



Nursing Education Program of Saskatchewan (NEPS) Employment Survey:

*Graduates of the NEPS Program in the 2006-2007
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

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Executive Summary

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Executive Summary

Introduction

In this report, we summarize the results of the 2009 2-Year Graduate Follow-Up Study for The Nursing Education Program of Saskatchewan (NEPS). These respondents were a part of the 2006-2007 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 four years. Surveying the 2007 graduating class and comparing their responses to 2003, 2004, 2005 and 2006 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 226 graduates of the NEPS program in 2006-07, 171 completed the survey for a response rate of 75.7%. This gives a margin of error of ± 3.7 percentage points at 95% confidence, finite population factor applied.

Experiences in the First Year after Graduation

Overall, nineteen in twenty (95.8%) indicated that their first job as a graduate nurse was in-province. Three quarters (75.0%) worked in an urban location (75.0%), 22.0% in a rural location and 3.0% in both. With regards to the factors that influenced their choice of work location, family or community commitments was chosen in their top three by 63.7% of respondents. Most (62.5%) were invited to a job before they started looking, and a further 34.5% indicated that they found employment within one month of graduation. A total of 38.1% feel that their experience finding their first job following graduation was less difficult than expected (38.1%), 46.4% feel that it was the same as they expected and 15.5% feel that it was more difficult. Three quarters (72.2%) received a job offer from where they were employed as a senior assistant, and 61.4% got a job offer from where they did their 4th year senior practicum.

Most commonly, (74.4%) respondents worked regular full time hours in their first job as a graduate nurse and eight in ten (80.9%) indicated that they were employed as per their preference for hours. Location (3.9 out of 5) was, on average, given the highest rating in terms of meeting respondents' ideal preferences. Client group (3.6) and responsibilities (3.6) were next-highest rated. About four in ten (42.3%) indicated that the length of their orientation was between 6

2-Year Follow-up Survey of the 2007 Graduates of the NEPS Program

and 15 days, and 29.2% indicated that their orientation was between 16 and 30 days. Overall, 42.9% feel that their orientation was too short and 54.8% feel that it was about right. In total, one quarter (23.8%) of respondents feel that their orientation very well or quite well prepared them for their first position, a notable decrease from a high of 50.0% in 2005.

More than eight in ten (86.9%) worked at a single site as a graduate nurse, 10.1% worked at 2 sites and 3.0% worked at 3 or more sites. The most common type of organization among respondents was a general hospital with 100 beds or more (75.6%) and nearly all (98.2%) were employed as a staff nurse. Direct care (99.4%) is by far the most common main area of responsibility among respondents. Few (4.8%) worked in a forensic setting.

Current Situation

Most (83.6%) respondents are nurses, and a further 15.8% are on leave from nursing positions, a total of 99.4% remaining in nursing. One third (36.5%) have changed their primary job, 44.7% are working in the same position and 18.8% are working for the same primary employer but in a different position. Personal reasons (40.3%) are most commonly cited as why respondents left their former employer. Currently, more than eight in ten (83.0%) work in Saskatchewan. Of those who work out of province, 37.5% expect to return to the province at some time in the future. Most (72.9%) respondents currently work in an urban setting, 24.1% in a rural setting and 2.9% in both. Three quarters (76.5%) work regular full time hours and nine in ten (91.4%) are working their preferred hours. Eight in ten (80.0%) work at a single site, 13.5% in 2 sites and 6.5% in 3 or more sites. In at least one of their sites, two thirds (68.2%) work in a general hospital with 100 beds and over, 94.1% work as a staff nurse or community health nurse and 97.6% indicated that direct care is their main area of responsibility. The average number of hours that respondents work at all their sites combined is just under 40 (39.4). A total of 5.4% currently work in a forensic setting.

A large majority (84.7%) are either satisfied or very satisfied with their current primary job. By contrast, 7.1% are either dissatisfied or very dissatisfied. Three quarters (74.8%) are satisfied or very satisfied with their educational experience in the NEPS program.

Experience Before Starting the NEPS Program

Overall, one in five (19.9%) had previous education in the health care field prior to starting the NEPS program. In the year before starting the program, most (54.3%) respondents were going to school, 39.8% were working and 5.9% consider household responsibilities to be their main activity. Of those respondents who were working before starting the NEPS program, 35.1% (n=24) were working in the health care field. Most commonly, respondents entered the program when they were 20 or younger (41.5%). Six in ten (58.6%) entered their program in Saskatoon, 31.7% did so in Regina and the remaining 9.7% entered in Prince Albert.

Nearly one half (44.1%) worked as a Senior Assistant during their NEPS program and two thirds (62.4%) were employed during the program. Three quarters (77.6%) of those who had a job worked less than 21 hours per week.

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Most (65.1%) respondents received scholarships or bursaries during the program and the average scholarship value was \$6,184. In terms of student loans, 71.0% of respondents obtained a loan during the program.

Six in ten (59.7%) graduated from Saskatoon, 31.2% graduated from Regina and 9.1% graduated 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 2007. This research (titled as the 2009 cohort throughout this report) compares them to the results of the previous NEPS 2-Year Follow-Up Surveys completed in 2005, 2006, 2007 and 2008.

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 2009 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 249 graduates of NEPS from the 2006-2007 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 that 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 9th to August 24th, 2009. Of the 252 graduates who completed the NEPS program in the 2006-2007 academic year, 226 agreed to be contacted by the University and their contact information was provided to Insightrix. Of these potential respondents, 171 completed the survey, representing a 75.7% response rate. Given this response rate, we can be 95% sure that the results reported are within ± 3.7 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?

Nearly all (98.2%) respondents were employed as a nurse at some point during the first year after graduation. Four respondents were employed in a field other than nursing and four were not employed at one time.

	Count	Percent
Employed as a nurse	168	98.2%
Not employed	4	2.3%
Employed in a field other than nursing	4	2.3%
	171	100.0%

Multiple responses possible.

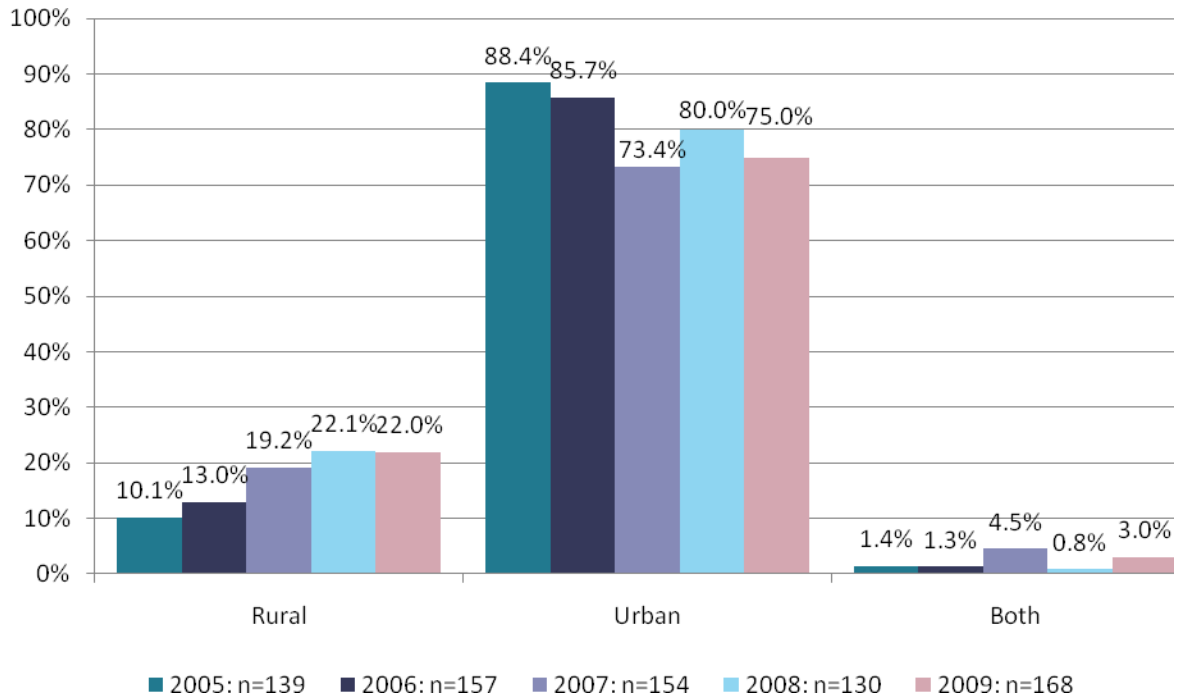
22. What was the geographical location of your first job as a graduate nurse?

Nearly all respondents (95.8%) worked in Saskatchewan at their first job as a graduate nurse.

	2005	2006	2007	2008	2009
Saskatchewan	91.3%	92.2%	95.5%	90.0%	95.8%
Manitoba or Eastern Canada	1.4%	0.6%	1.3%	1.5%	0.6%
Alberta or BC	5.1%	4.5%	1.9%	8.5%	3.0%
USA	1.4%	1.9%	1.3%	0.0%	0.6%
Other	0.7%	0.6%	0.0%	0.0%	0.0%

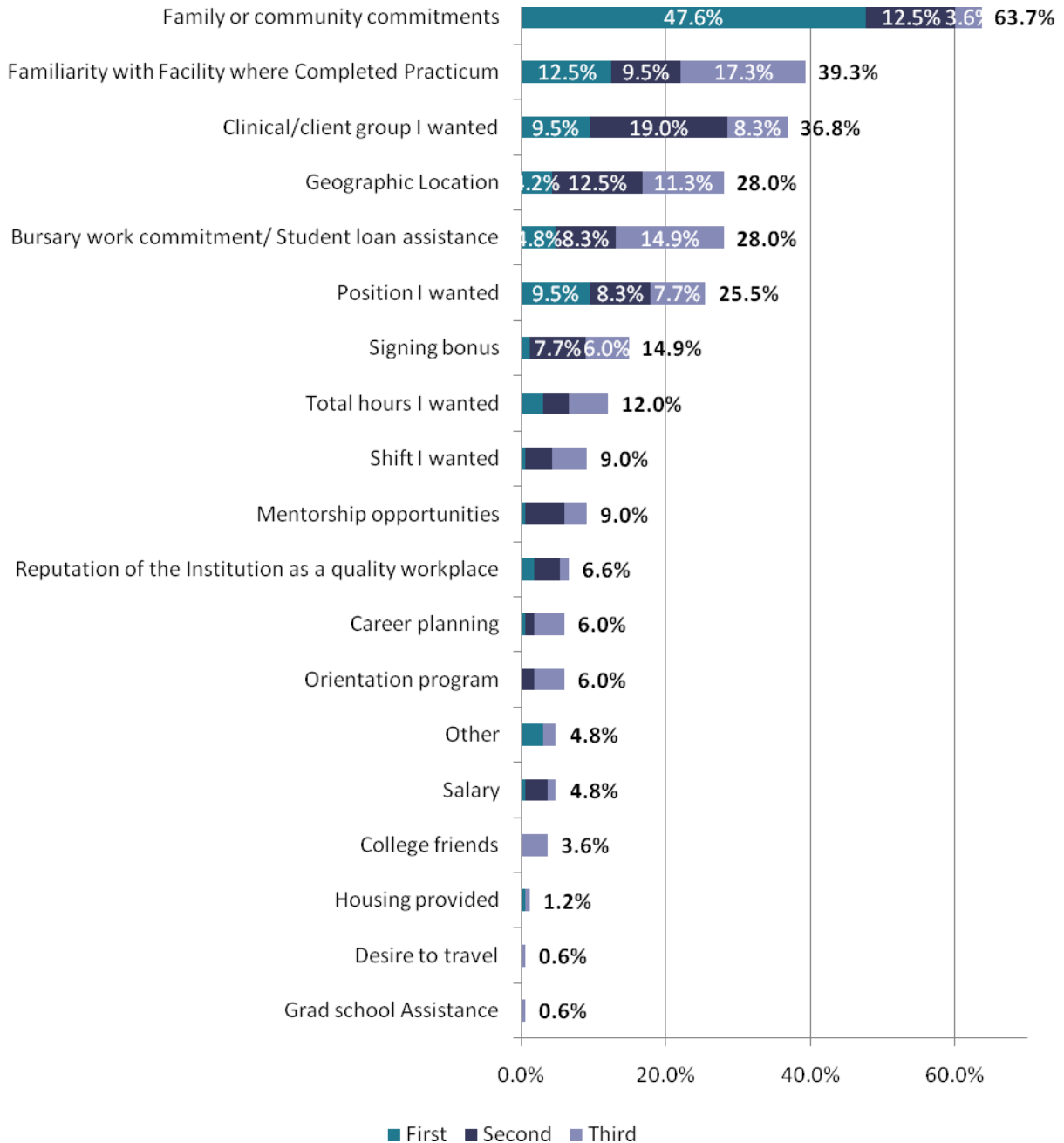
23. Please specify whether the location of your first job as a graduate nurse was:

Three quarters (75.0%) of respondents worked in an urban location and 22.0% 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:

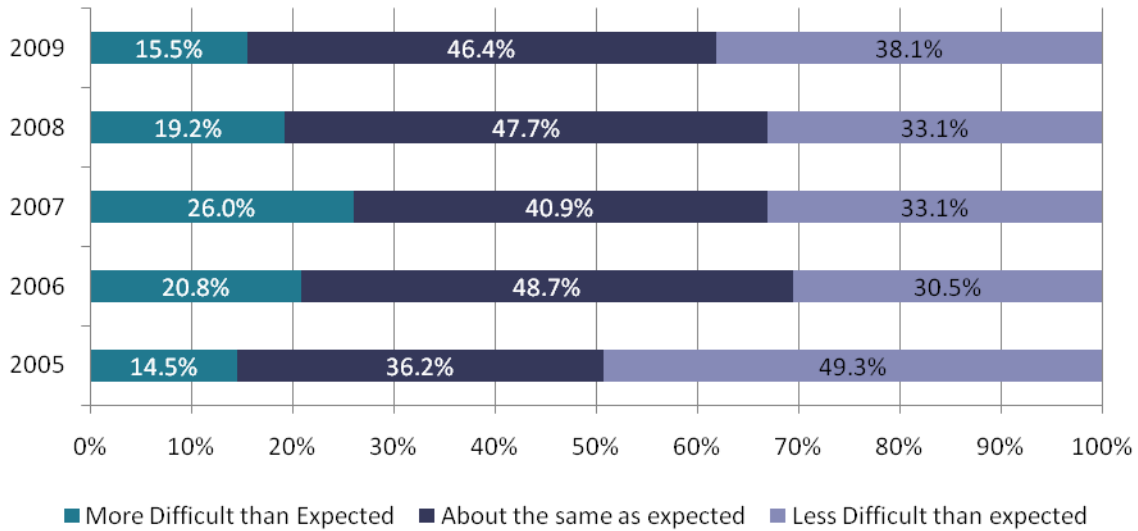
In all, 63.7% ranked family or community commitments in their top three factors that influenced their choice of work location. Familiarity with facility where completed practicum (39.3%) and clinical or client group I wanted (36.8%) are also common influencing factors.



