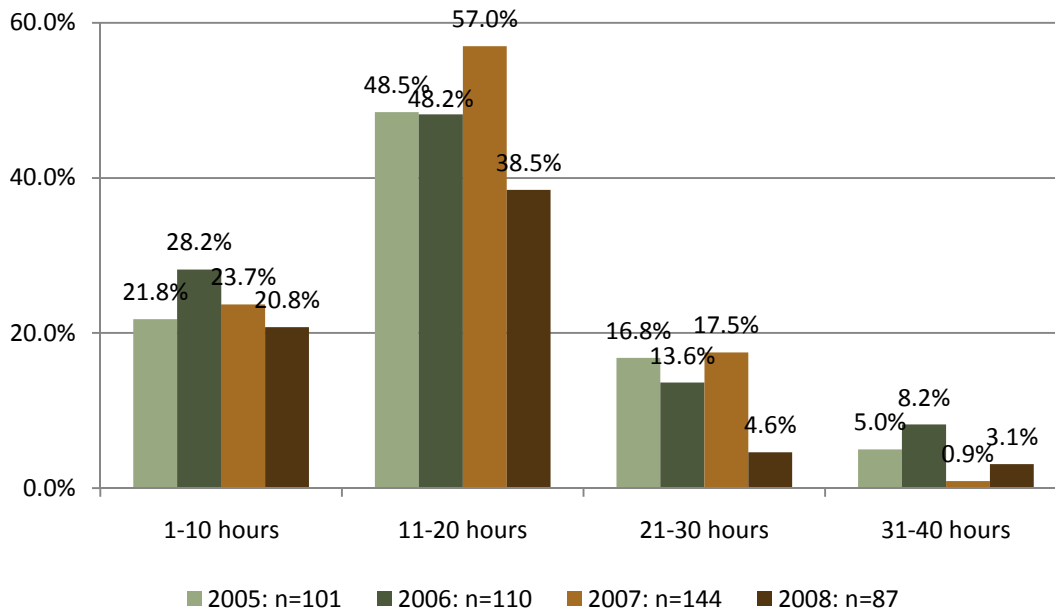
13. Did you have a job while in the NEPS program?

Six in ten indicate they were employed while enrolled in the NEPS program, notably fewer than in 2007 (60.8% vs. 74.0%).



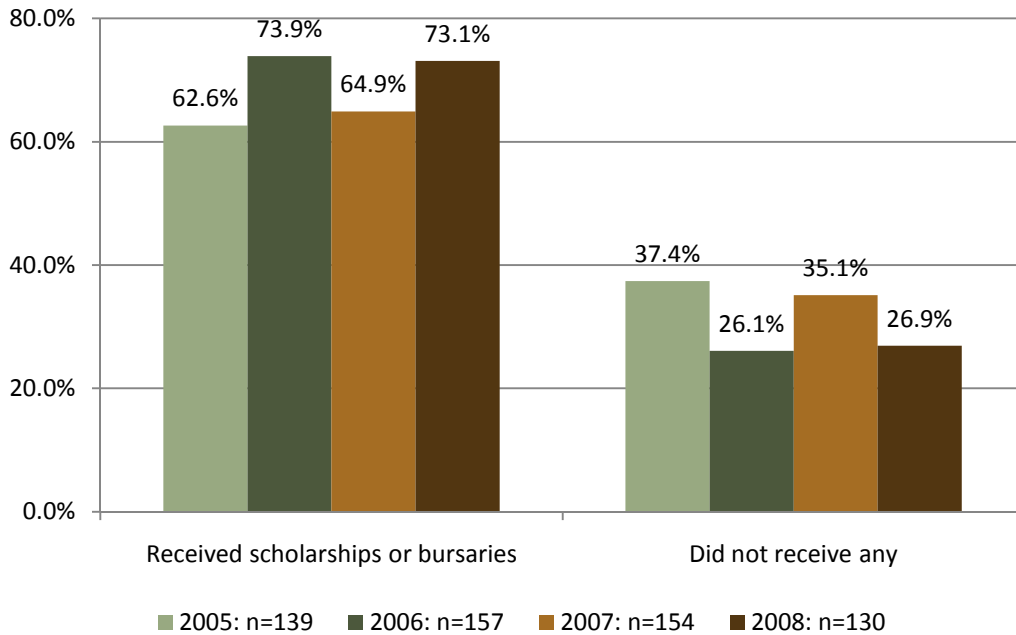
14. On average, how many hours a week did you work at your job?

Of those who had a job while attending the NEPS program, 59.3% worked less than 21 hours per week. The average amount worked was 16.7 hours per week.