***Totals bolded**

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

In total, 38.1% of respondents feel that it was less difficult than expected, while 15.5% feel that it was more difficult than expected. The remaining 46.4% feel that it was about the same as expected.



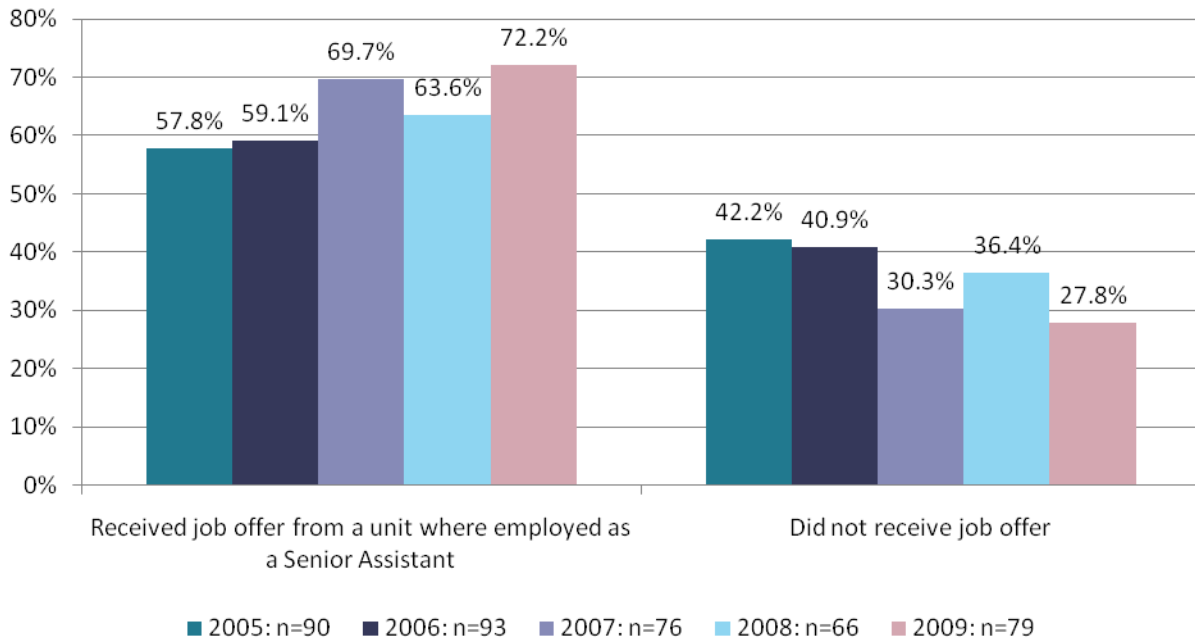
26. How long did it take you to obtain your first job after you started actively seeking employment following graduation?

A majority (62.5%) of respondents were invited to a job before they began looking. Additionally, one third (34.6%) indicated that it took them less than one month to find employment.

	2005: n=139	2006: n=157	2007: n=154	2008: n=130	2009: n=168
Invited to a job before I started looking	56.5%	59.1%	51.3%	61.5%	62.5%
Less than 1 month	34.1%	33.1%	41.6%	35.4%	34.5%
1-2 months	8.0%	5.8%	6.5%	1.5%	2.4%
3-5 months	1.4%	1.3%	0.5%	1.5%	0.6%
More than 6 months	0.0%	0.6%	0.0%	0.0%	0.0%

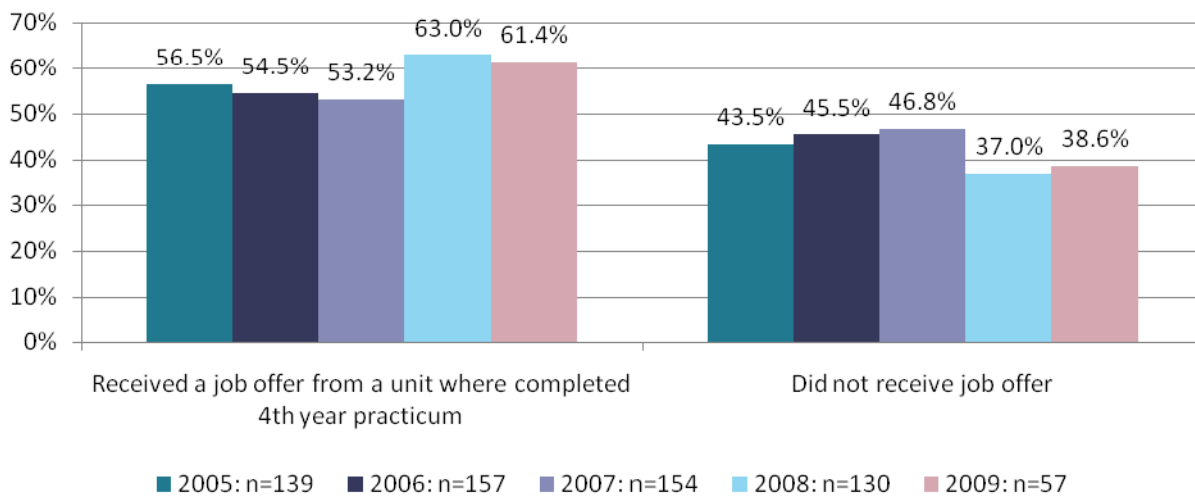
27. Did you get a job offer from a unit where you were employed as a Senior Assistant?

About seven in ten (72.2%) 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?

Six in ten (61.4%) 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?

Three quarters (74.4%) were employed regular full-time hours in their first job as a graduate nurse, an increase from 2008 (66.2%), 2007 (50.0%) and 2005 (66.2%) but in line with the 2005 findings (72.5%).

	2005: n=138	2006: n=154	2007: n=154	2008: n=180	2009: n=186
Regular full-time	72.5%	66.2%	50.0%	66.2%	74.4%
Casual full-time	15.2%	20.8%	35.1%	16.9%	9.5%
Regular part-time	5.8%	6.5%	7.1%	12.3%	9.5%
Casual part-time	6.5%	6.5%	7.8%	4.6%	6.5%

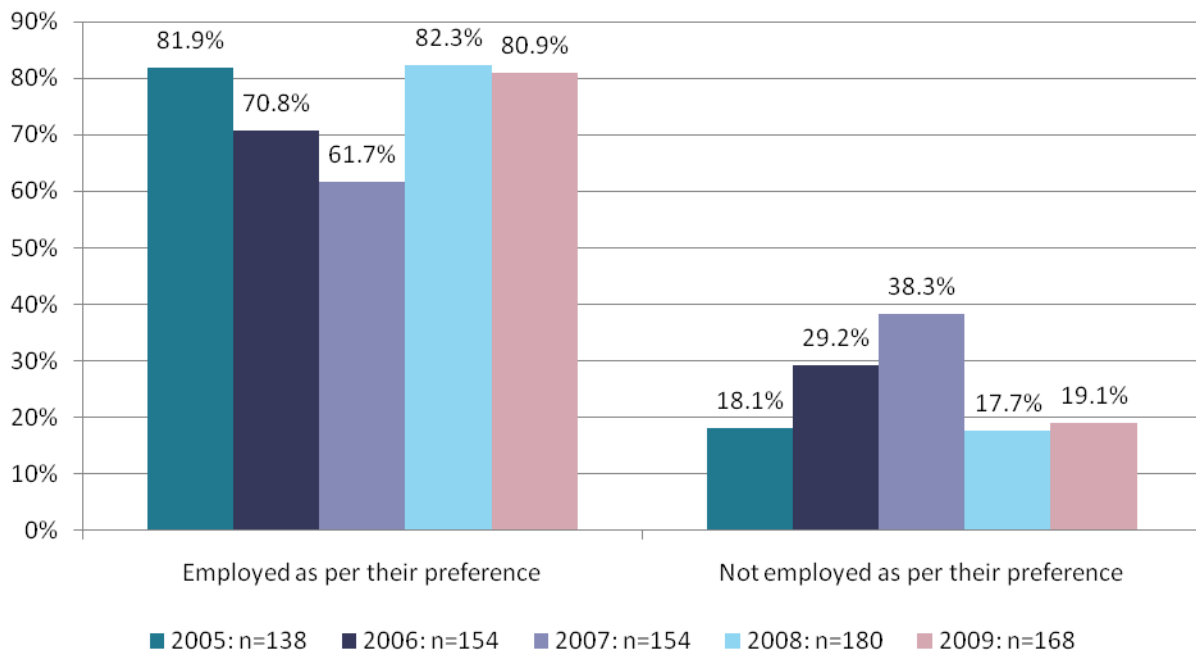
Note:

"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 (80.9%) were employed their preferred hours.



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. The client group and responsibilities both received an average rating of 3.6 out of 5.



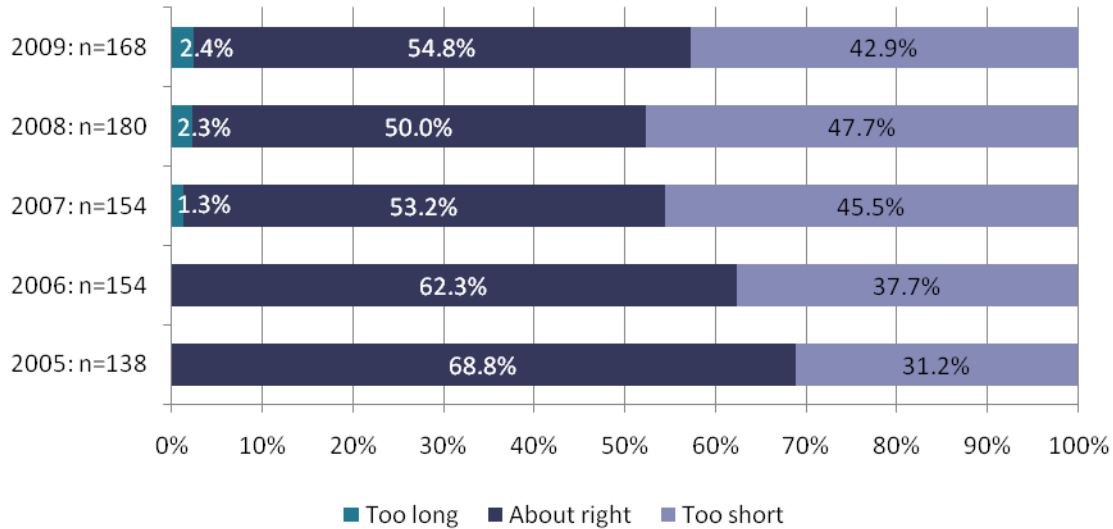
32. When you started your first nursing job, what was the length of your orientation (including "buddy" shifts)?

Overall, 42.3% of respondents indicated that the length of their orientation period was between 6 and 15 days. Additionally, 29.2% indicated that their orientation was between 16 and 30 days, a notable increase from 19.2% in 2008.

	2006: n=154	2007: n=154	2008: n=180	2009: n=168
< 1 day	0.0%	1.3%	0.0%	0.0%
1 day	1.3%	0.6%	2.3%	1.2%
2-5 days	28.6%	32.5%	33.1%	26.8%
6-15 days	42.9%	40.9%	43.8%	42.3%
16-30 days	26.0%	22.7%	19.2%	29.2%
Did not receive any	1.3%	1.9%	1.5%	0.6%

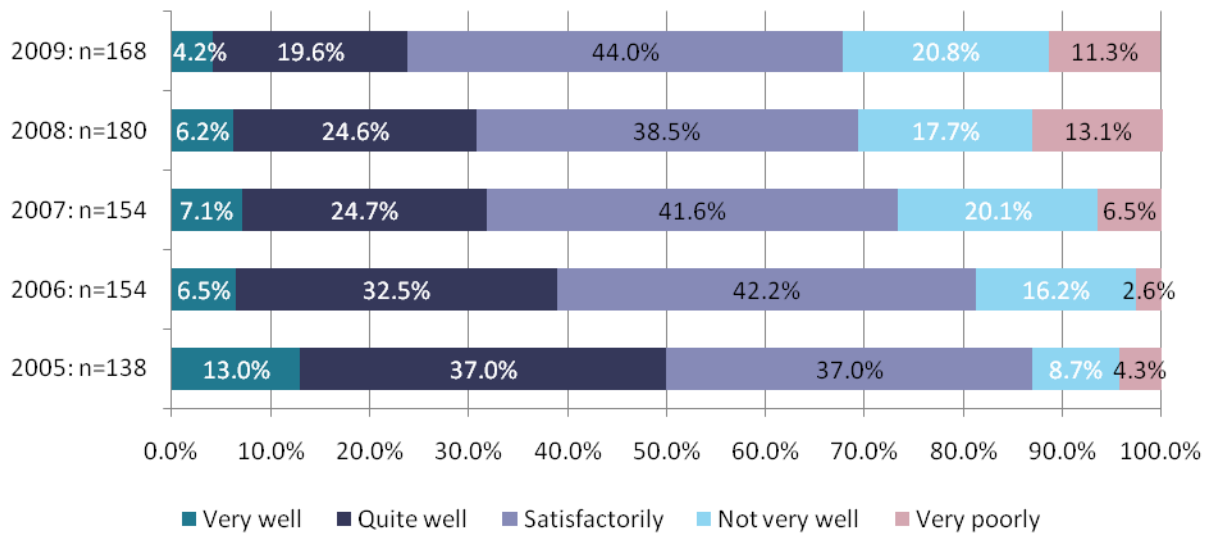
33. How did you feel about the length of your orientation for your first position?

A total of 42.9% of respondents feel that the length of their orientation was too short, while 2.4% believe that it was too long. Still, most (54.8%) believe that the length is just right.



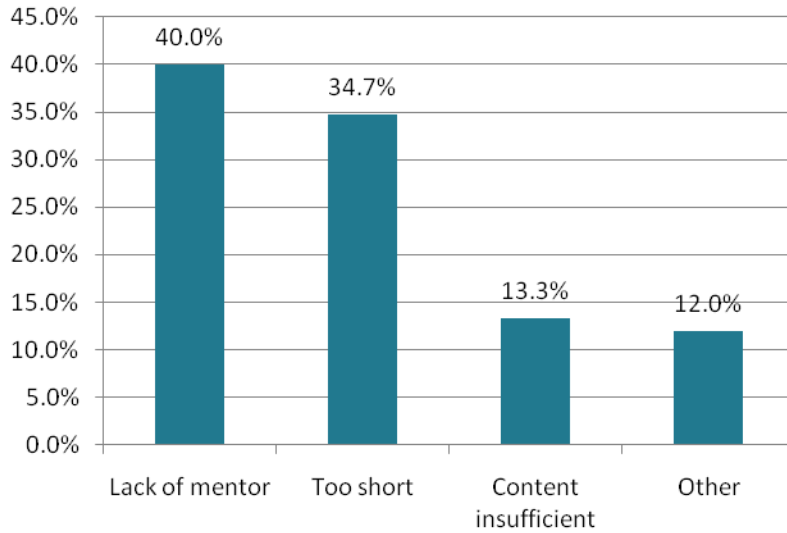
34. How well did your orientation program prepare you for your first position?

Satisfaction with the orientation program has continued to decline. One quarter (23.8%) feel that their orientation very well or quite well prepared them for their first position, which is a decrease from 30.8% in 2008 and a high of 50.0% in 2005.



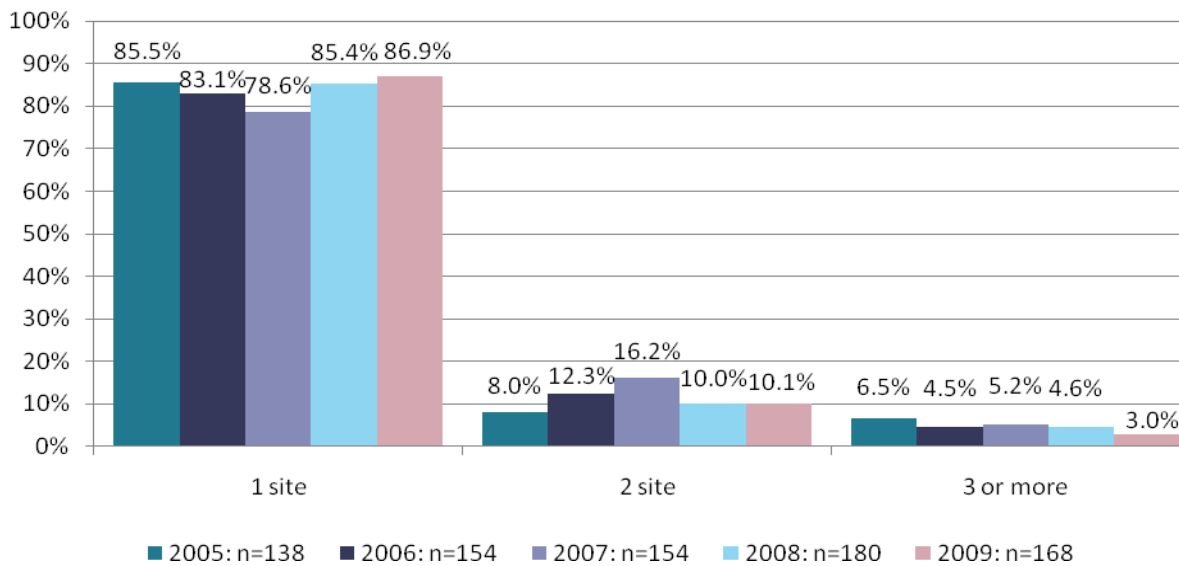
35. What was lacking from your orientation?

Respondents who were dissatisfied with their orientation were asked to elaborate on what they feel was lacking in their orientation. Four in ten (40.0%) respondents feel that they lacked a mentor, and 34.7% of respondents feel that the orientation was too short.



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

Similarly to previous years, a large majority (86.9%) of respondents worked at a single site for their first job as a graduate nurse.



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)

Three quarters (75.6%) of respondents will work in a general hospital with 100 beds or more in at least one of their sites.

All sites	Count	Percent
General hospital, 100 beds and over	127	75.6%
General hospital, less than 100 beds	34	20.2%
Community Health/Health Centre	8	4.8%
Mental Health Centre / Hospital	4	2.4%
Other	3	1.8%
Nursing Home/Long Term Care Facility	2	1.2%
Educational Institution	1	0.6%
Association/Government	1	0.6%
Nursing Stations (Outpost or clinics)	1	0.6%
Primary Health Care Centre	1	0.6%
Total	168	100.0%

Multiple responses possible.

For respondents' first site, a general hospital with 100 beds and over is most common (73.2%), followed by a general hospital with less than 100 beds (19.6%).

	2005: n=138	2006: n=154	2007: n=154	2008: n=180	2009: n=168
General hospital, 100 beds and over	70.3%	77.3%	69.5%	71.5%	73.2%
General hospital, less than 100 beds	25.4%	19.5%	20.8%	22.3%	19.6%
Community Health/Health Centre	2.2%	2.6%	3.9%	1.5%	3.6%
Mental Health Centre / Hospital	0.0%	0.0%	2.6%	0.0%	1.8%
Primary Health Care Centre	0.0%	0.0%	0.0%	0.0%	0.6%
Nursing Home/ Long Term Care Facility	0.7%	0.6%	1.9%	1.5%	0.0%
Rehabilitation/ Convalescent Centre	0.0%	0.0%	0.6%	0.0%	0.0%
Other	1.4%	0.0%	0.6%	3.1%	1.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

38. What was your position?

Nearly all respondents (98.2%) were a staff nurse or community health nurse in one of their sites.

	Count	Percent
Staff Nurse/Community Health Nurse	165	98.2%
Outpost or Primary Care Nurse	2	1.2%
Clinical Nurse Specialist	1	0.6%
Instructor/Professor/Educator	1	0.6%
Other	2	1.2%
Total	168	100.0%

Multiple responses possible.

39. What was your main area of responsibility?

Direct care (99.4%) is the most common area of responsibility. Three respondents worked in administration (1.8%) and one (0.6%) worked in education.

	Count	Percent
Direct Care	167	99.4%
Administration	3	1.8%
Education	1	0.6%
Total	168	100.0%

Multiple responses possible.

40. In what area did you provide:

Most commonly, graduates report having worked in the medical or surgical area (58.9%); however, this proportion has dropped from 73.8% in 2008.

		2008		2009	
		Count	Percent	Count	Percent
Direct Care	Medical/Surgical	96	73.8%	99	58.9%
	Paediatrics	19	14.6%	22	13.1%
	Maternal/Newborn	11	8.5%	21	12.5%
	Geriatric/Long term care	11	8.5%	8	4.8%
	Community Health	7	5.4%	3	1.8%
	Emergency care	6	4.6%	16	9.5%
	Other, (please specify)	6	4.6%	13	7.7%
	Palliative Care	4	3.1%	1	0.6%
	Oncology	3	2.3%	8	4.8%
	Several clinical areas	3	2.3%	6	3.6%
	Psychiatric/Mental Health	3	2.3%	10	6.0%
	Home care	2	1.5%	6	3.6%
	Critical Care	2	1.5%	11	6.5%
	Operating Room/RR	1	0.8%	0	0.0%
Education	Teaching - Clients	1	0.8%	0	0.0%

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Teaching - Employees	1	0.8%	1	0.6%
Total	130	100.0%	168	100.0%

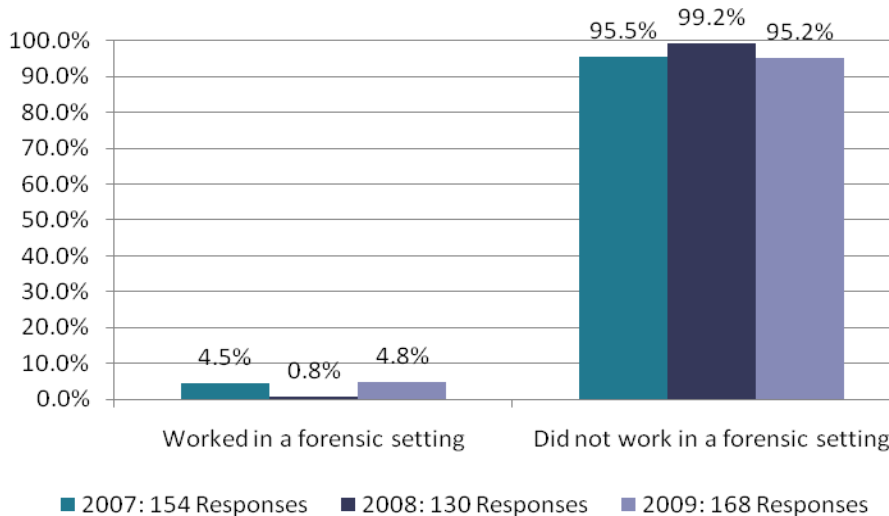
41. On average, how many hours per week did you work?

On average, graduates report they worked about 40 hours in total in their first job (39.8 hours).

	Primary Site	Second Site	Third Site	Total
Minimum hours	12	4	6	24
Maximum hours	66	40	37	111
Average hours	37.3	15.9	12.2	39.8

41a. Did you work in a forensic setting?

One in twenty (4.8%) worked in a forensic setting in their first job.



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.

The eight respondents who were either unemployed or employed in something other than nursing were asked to indicate the reasons why. Three (37.5%) cited family responsibilities and two indicated that they were going to school.

	Count	Percent
Family responsibilities	3	37.5%
Going to school	2	25.0%
Did not like job I had	1	12.5%
Wanted time off	1	12.5%
Other	3	37.5%
Total	8	100.0%

Current Situation

44. What is your current employment status?

About eight in ten (83.6%) respondents are currently employed as a nurse and 15.8% are on leave from a nursing position, a total of 99.4% remaining in nursing. One respondent is employed in an area other than nursing. This respondent was asked why they are not employed in nursing and they replied: "I still am an RN. I run a safety program in the OH and S area." This respondent intends to seek employment in an area other than nursing in the future.

	2005	2006	2007	2008	2009
Nurse	92.8%	91.7%	92.9%	88.5%	83.6%
Nurse - On leave	6.5%	7.6%	5.8%	11.5%	15.8%
Other than nurse	0.0%	0.0%	0.6%	0.0%	0.6%
Not employed	0.7%	0.6%	0.6%	0.0%	0.0%

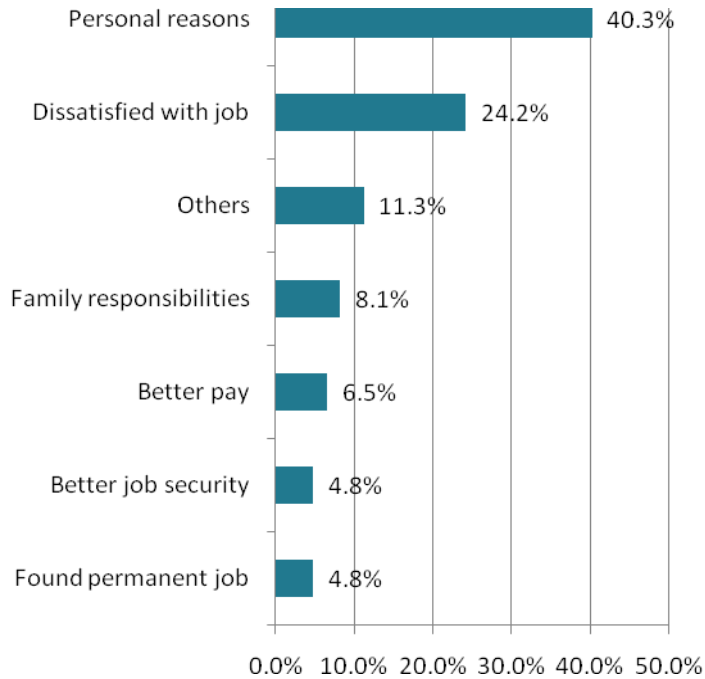
48. Has your primary employment changed since your first job?

In total, 36.5% have changed their primary job, 44.7% are working in the same position and 18.8% are working for the same primary employer but in a different position.

	2005	2006	2007	2008	2009
Yes, I changed my primary job.	21.0%	36.4%	40.1%	36.4%	36.5%
Yes, I am working for the same primary employer, but in a different position.	21.0%	27.9%	19.7%	26.4%	18.8%
No, I am working for the same primary employer in the same position.	58.0%	35.7%	40.1%	37.2%	44.7%
Total	100%	100%	100%	100%	100%

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

The most common reason that respondents left their former primary employer is for personal reasons (40.3%), followed by dissatisfaction (24.2%).



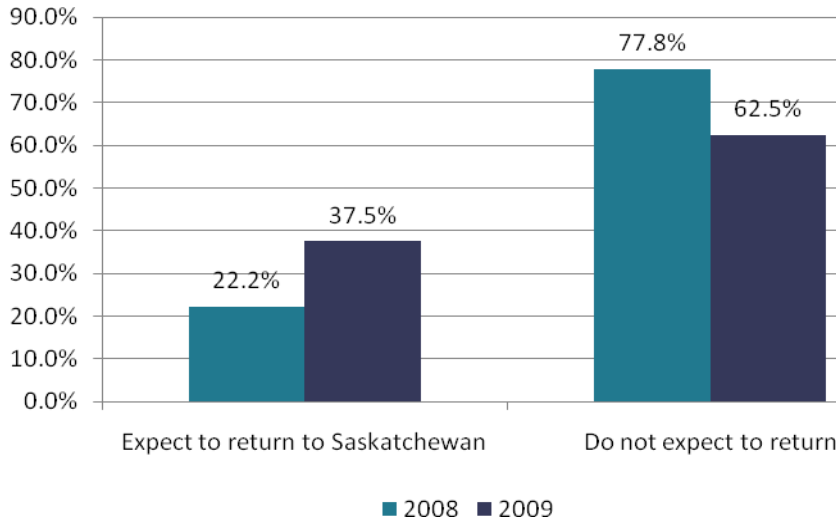
50. Where is the geographical location of your current job?

A large majority (83.0%) of graduates are currently working in Saskatchewan.

	2005	2006	2007	2008	2009
Saskatchewan	83.3%	87.5%	90.1%	85.2%	83.0%
Manitoba or Eastern Canada	2.2%	0.7%	1.1%	0.0%	4.3%
Alberta or BC	8.0%	7.2%	5.5%	13.6%	7.4%
USA	4.3%	2.6%	2.2%	0.0%	3.2%
Other	2.2%	2.0%	1.1%	1.2%	2.1%
	100.0%	100.0%	100.0%	100.0%	100.0%

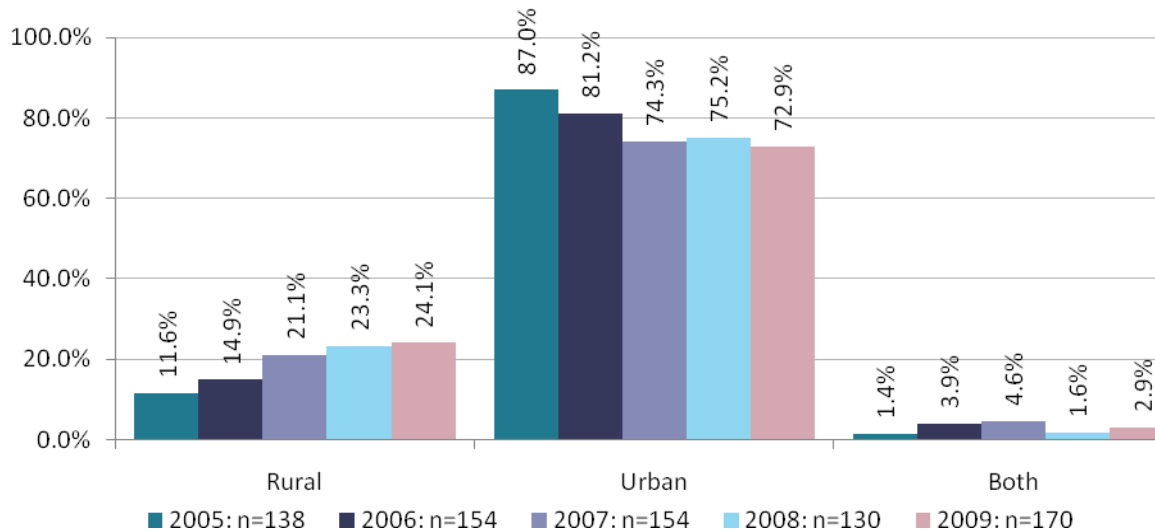
51. Do you expect to return to Saskatchewan?