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

Three quarters report having received scholarships or bursaries during the program (73.1%). This is an increase from the 2007 and 2005 values (64.9% and 62.6% respectively) but in line with the 2006 result (73.9%).



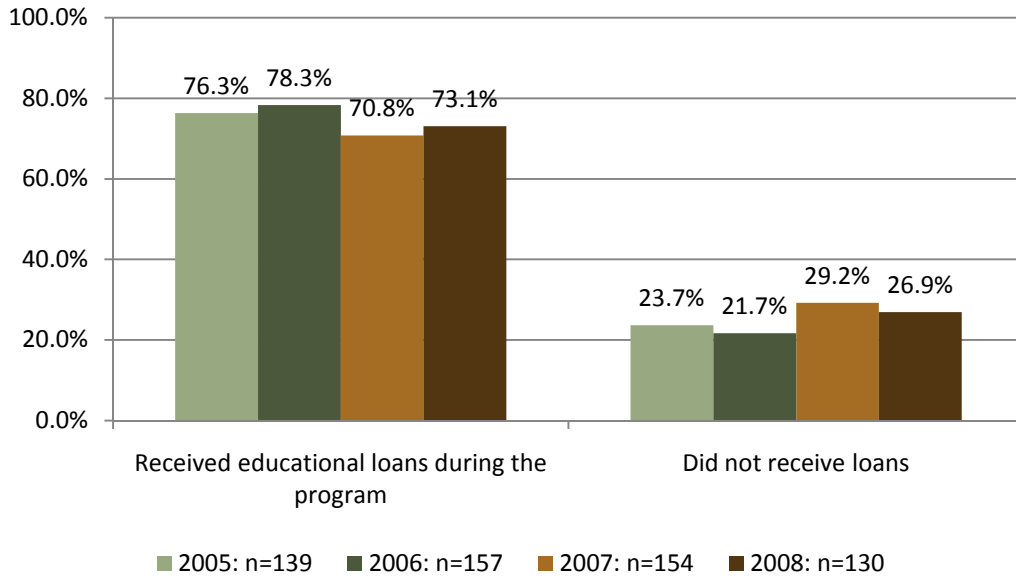
16. What was the total dollar value of scholarships or bursaries you received during the NEPS program?

The average value of scholarships that two year out graduates received was \$5,913 (including just those who received scholarships). Including all respondents, this average decreases to \$4,322.

	2005	2006	2007	2008
\$1000 & under	15.7%	8.6%	8.0%	13.5%
\$1001-\$2000	20.2%	13.8%	13.0%	11.5%
\$2001-\$5000	31.5%	33.6%	22.0%	25.0%
\$5001-\$10000	18.0%	27.6%	41.0%	36.5%
Over \$10000	6.7%	13.8%	13.0%	18.8%

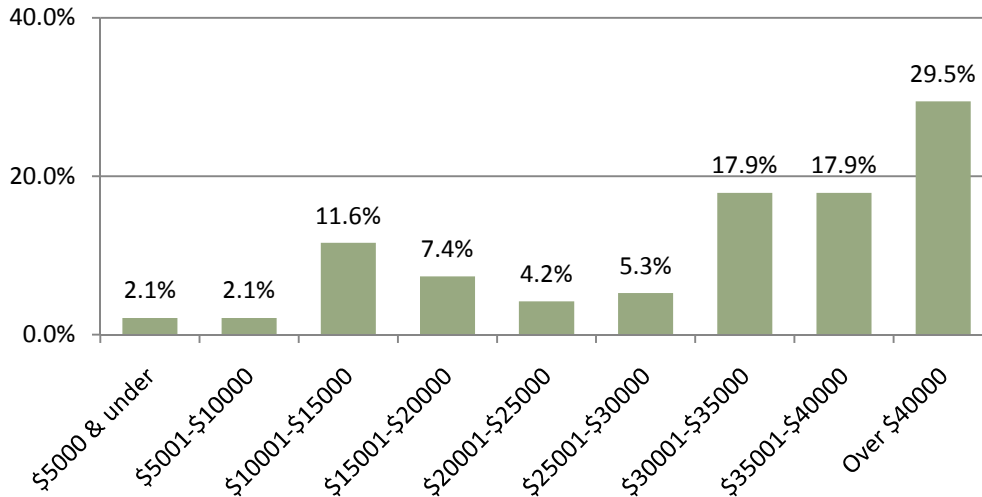
17. Did you obtain any student or educational loans during the program?

Most respondents report having obtained a student or educational loan during the program (73.1%).



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

Three in ten two year out graduates state they received more than \$40,000 in loans (29.5%) and one third between \$30,000 and \$40,000 (35.8%).