In total, 37.5% of the respondents who are working out-of-province expect to return to Saskatchewan.



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

In total, 24.1% are working in a rural location and 72.9% are working in an urban location. The proportion who is working in an urban location has continued to decrease from previous results.



53. What are your current work hours?

Three quarters (76.5%) of respondents work regular full-time hours.

	2005: n=138	2006: n=154	2007: n=154	2008: n=130	2009: n=170
Regular full-time	78.3%	75.3%	74.3%	72.1%	76.5%
Regular part-time	7.2%	9.7%	13.2%	15.5%	14.7%
Casual part-time	5.8%	4.5%	3.9%	7.0%	5.9%
Casual full-time	8.7%	10.4%	8.6%	5.4%	2.9%

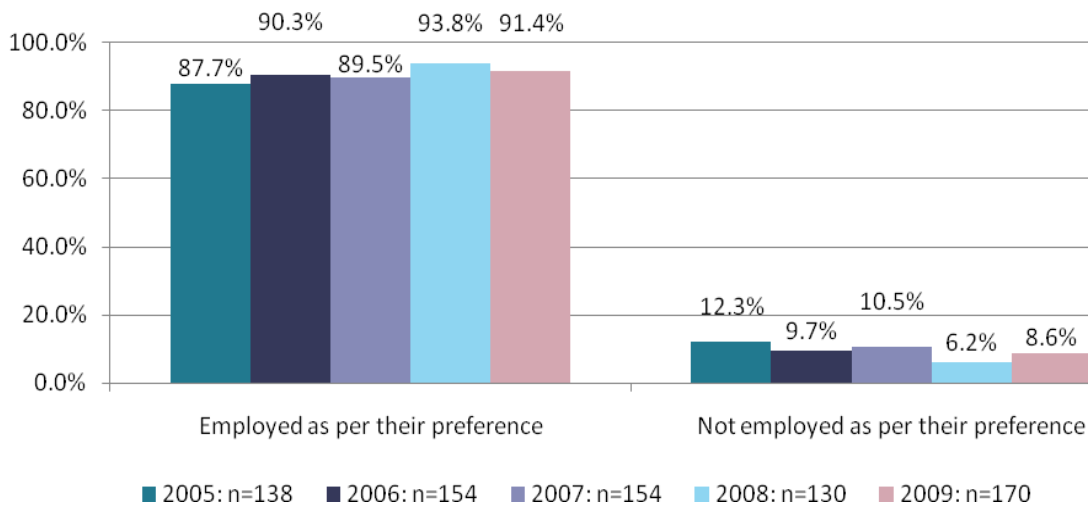
Definitions

"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.)

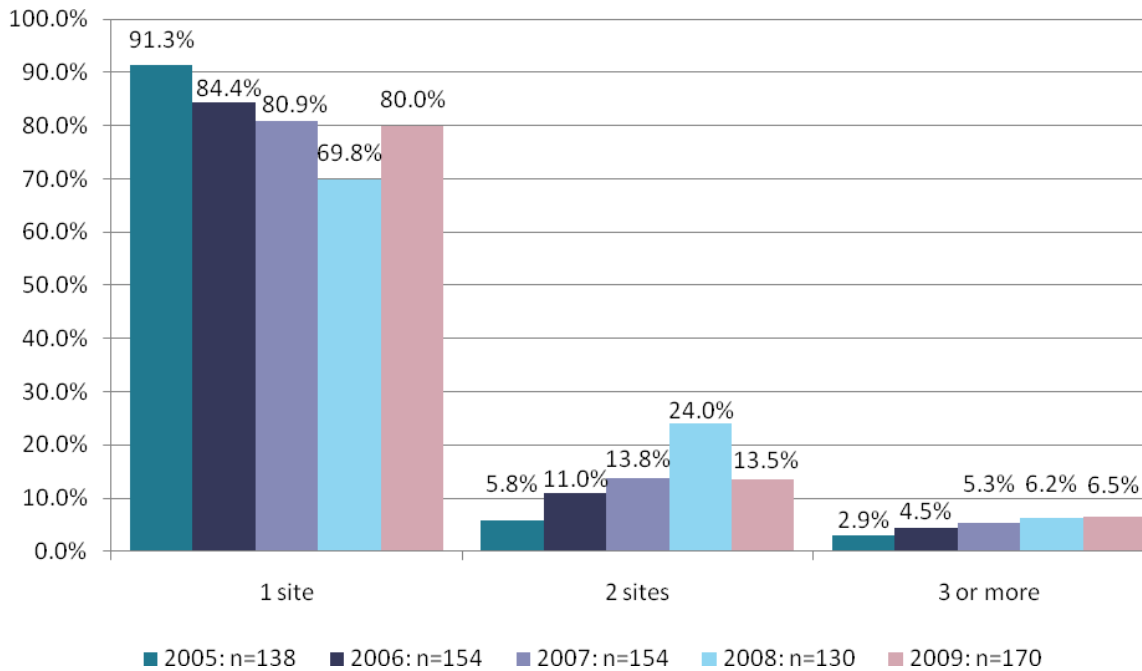
54. Was being employed on this basis your preference?

A large majority (91.4%) of respondents work their preferred hours.



55. How many sites do you currently work at?

Eighty percent (80.0%) work at a single site, 13.5% work at two sites and 6.5% work at three or more sites.



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 (68.2%) of respondents work at a general hospital with 100 beds and over in at least one of their sites.

	2008		2009	
	Count	Percent	Count	Percent
General hospital, 100 beds and over	83	64.3%	116	68.2%
General hospital, less than 100 beds	34	26.4%	30	17.6%
Community Health/Health Centre	13	10.1%	16	9.4%
Home Care Agency	3	2.3%	6	3.5%
Educational Institution	2	1.6%	5	2.9%
Other, (please specify)	1	0.8%	5	2.9%
Primary Health Care Centre	1	0.8%	4	2.4%
Nursing Home/Long Term Care Facility	7	5.4%	4	2.4%
Nursing Stations (Outpost or clinics)	1	0.8%	3	1.8%
Association/Government	3	2.3%	3	1.8%
Mental Health Centre / Hospital	0	0.0%	2	1.2%
Business/Industry/Occupational Health	0	0.0%	2	1.2%
Physician's Office/Family Practice Unit	0	0.0%	1	0.6%
Private Nursing Agency/Private Duty	3	2.3%	0	0.0%
Self-employed	1	0.8%	0	0.0%
	129	100%	170	100.0%

Multiple responses possible.

What is your position?

Most respondents work as a staff nurse (94.1%) in at least one of their sites.

	2008		2009	
	Count	Percent	Count	Percent
Staff Nurse/Community Health Nurse	126	97.7%	160	94.1%
Instructor/Professor/Educator	1	0.8%	5	2.9%
Outpost or Primary Care Nurse	1	0.8%	4	2.4%
Clinical Nurse Specialist	1	0.8%	3	1.8%
Manager/Assistant Manager	1	0.8%	0	0.0%
Other	6	4.7%	9	5.3%
	129	100.0%	170	100.0%

Multiple responses possible.

58. What is your main area of responsibility?

Nearly all (97.6%) respondents work in direct care. Nine (5.3%) work in education in at least one of their sites.

	2008		2009	
	Count	Percent	Count	Percent
Direct Care	124	96.1%	166	97.6%
Education	5	3.9%	9	5.3%
Research	2	1.6%	1	0.6%
Administration	0	0.0%	1	0.6%
Total	129	100.0%	170	100.0%

Multiple responses possible.

59. In what area did you provide care:

The medical and surgical area is the most common area in which respondents provide care (45.9%).

	2008		2009	
	Count	Percent	Count	Percent
Medical/Surgical	68	52.7%	78	45.9%
Emergency care	14	10.9%	20	11.8%
Maternal/Newborn	13	10.1%	20	11.8%
Critical Care	7	5.4%	15	8.8%
Paediatric	20	15.5%	14	8.2%
Other	10	7.8%	13	7.6%
Community Health	9	7.0%	12	7.1%
Geriatric/Long term care	15	11.6%	10	5.9%
Home care	2	1.6%	9	5.3%
Several clinical areas	8	6.2%	7	4.1%
Psychiatric/Mental Health	4	3.1%	5	2.9%
Teaching - Students	4	3.1%	4	2.4%
Oncology	3	2.3%	4	2.4%
Teaching - Clients	1	0.8%	4	2.4%
Palliative Care	6	4.7%	3	1.8%
Teaching - Employees	3	2.3%	2	1.2%
Operating Room/RR	2	1.6%	2	1.2%
Education	1	0.8%	1	0.6%
Ambulatory Care	3	2.3%	0	0.0%
Nursing Research only	2	1.6%	0	0.0%
Total	129	100.0%	170	100.0%

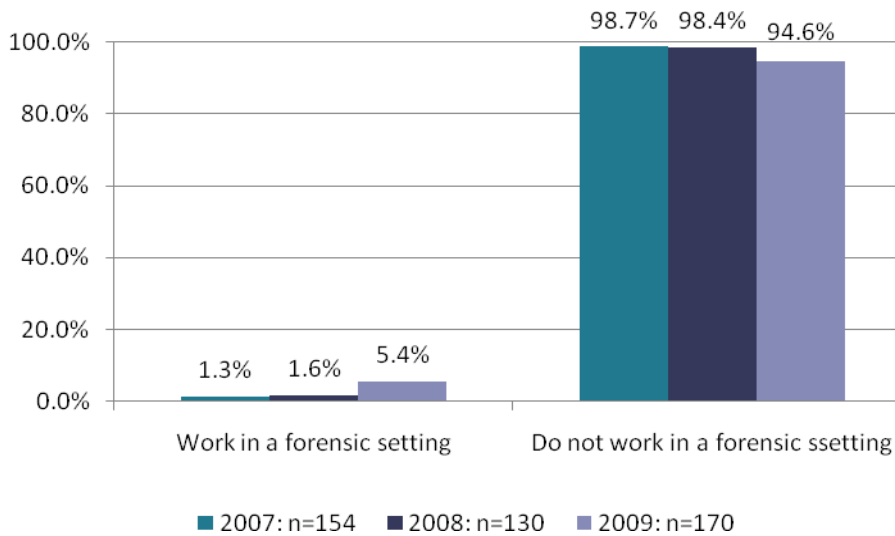
60. On average, how many hours per week do you work?

On average, graduates work 39.4 hours per week (all sites combined).

	Primary Site	Second Site	Third Site	Total
Minimum hours	4	1	1	4
Maximum hours	108	77	24	144
Average hours	36.2	13.1	7.9	39.4

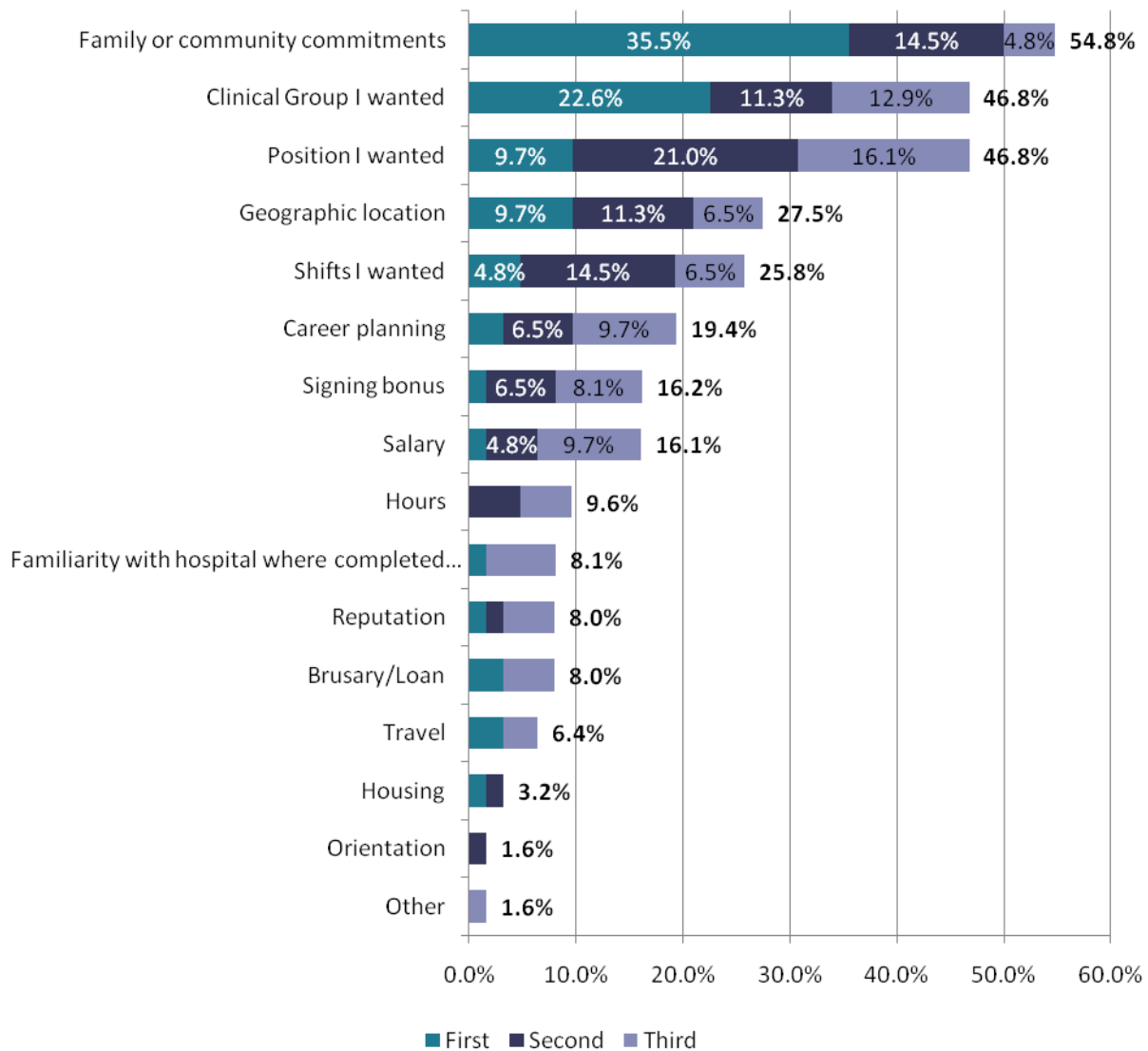
60a. Do you work in a forensic setting?