The average loan value has steadily increased since the 2006 research cohorts (graduates of 2004).

	2006	2007	2008
Average	\$23,871	\$29,674	\$32,278

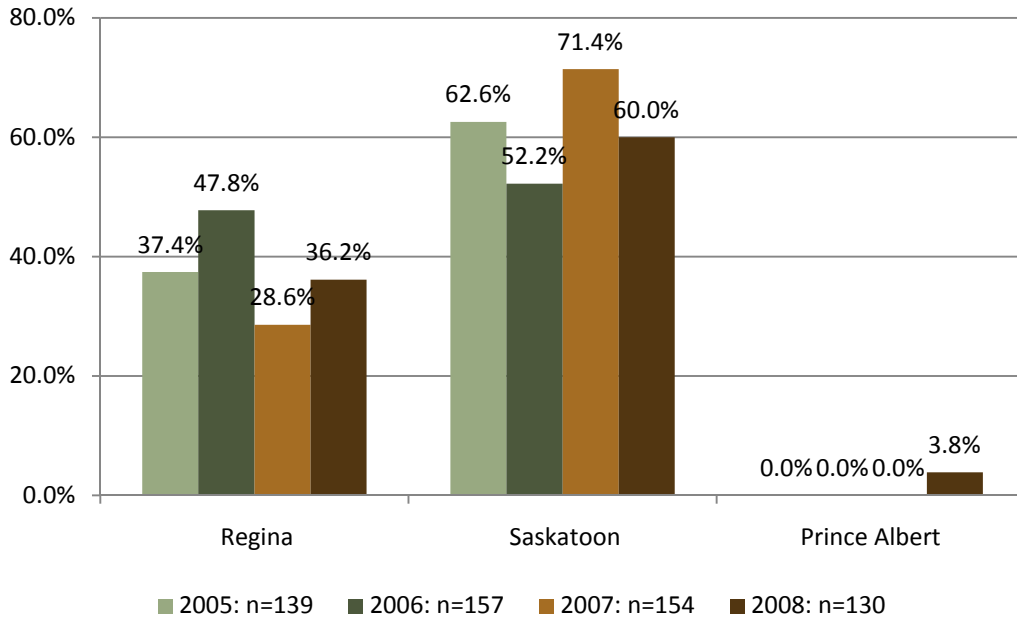
19. What date did you complete your NEPS program?

Within the current cohort, two thirds of respondents state they completed their NEPS program in 2006 (68.5%), 30.8% in 2005 and 0.8% in 2004.

	Count	Percent
2006	89	68.5%
2005	40	30.8%
2004	1	0.8%
Total	130	100%

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

One third of respondents graduated from Regina (36.2%), 60.0% from Saskatoon and 3.8% from Prince Albert. This is a notable shift from the previous cohort where 71.4% completed their course in Saskatoon.



Appendix A

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

- (5) Licensed Practical Nurse Certificate
- (2) Early Childhood Education Diploma
- (2) Kinesiology degree
- (1) 3 year Diploma in Biblical Studies
- (1) 4 year Arts and Science Degree, major is Psychology
- (1) Administrative Assistant, Computers Applications
- (1) Animal Health Technology
- (1) Bachelor in Psychology
- (1) Bachelor of Arts
- (1) Bachelor of Arts, 3 year, major English
- (1) Bachelor of Arts, Linguistics
- (1) Bachelor of Science
- (1) Bachelor of Science in Commerce, major in Accounting
- (1) Bachelor of Science, Biology
- (1) Business Administration
- (1) Certificate in Theology
- (1) Diploma Nursing Program
- (1) Emergency Medical Technician Advanced
- (1) General Theology Program
- (1) Medical Office Assistant - McKay Tech
- (1) Microsoft Certified Systems Engineer Degree
- (1) None
- (1) Practical Nursing certificate
- (1) Special Care Aid, Home Care Aid program
- (1) Bachelor of Arts in Psychology
- (1) Certificate
- (1) EMT
- (1) Pharmacy technician
- (1) SIAST 2 year diploma, Biological Sciences
- (1) Masters of Arts

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

Entries under "Other":

- (2) Divorce of parents
- (1) Change in relationship (dating)
- (1) Drop in number of students in program each year
- (1) Encounter a new culture and health care system
- (1) Husband's loss of job and bankruptcy
- (1) Living away from family
- (1) Parents divorce and personal relationship issues
- (1) Purchase of first home

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:

- (1) Boyfriend, getting pregnant.
- (1) Commitment to significant other.
- (1) Did not prefer relocation.
- (1) Expanded scope of practice.
- (1) Familiar with the manager.
- (1) Fiancée was close by.
- (1) It was the first interview and the hours I wanted.
- (1) It was the only job offered at the time.
- (1) Not heavy lifting as I had a recent injury.
- (1) Senior assisted on this ward.
- (1) Significant other's job.