About one in twenty (5.4%) work in a forensic setting.



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

In terms of the 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.

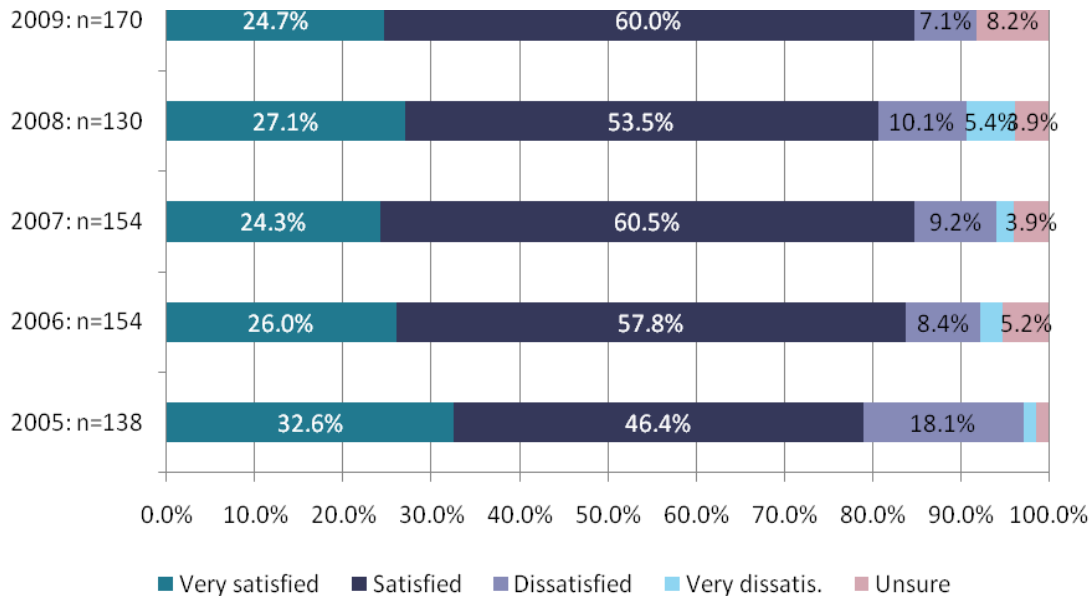


***Totals bolded**

Base: all respondents (n=130)

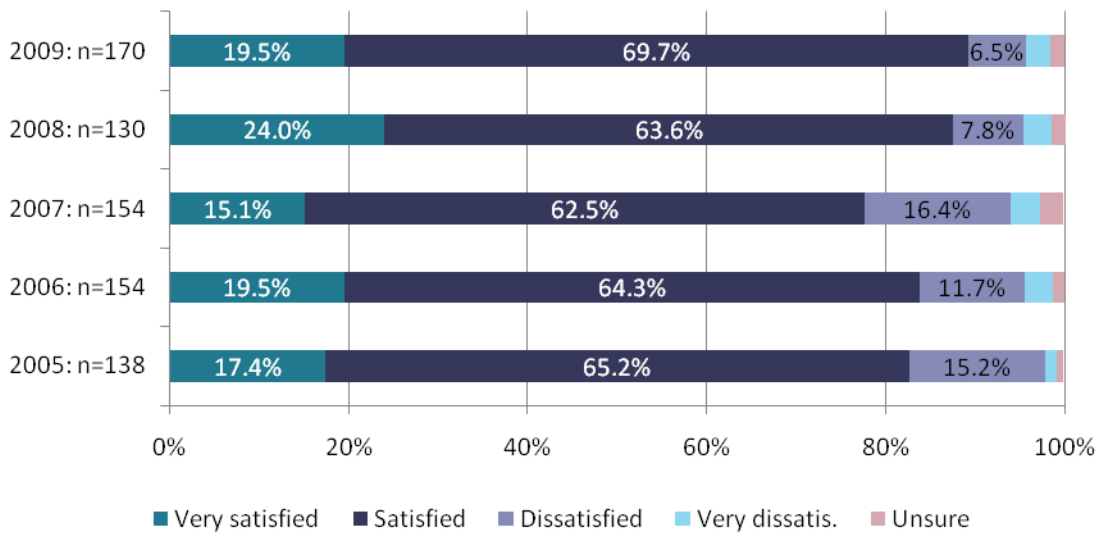
62. How satisfied are you with your current primary job?

In total, 84.7% are satisfied or very satisfied with their current primary job.



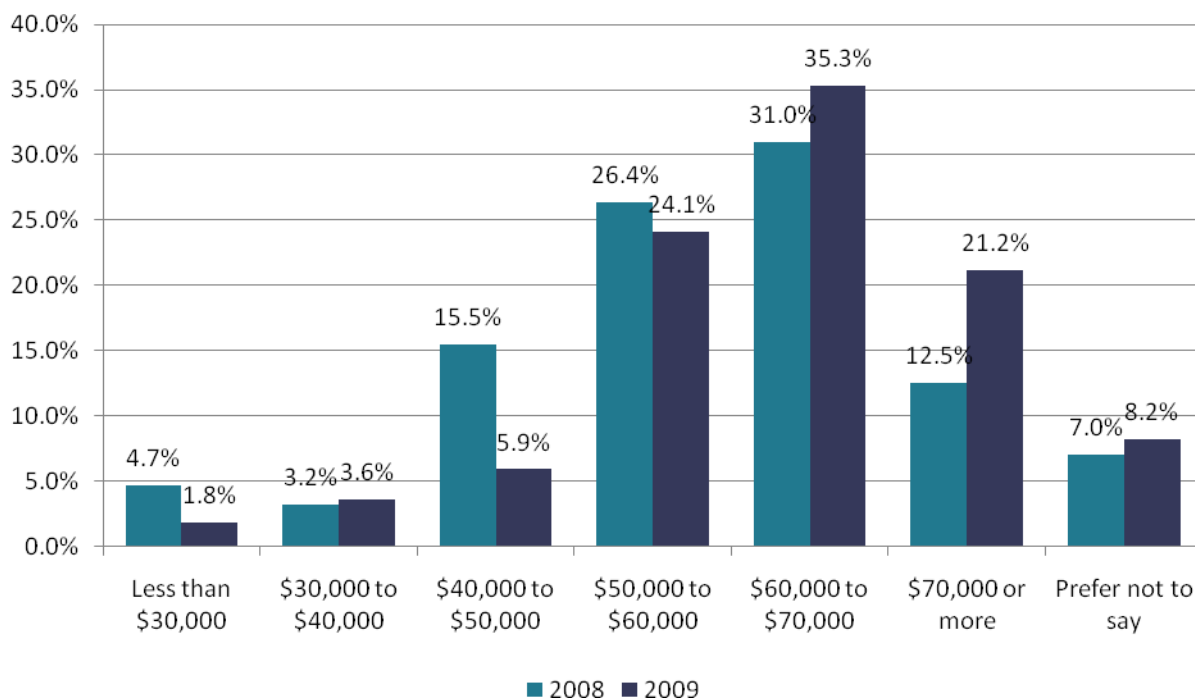
63. How satisfied are you with your current gross annual salary for your primary job?

Nine in ten graduates are satisfied or very satisfied with their current gross annual salary for their primary job (89.2%).



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

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



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

In total, nine in ten graduates are registered with SRNA and one in ten (9.9%) with another licensure.

	2008		2009	
	Count	Percent	Count	Percent
SRNA	113	86.9%	152	88.9%
Other licensure	12	9.2%	17	9.9%
None	5	3.8%	2	1.2%
Total	130	100.0%	171	100.0%

General Questions

68. What is your gender?

Nineteen in twenty respondents are female (95.3%) and the remaining 4.7% are male.

Base: all respondents (n=171)

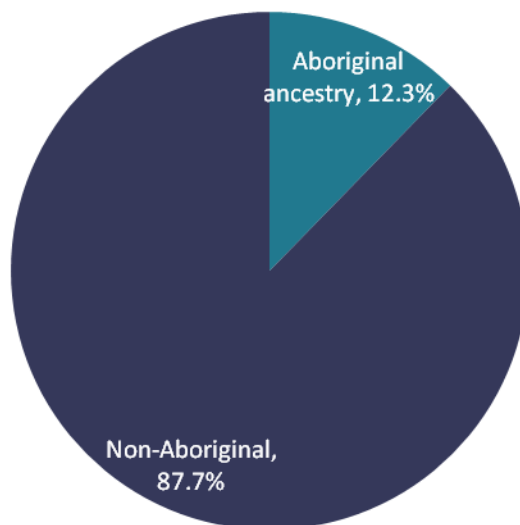
69. Where did you grow up?

Respondents self-defined urban and rural. A total of 28.7% of respondents grew up in a town in Saskatchewan and 25.2% grew up in rural Saskatchewan.

	Count	Percent
Town in Sask.	49	28.7%
Rural Sask.	43	25.1%
Saskatoon	32	18.7%
Regina	27	15.8%
Outside Sask.	15	8.8%
Other in Sask.	5	2.9%
	171	100%

70. Do you hold aboriginal status?

One in ten (twenty-one respondents) are of aboriginal ancestry (12.3%). Of those respondents, twelve are Status/Treaty Indian, eight are Métis and one is non-status.



Base: all respondents (n=171)

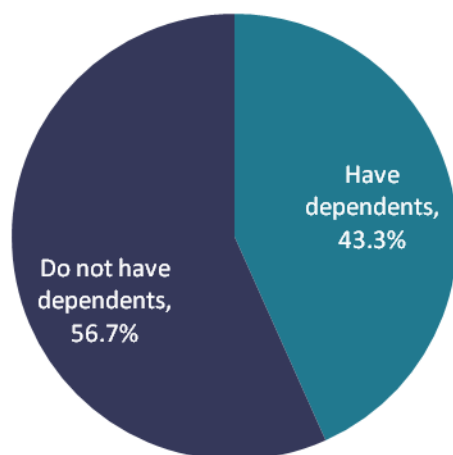
72. What is your current marital status?

Most (59.1%) respondents are married and about one quarter (24.6%) are single.

	Count	Percent
Married	101	59.1%
Single	42	24.6%
Common-law	24	14.0%
Separated	2	1.2%
Divorced	2	1.2%
Total	171	100%

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

A total of 43.3% of respondents currently have dependents.

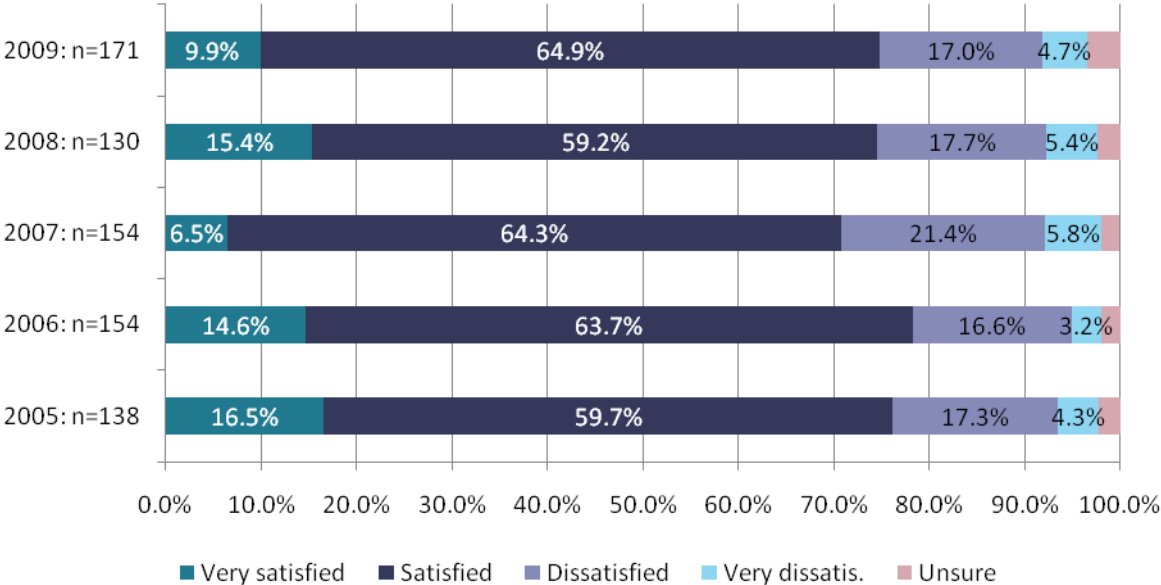


Base: all respondents (n=171)

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

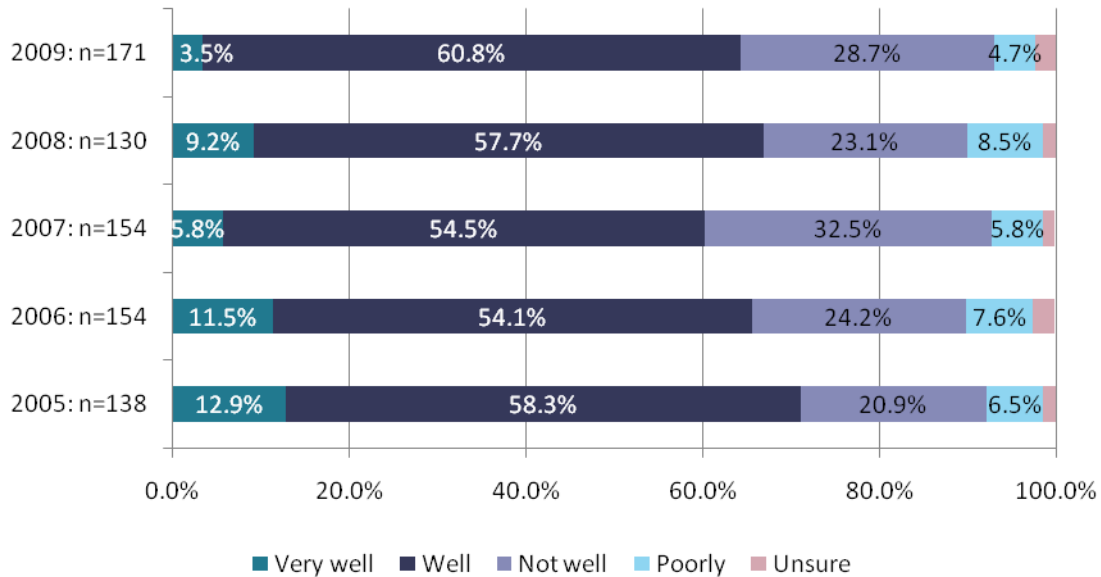
Three quarters of respondents are satisfied or very satisfied with their educational experience in the NEPS program (74.6%). A greater proportion of two year out graduates are very satisfied (15.4%) compared to 2007 results (6.5%), but in line with findings from 2006 and 2005.

2-Year Follow-up Survey of the 2007 Graduates of the NEPS Program



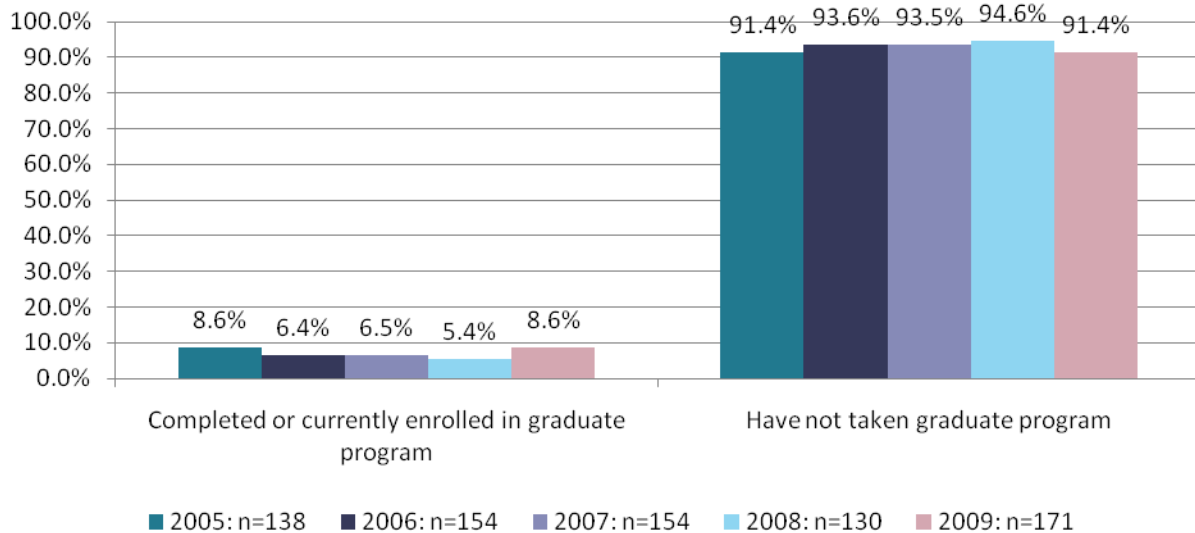
75. How well did your educational program prepare you for nursing practice?

Two thirds feel the NEPS program prepared them well or very well for nursing practice (64.3%).



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

In total, 8.6% have completed or are currently enrolled in a graduate program.



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

In total, nine in ten (93.0%) are satisfied or very satisfied with nursing as a career. This proportion has increased from eight in ten (82.3%) in 2008.

	2005: n=138	2006: n=154	2007: n=154	2008: n=130	2009: n=171
Very satisfied	37.4%	33.8%	29.9%	30.8%	39.8%
Satisfied	53.2%	50.3%	57.1%	51.5%	53.2%
Total Satisfied or Very Satisfied	90.6%	84.1%	87.0%	82.3%	93.0%
Dissatisfied	7.2%	10.2%	7.8%	10.0%	4.1%
Very dissatisfied	0.0%	0.6%	1.3%	2.3%	0.6%
Total Dissatisfied or Very Dissatisfied	7.2%	10.8%	9.1%	12.3%	4.7%
Unsure	2.2%	5.1%	3.9%	5.4%	2.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

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

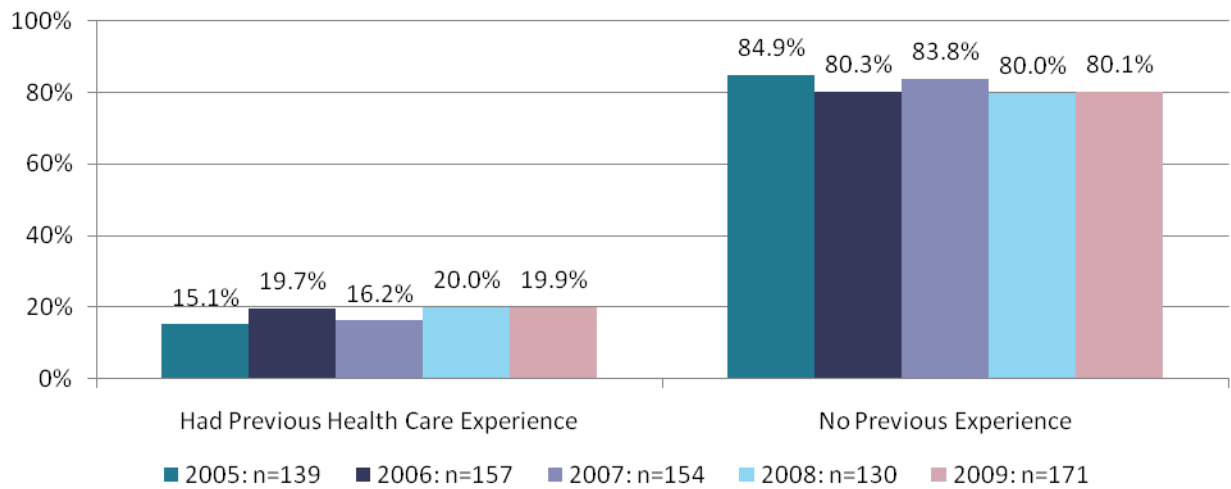
A total of 100 graduates provided general comments about the NEPS program. Four in ten (39.0%) made suggestions or comments about the curriculum or classes and one third indicated they would have liked more clinical experience (33.0%).

	Count	Percent
Curriculum/Class Suggestions/Issues	39	39.0%
More Clinical Experience	33	33.0%
Not Prepared/Not Satisfied	10	10.0%
More Practical Experience	19	19.0%
Overall Satisfaction/Well Prepared	16	16.0%
Other	3	3.0%
Less Theory	1	1.0%
Issues with the Instructors/Teachers	21	21.0%
No Comment	10	10.0%
	100	100.0%

Before Starting the NEPS Program

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

One in five graduates (19.9%) had previous education in the health care field prior to enrolling in the NEPS program.



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

In total, 34 respondents had previous education in the health care field. The following shows the experience they identified.

- | | |
|-----------------------------------------------------------------------------|----------------------------------------------|
| (7) LPN. | (1) Dental Assistant. |
| (6) Health care/home care aide. | (1) Food and Nutrition. |
| (3) Lab tech/EMT. | (1) Health Information Administration. |
| (3) Volunteer program. | (1) Health Information Services. |
| (2) Certified Dental Assistant. | (1) Health Records program. |
| (1) 4 Yr B.Sc. Microbiology. | (1) Indian Health Certificate. |
| (1) Anatomy and Cell Biology classes at U of S. | (1) NMT (uncompleted). |
| (1) Arts and Science. | (1) Occupational Physical Therapy Assistant. |
| (1) Certificate in Counselling; some university classes. | (1) Optometry. |
| (1) CLXT (Combined Laboratory and X-ray Technician). | (1) Physiology degree. |
| (1) Degree in Physiology. | (1) Registered Massage Therapist. |
| (1) Dental Assistant, Health Record Information Practitioner, Phlebotomist. | (1) RN in China. |

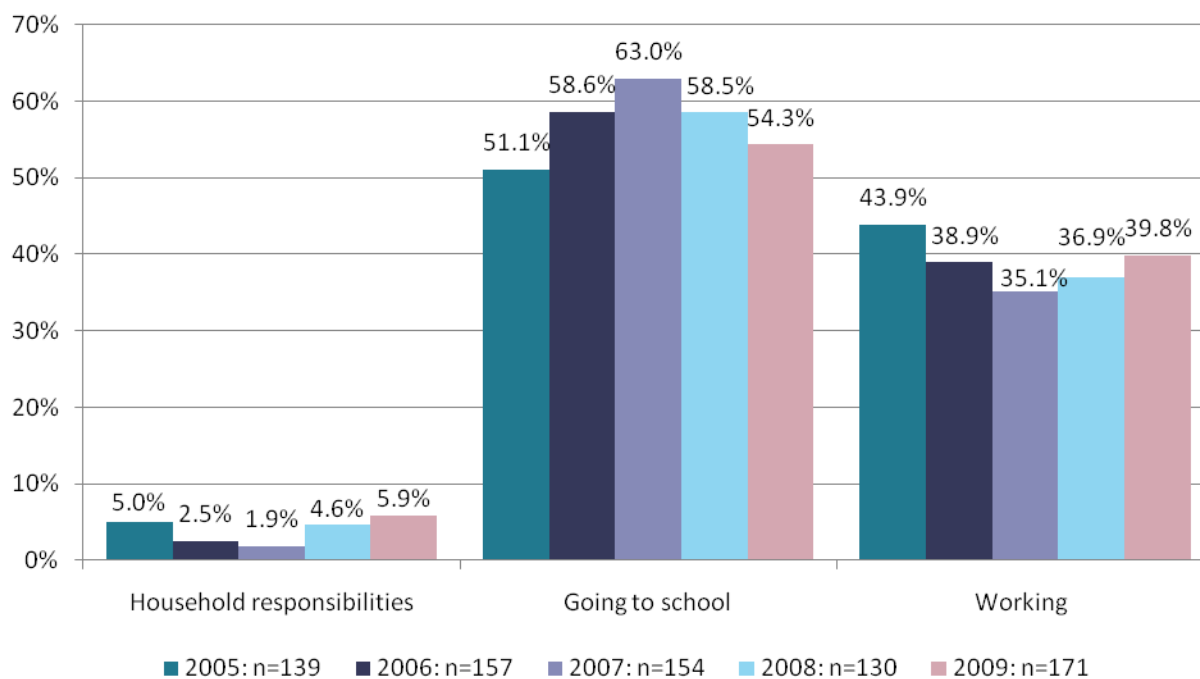
4. What was your highest educational achievement prior to starting the program?

Two thirds (64.3%) of respondents had at least some post-secondary education prior to starting the program.

	2005: n=139	2006: n=157	2007: n=154	2008: n=130	2009: n=171
High school diploma	36.7%	38.9%	40.9%	33.8%	35.7%
SIAST (or other Technical Institute) courses	0.7%	3.2%	1.3%	0.8%	1.2%
SIAST (or other Technical Institute) diploma/certificate	18.7%	8.9%	15.6%	14.6%	17.5%
Some university classes	35.3%	37.6%	37.0%	42.3%	36.3%
University baccalaureate (Under-Graduate) degree	8.6%	11.5%	5.2%	7.7%	9.4%

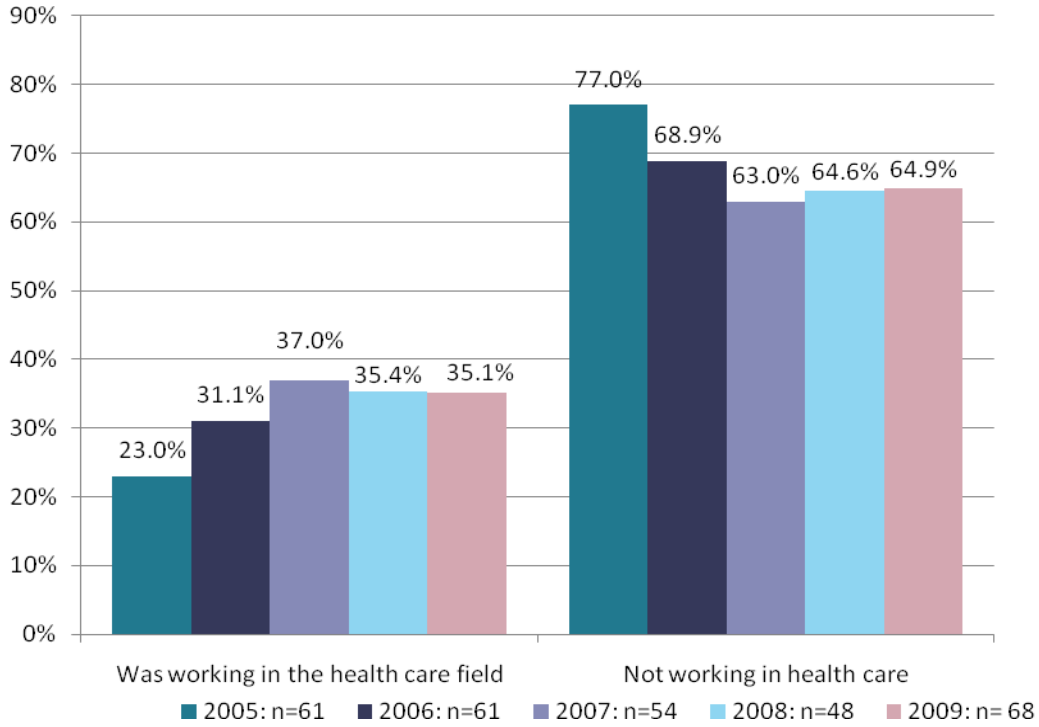
6. What was your major activity in the year before starting NEPS?

One half (54.3%) of respondents indicated that their major activity in the year before starting the NEPS program was going to school. Additionally, four in ten (39.8%) were working and 5.9% consider household responsibilities to be their main activity.



7. Was this work in the health care field?

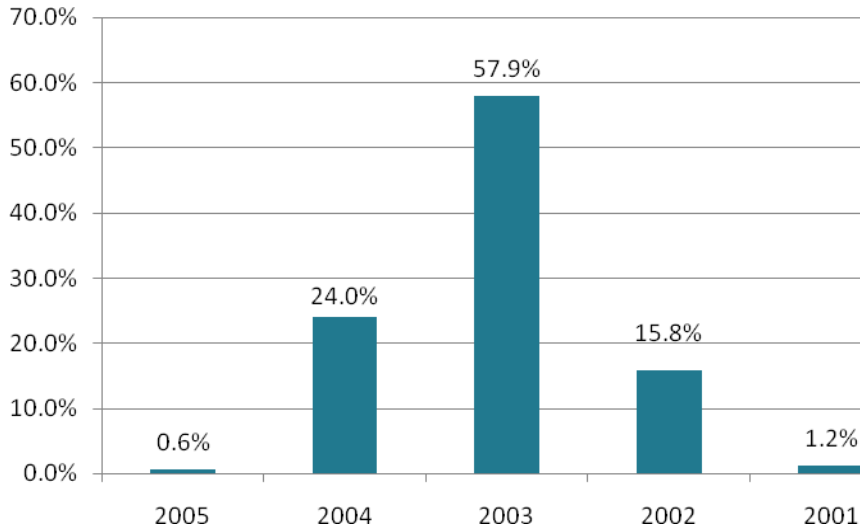
About one third (35.1%) of those who were working before beginning the NEPS program indicated that they were working in the health care field.