What was lacking from your orientation?

Entries under "Content":

- (1) Content didn't prepare me for reality.
- (1) I didn't understand the paperwork involved.
- (1) It was very unorganized.
- (1) Lack of a hospital tour and hospital policy.
- (1) Lack of orientation to being "in charge".
- (1) More information on the assessment, more education
- (1) None in very large group and difficult to get clar
- (1) Not consistent training.
- (1) Not enough variety of patients.
- (1) Patient care.
- (1) Patient to nurse ratio.
- (1) Poor mentor, poor information!
- (1) The orientation lacked teaching critical thinking.
- (1) The orientation was not geared for new graduates.
- (1) There were a lot of unanswered questions.
- (1) They just gave me a brief run down on a few things

Entries under "Other":

- (1) Felt expected to "know it all".
- (1) Frequently interrupted and felt pressured.
- (1) Having an orientation.
- (1) I don't think nurses should work there.
- (1) Inadequate previous education.
- (1) Lack of staff for proper orientation.
- (1) Need ACLS/Trauma Nursing when in rural SK.
- (1) Not supported by staff, called to work alone.

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)

Primary Site:

Other:

- (1) Community transitional care site
- (1) Integrated Health Centre
- (1) Kipling Memorial Health Centre
- (1) Rural Acute/LTC/Emergency

Secondary Site:

Other:

- (1) Public Health
- (1) Supervised injection facility

Third Site:

Other:

- (1) Street nurse

In what area did you provide:

Note: If picking multiple areas, hold down your control key as you click the appropriate areas.

Other:

- (1) Neurology/neurosurgery
- (1) Neurosciences
- (1) Respiratory Medicine

Other:

- (1) Community Health and Home Care

You indicated that at some time during the first year you were either unemployed or employed in something other than nursing. Please indicate why.

Entries under "Other":

- (1) I moved twice between graduating and starting jobs
- (1) Maternity leave

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

Entries under "Other":

- (1) I didn't like the city.
- (1) I wanted something challenging.
- (1) Moved out of province.
- (1) Moved to go to school.
- (1) Moved to my area of interest.
- (1) Moving to Weyburn.
- (1) Too expensive to live in Calgary.
- (1) Took off travelling and moved away upon return.
- (1) Wanted a different area.
- (1) Wanted to travel.
- (1) Went back to school.

Where is the geographical location of your current job?

Entries under "Other":

- (1) Khartoum, Sudan
- (1) SK, BC, NWT

**What type of organization is the site(s) at which you work?
(Note: The primary site is the site where you had the most hours per week)**

Other:
(1) Chelation centre

What is your position?

Primary Site:

Other:
(1) Not started yet, on leave.
(1) Nurse Coordinator
(1) Policy Advisor
(1) School nurse

Secondary Site:

Other:
(1) Administering botox and fillers.
Coordinator for Client Patient Access Services

Third Site:

Other:
(1) Coordinator for CPAS

In what area did you provide:

Note: If picking multiple areas, hold down your control key as you click the appropriate areas.

Other:
(1) Clinic area for Canadian Blood Services
(1) Colleagues
(1) Home Care and Community Health
(1) Maternity
(1) Neurology, neurosurgery
(1) Neurosciences
(1) Respiratory medicine
(1) Unknown at this time
(1) Assess clients for services needed at home.
(1) Cosmetic

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?**

(1) Boyfriend.
(1) Close to home.
(1) Expanded scope of practice.
(1) Followed my significant other to this city.
(1) None.
(1) Pregnancy.
(1) Stay in Saskatchewan.

- (1) They tricked me.
- (1) Work environment.

Are you registered with any of the following associations?

Entries under "Other":

- (3) BCNU
- (3) CARNA
- (2) AARN
- (1) ANPEI
- (1) CRNBC
- (1) CWOCN
- (1) UNA

Where did you grow up?

Entries under "Other":

- (2) British Columbia
- (1) Alberta
- (1) All over Canada.
- (1) Calgary, AB
- (1) China
- (1) Cold Lake, Alberta
- (1) Edmonton
- (1) Europe/Bosnia Herzegovina
- (1) India
- (1) Manitoba
- (1) Manitou (MB), Saskatoon (SK), Meadow Lake (SK)
- (1) Medicine Hat
- (1) Moved around repeatedly as a child, and still do.
- (1) Phillipines
- (1) Three provinces in Canada.
- (1) Victoria, BC