Experiences During the NEPS Program

8. What year did you start your NEPS program:

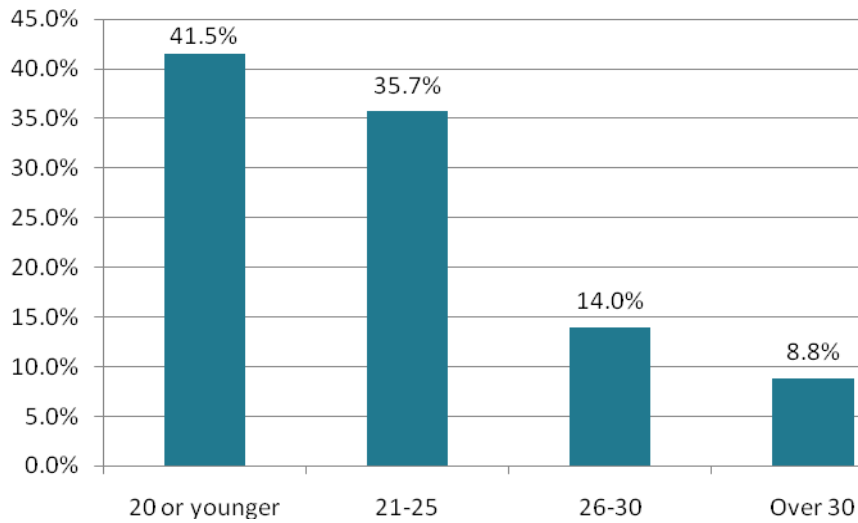
Most (57.9%) respondents indicated that they began their program in 2003.



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

Four in ten (41.5%) were 20 or younger when they entered the program and 35.7% were between 21 and 25 year old.

2-Year Follow-up Survey of the 2007 Graduates of the NEPS Program



Base: all respondents (n=171)

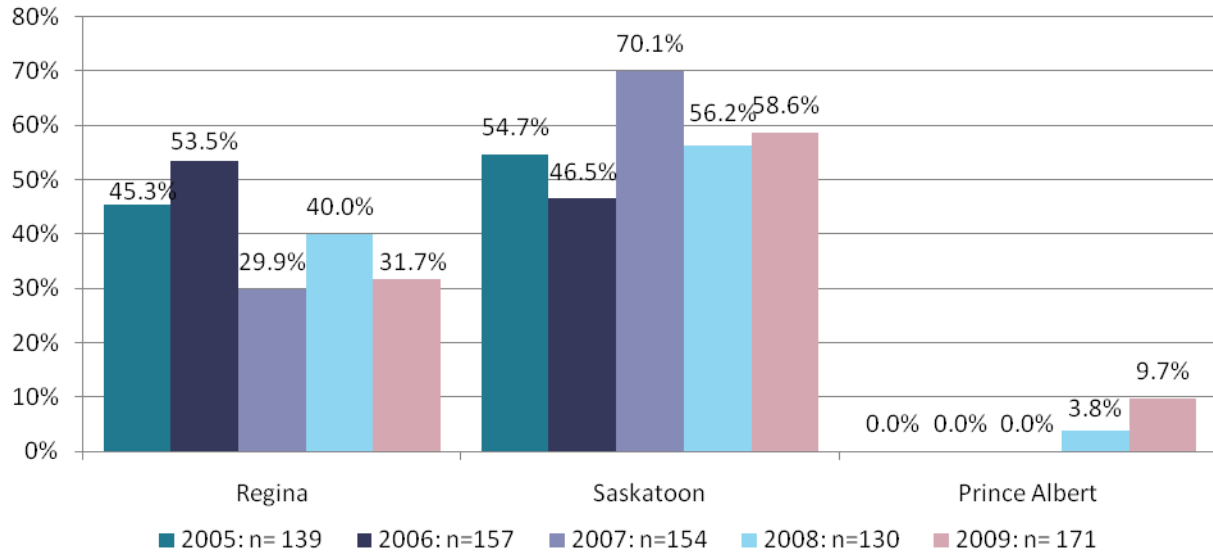
The average age of respondents when they started their program is approximately 23 years old.

Year Surveyed	Average	Median
2005	21.8	20
2006	21.8	20
2007	21.2	20
2008	22.8	20
2009	22.8	20

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

Overall, about six in ten (58.6%) respondents entered their program in Saskatoon, three in ten (31.7%) did so in Regina and one in ten (9.7%) did so in Prince Albert.

2-Year Follow-up Survey of the 2007 Graduates of the NEPS Program



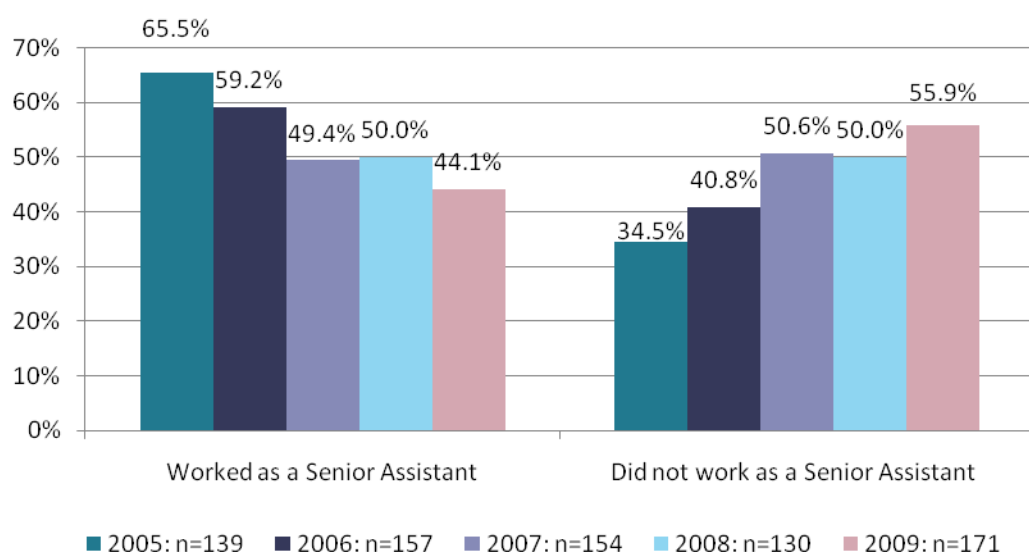
11. Please indicate if you experienced any of the following significant life changes during the NEPS program? (check all that apply)

Most (84.2%) graduates experienced a significant life change during the NEPS program, the most common of which was a home relocation (50.3%).

	2005: n= 139	2006: n=157	2007: n=154	2008: n=130	2009: n= 171
Home relocation	49.6%	42.7%	59.2%	42.9%	50.3%
Illness or death of family member or friend	46.0%	38.9%	33.1%	37.0%	36.8%
Uncertainty of nursing as a career	41.0%	38.9%	36.2%	32.5%	34.5%
Change in Marital Status	18.0%	24.8%	21.5%	18.2%	21.6%
Personal illness	20.1%	13.4%	20.8%	15.6%	13.5%
Care giving for a dependent adult	17.3%	15.3%	19.2%	14.3%	22.2%
Birth of child	7.9%	7.6%	6.9%	6.5%	9.4%
Other	1.4%	3.8%	6.9%	0.6%	8.2%
None	16.5%	12.7%	13.1%	21.4%	15.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

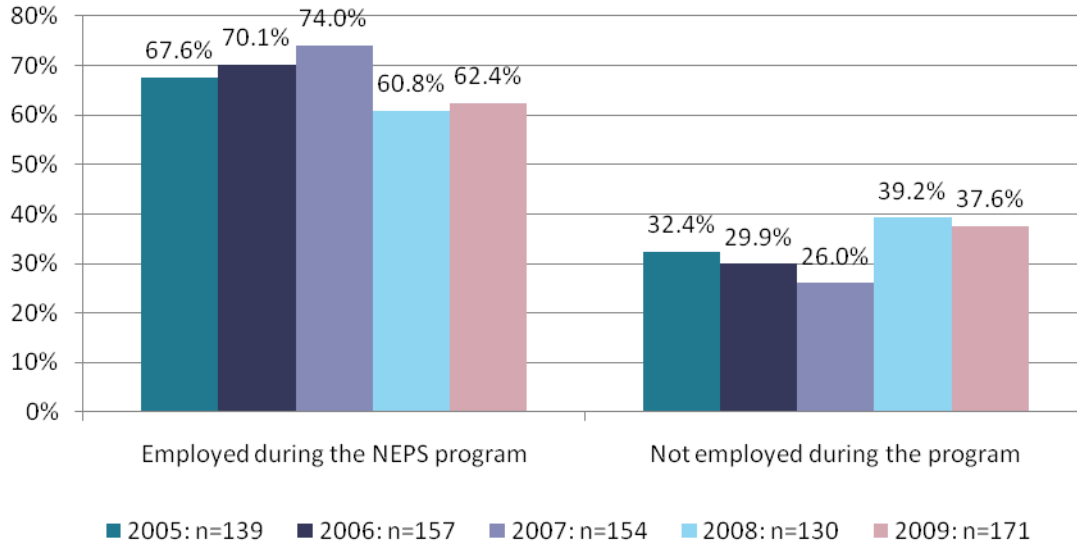
12. Did you work as a 'senior assistant' during your NEPS program?

Just less than one half (44.1%) worked as a Senior Assistant during their NEPS program. This proportion has continued to decrease from two thirds (65.5%) in 2005.



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

Six in ten (62.4%) were employed while enrolled in the NEPS program.



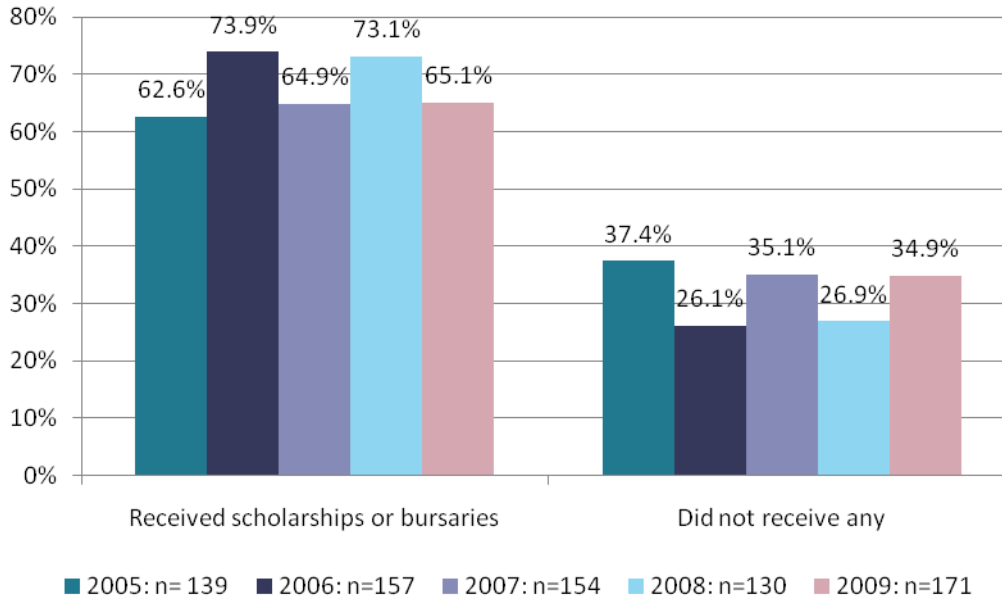
14. On average, how many hours a week did you work at your job?

Of those who had a job while attending the NEPS program, three quarters (77.6%) worked less than 21 hours per week. The average amount worked was 17 hours per week.

	2005: n=101	2006: n=110	2007: n=144	2008: n=87	2009: n=111
1-10 hours	21.8%	28.2%	23.7%	20.8%	19.8%
11-20 hours	48.5%	48.2%	57.0%	38.5%	57.8%
21-30 hours	16.8%	13.6%	17.5%	4.6%	19.8%
31-40 hours	5.0%	8.2%	0.9%	3.1%	0.9%

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

Two thirds (65.1%) received scholarships or bursaries during the program.



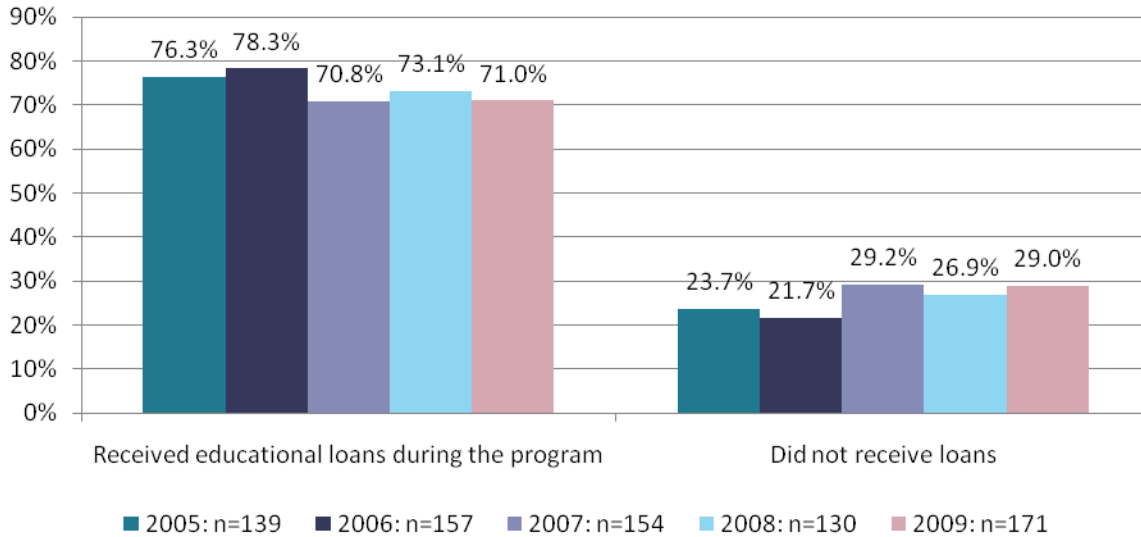
16. What was the total dollar value of scholarships or bursaries you received during the NEPS program?

The average value of scholarships that two year out graduates received was \$6,184.

	2005	2006	2007	2008	2009
\$1,000 & under	15.7%	8.6%	8.0%	13.5%	9.6%
\$1,001-\$2,000	20.2%	13.8%	13.0%	11.5%	12.3%
\$2,001-\$5,000	31.5%	33.6%	22.0%	25.0%	31.6%
\$5,001-\$10,000	18.0%	27.6%	41.0%	36.5%	32.5%
Over \$10,000	6.7%	13.8%	13.0%	18.8%	12.3%

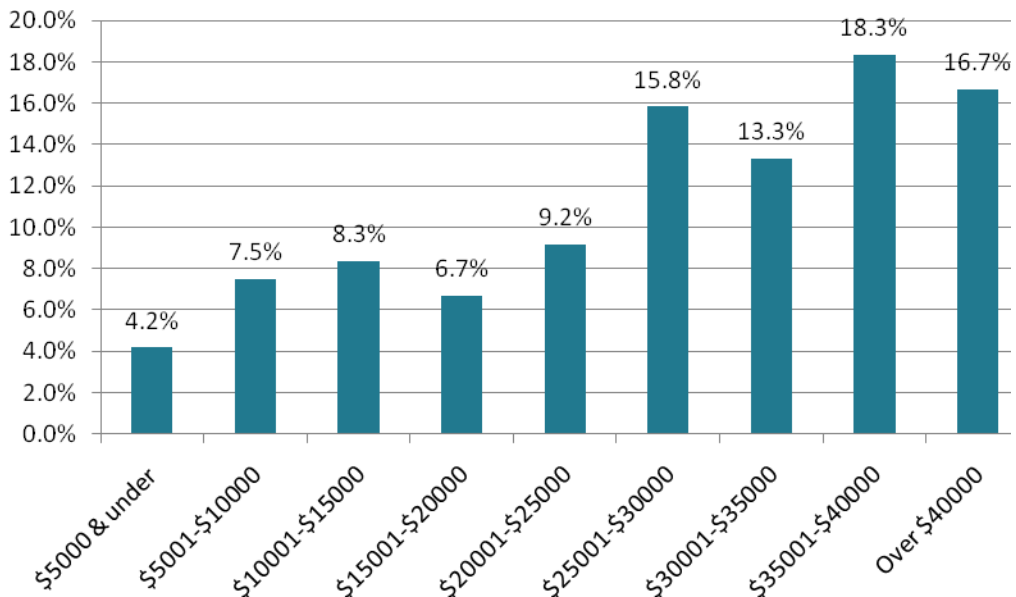
17. Did you obtain any student or educational loans during the program?

Most respondents 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?

Nearly one half of respondents indicated that the total dollar value of their student or educational loans at completion of the NEPS program was more than \$30,000.



2-Year Follow-up Survey of the 2007 Graduates of the NEPS Program

The average loan value is about \$30,000.

	2006	2007	2008	2009
Average	\$23,871	\$29,674	\$32,278	\$30,034

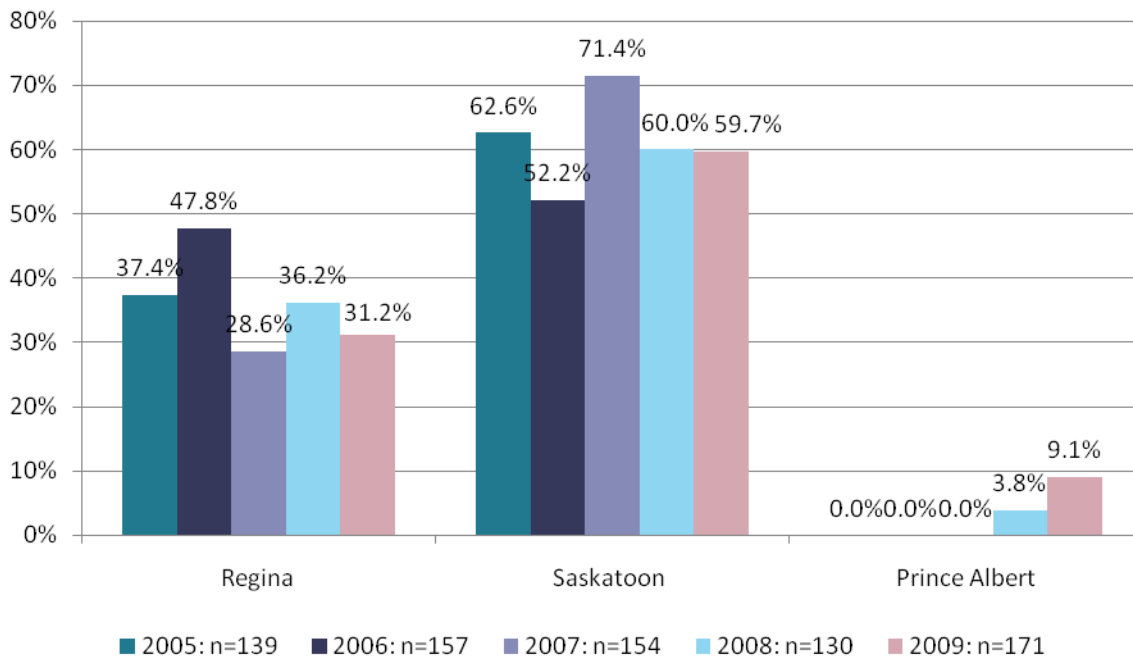
19. What date did you complete your NEPS program?

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
2007	119	69.6%
2006	50	29.2%
2005	2	1.2%
Total	130	100%

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

Most (59.7%) respondents graduated from Saskatoon. Additionally, 31.2% graduated from Regina and 9.1% from Prince Albert.



Appendix A

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

Entries under "Other":

- (2) Certified Dental Assistant.
- (1) 4 Yr B.Sc. Microbiology.
- (1) Anatomy and Cell Biology classes at U of S.
- (1) Arts and Science.
- (1) Certificate in Counselling; some university classes.
- (1) CLXT (Combined Laboratory and X-ray Technician).
- (1) Degree in Physiology.
- (1) Dental Assistant, Health Record Information Practitioner, Phlebotomist.
- (1) Dental Assistant.
- (1) Food and Nutrition.
- (1) Health Information Administration.
- (1) Health Information Services.
- (1) Health Records program.
- (1) Indian Health Certificate.
- (1) NMT (uncompleted).
- (1) Occupational Physical Therapy Assistant.
- (1) Optometry.
- (1) Physiology degree.
- (1) Registered Massage Therapist.
- (1) RN in China.

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

- (4) Dental Assistant Certificate.
- (3) B.Sc. Physiology.
- (3) LPN.
- (2) B.A.
- (2) Combined Laboratory and X-Ray Technician Certificate.
- (1) 4-Year B.Sc. in Microbiology.
- (1) Administration.
- (1) B.A. English.
- (1) B.A. Sociology.
- (1) B.A.(Advanced), Liberal Arts/English.
- (1) B.Sc. Computer Science.
- (1) Bachelor degree (International Business).
- (1) Bachelor of Arts Honours in Psychology.
- (1) Bachelor of Religious Education.
- (1) Bachelors of Arts, major: Classical Studies, minor: History.

- (1) BFA.
- (1) Biotechnology, SIAST.
- (1) Certificate in Practical Nursing.
- (1) Diploma in Nursing (China).
- (1) Early Childhood Education Diploma.
- (1) Engineering Design and Drafting Technology - Civil Option.
- (1) Food and Nutrition Management Diploma.
- (1) Health Information Administration.
- (1) Health Information Services.
- (1) Indian Health Certificate.
- (1) Industrial Engineering.
- (1) LPN certificate.
- (1) LPN or Practical Nursing Advanced Certificate at SIAST.
- (1) Occupational Physical Therapy Assistant Certificate.
- (1) Office Administration.
- (1) Optometry(3rd year).
- (1) Primary Care Paramedic.
- (1) Professional Cooking.
- (1) Television Production.
- (1) Travel and Tourism Management Diploma.
- (1) Travel and Tourism.
- (1) Truck and Transport Mechanic.
- (1) Business Administration Diploma (plus one year of extra classes from U of R).
- (1) Certificate in the Pharmacy Technician Program.
- (1) Health Record Technician (Certificate).
- (1) LPN Certificate SIAST.
- (1) Marketing.

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

Entries under "Other":

- (1) Already a parent at the time of starting NEPS.
- (1) Challenge of being a single parent and financial challenges.
- (1) Domestic legal issues (custody/relocation); emotional/psychological abuse (former C.L. spouse).
- (1) Ending of a 3 1/2 year relationship.
- (1) Financial struggle, lack of transportation.
- (1) Having to work a fulltime job and go to school part-time.
- (1) High stress life. High cost of living which was hard to meet at times.
- (1) Husband moved while I was in the program.
- (1) Husband moving out of Canada while I stayed in Regina.
- (1) Learning to balance home life (children and spouse) with the demands of school work, and the attitude of instructors that "you chose to go to school with children at home; deal with it." There was no offering of support from the instructors.
- (1) Separated from fiance and had to get restraining order.

- (1) Stress from money, spouse.
- (1) Worked two fulltime jobs.
- (1) Working fulltime.

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
- (1) Eligible for Recruitment Grant
- (1) Familiarity with Unit where Senior Assisted
- (1) Had my senior practicum there.
- (1) I received position where I was employed as a senior assist.
- (1) I was offered a where I worked as a senior assist. I accepted because it was PFT and I had a parking spot at that hospital.
- (1) I worked there as a Senior Assist; familiar with staff and routine of ward.

What was lacking from your orientation?

Entries under "Content":

- (1) All of the above.
- (1) Can't teach practical in 5 shifts.
- (1) Didn't go over Dr. on call list, didn't go over where to find supplies; didn't go over anything, just buddied me to work.
- (1) Didn't learn about some of the day-to-day nursing responsibilities, impossible to include everything a nurse does.
- (1) ER services should have more formal course.
- (1) Expected to work in ER with no formal orientation, only experience was from practicum time. Some orientation was provided for acute care area.
- (1) Many of the staff members were unwilling to assist in a proper orientation.
- (1) No orientation regarding hospital procedure and policy.
- (1) Not enough department specific information.
- (1) There are no books or classroom orientation to the hospital policy or procedure manual to help you, and no nurse manager.

Entries under "Other":

- (1) Insufficient buddy shifts.
- (1) Management felt I was orientated as a student.
- (1) No one told me procedure for fire. I could go on forever.
- (1) Required more practice time/hands-on practice for certification.
- (1) Several buddy shifts fell through due to lack of staffing, so I was on my own.
- (1) Staffing shortage.
- (1) Too much responsibility too soon.
- (1) Very short staffed on unit in the beginning and not a lot of support from seasoned nurses; they were busy with their own patients.
- (1) Was teamed with supervisor position, was not prepared for this.

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) Children's hospital
- (1) Correctional Facility

Secondary Site:

Other:

- (1) Forensics

What was your position?

Primary Site:

Other:

- (1) Acute care nurse
- (1) Supervisor/Community health nurse

In what area did you provide:

Note: Some responses may have been recoded into applicable categories

- (1) Coordinating discharge services
- (1) Family medicine
- (1) Medical & Palliative care
- (1) Medical, Surgical, Gynecology
- (1) Medical/Surgical
- (1) Medical; Pediatrics; Labour & delivery; Post Partum; Long Term Care; Emergency; Detox
- (1) Neo Natal Intensive Care
- (1) NeuroSciences
- (1) Observation cardiac unit
- (1) Orthopedic
- (1) Pediatric/maternal
- (1) Rural: ER dept and 12 bed inpatient ward
- (1) Supervision of other staff working in health center
 - (1) Pediatric/maternal
- (1) Rural therefore everything!
- (1) Pediatric/maternal

Please indicate your field of work during this time:

- (1) Bartender.
- (1) Bedside Nursing and OH and S.
- (1) Orthopedics.
- (1) SCA Unit Clerk.

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

(Select all that apply)

Entries under "Other":

- (1) Not enough shifts.
- (1) The place I worked at before I graduated wanted me to work part-time while they trained someone to fill my position.
- (1) Waiting for VISA screen to work in USA.

*Please indicate your **current** field of work:*

- (1) Clinical Research Coordinator.
- (1) Occupational Health and Safety--safety consultant in a health region.

*What is the MAIN reason why you are not **currently** employed as a nurse?*

Entries under "Other":

- (1) I still am an RN. I run a safety program in the OH and S area.

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

Entries under "Other":

- (1) Forced to leave due to closing of Acute Care at SCH.
- (1) I was subjected to harassment from other employees and management was not helpful in addressing the situation.
- (1) Increased education.
- (1) Moved to rural Sask. to receive bursaries.
- (1) New challenges at new job.
- (1) Position in an area I desired to work in.
- (1) Specialised in Forensic Nursing.

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

Entries under "Other":

- (1) Sydney, Australia.
- (1) Yukon.

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)

Primary Site:

Other:

- (1) Clinical Education for the entire Health Region
- (1) Federal facility (forensic)
- (1) Home Care Agency and Primary Care Centre

Secondary Site:

Other:

- (1) Correctional center
- (1) Forensics
- (1) Nurse staffed std/Family planning clinic

Third Site:

Other:

- (1) Health Centre and Home Care

What is your position?

Primary Site:

Other:

- (1) Acute care nurse
- (1) Clinic Nurse/ Research Coordinator
- (1) Home Care Nurse
- (1) Home care nurse for tribal council
- (1) I switched units to a NICU as a floor nurse, and now I'm switching again in 1 month to be a CDE of my original med/surg unit I started on
- (1) ICU
- (1) Nu-hos-03
- (1) Nursing student advisor

Secondary Site:

Other:

- (1) Occupational health nurse

In what area did you provide:

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

- (1) Clinical Reserach/Nursing
- (1) Community Health
- (1) Dialysis
- (1) Homeless and Underhoused
- (1) Immunization

- (1) Medical; Pediatrics; Labour & delivery; Post Partum; Long Term Care; Emergency; Detox
- (1) Neonatal intensive Care
- (1) Neonatal Intensive Care Unit
- (1) Neuro
- (1) Observation cardiac unit
- (1) Pediatric/Maternal
- (1) Rural: ER dept and 12 bed inpatient ward
- (1) Hemodialysis
- (1) Pediatric/Maternal
- (1) Primary care nursing in outposts
- (1) Rural
- (1) Pediatric/Maternal

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) Tired of the clinical nursing situations and the shortage of nurses and inadequate nurse to patient ratios in this province

Are you registered with any of the following associations?

Entries under "Other":

- (2) CARNA.
- (2) CRNBC.
- (1) BCNU.
- (1) Board of Minnesota.
- (1) CARNA
- (1) CARNA, NMB.
- (1) CRNM.
- (1) LPN.
- (1) MRNA.
- (1) ONA, SRNA, CRNBC.
- (1) ONA.
- (1) SRNA and BCNU.
- (1) SRNA and the Alberta equivalent (CRNA?).
- (1) SUN.
- (1) Washington State.

Where did you grow up?

Entries under "Other":

- (2) Alberta.
- (2) China.
- (2) South Korea.
- (2) Winnipeg, MB.
- (1) Germany.
- (1) Philippines.
- (1) Reserve.
- (1) St. Albert, Alberta.
- (1) Surrey, BC.
- (1) Swan River, Manitoba.
- (1) West Africa.