



Nursing Education Program of Saskatchewan (NEPS) Employment
Survey:

***Graduates of the NEPS Program in the
2008-2009 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 2008-09

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University of Saskatchewan

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Executive Summary

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Executive Summary

Introduction

In this report, we summarize the results of the 2-Year Graduate Follow-Up Study for The Nursing Education Program of Saskatchewan (NEPS). These respondents are a part of the 2008-2009 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 seven years. Surveying the 2009 graduating class and comparing their responses to the 2003, 2004, 2005, 2006, 2007 and 2008 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 300 graduates of the NEPS program in 2008-09, 171 completed the survey for a response rate of 57.0%. This gives a margin of error of ± 4.9 percentage points at 95% confidence, finite population factor applied.

Experiences in the First Year after Graduation

The first section of the report details graduates' experiences within the first year after graduation, specifically focusing on employment outcomes.

Nearly all (99.4%) respondents found employment as nurses. These jobs were, for the most part located in Saskatchewan (95.5%) and largely in urban locations (77.6%). The factor most commonly identified (75.6% of total selections) as important when selecting the location of that first job was family or community commitments.

The difficulty involved in finding a job after graduation was within expectations for 44.2% of respondents. Another three in ten (30.1%) found searching for a job less difficult than they had anticipated. Most (81.4%) secured employment within one month of graduating from the program, including over four in ten (42.3%) who were offered jobs before they started looking. One in ten (12.2%) graduates were looking for work for one to two months before finding a job. Among respondents who were employed as a Senior Assistant, just over one half (52.9%) received a job offer from the unit where they were employed as a senior assistant. Six in ten (60.0%) of those accepted this offer. Similarly, one half (51.9%) were offered employment from

the unit where they completed their 4th year practicum and of those, six in ten (59.3%) accepted the offer.

Three quarters (76.3%) were employed on a regular, full time basis in their first job. When asked to evaluate how well their first jobs matched their ideal preferences in terms of several criteria, respondents on average gave location the highest ideal ratings (4.2 on a five-point scale). Work environment received the lowest ideal rating on average (3.8 on a five-point scale); however ratings for all areas are relatively high.

When respondents began their jobs, over one half (57.1%) received an orientation period that was between 16 and 30 days in duration. A majority (82.7%) felt that their orientation period was about right in length. The proportion of those surveyed who felt prepared for their jobs following their orientation increased from two thirds (67.8%) of 2009 respondents to nearly nine in ten (88.4%) among 2011 respondents. Respondents who felt unprepared most commonly (66.7%) cited the lack of a mentor as a deficiency in their orientation program.

The majority of respondents (87.2%) worked at only one site in their first job. Most (86.5%) worked at a general hospital consisting of either more than 100 beds (64.7%) or less than one hundred beds (21.8%). A large majority (90.4%) were staff or community nurses and nearly all (99.4%) worked in direct care. Specifically, over one half (53.8%) worked in the medical/surgical area, 14.7% were in paediatrics, and 12.8% provided care in emergency. On average, respondents worked 39.3 hours per week in their first job.

Current Situation

At the time of the survey, all respondents were employed as nurses; however 8.3% were on leave from their positions. Just over one half (51.6%) were still employed with their first employer in the same position. One quarter (26.8%) were still working for the same employer, but had changed positions. The remaining two in ten (21.7%) had changed primary employers. The reasons for this change were fairly diverse. Most commonly (44.1%), the job change occurred for personal reasons, but respondents also cited family responsibilities (11.8%), finding permanent employment (11.8%) and better job security (14.7%).

As has been the case in previous survey results, nearly all (94.7%) respondents in 2011 are currently employed in Saskatchewan. Over three quarters (78.3%) work in an urban setting and the majority work on regular, full-time basis (78.3%). A minority (19.8%) work at more than one site. This site is most commonly (65.6%) a general hospital with more than 100 beds. However, nearly one quarter (23.6%) are employed at a general hospital with under 100 beds. Respondents are mostly (86.0%) employed as staff or community health nurses and nearly all (96.2%) work in direct care. The greatest proportions currently work in the medical or surgical area (45.2%), emergency care (14.6%) and maternal or newborn care (11.5%). On average, respondents work 38.9 hours per week.

Respondents report high levels of satisfaction with their current employment. Over one half (52.9%) are satisfied and an additional one third (34.4%) are very satisfied. A majority (77.0%) of

respondents report gross annual earnings above \$60,000 per year and most (94.3%) indicate they are either satisfied or very satisfied with their current salary.

Demographic Profile and Satisfaction

As was the case in previous reports, a majority (94.3%) of respondents in the present survey are female. The greatest proportion (40.8%) is from rural Saskatchewan, but 38.8% grew up in one of the larger urban centres in the province. One tenth (10.2%) of 2011 respondents are of Aboriginal ancestry, with the majority (62.5%) of those being Métis. Nearly equal proportions are married (40.1%) or single (38.2%) and a minority (28.0%) currently care for dependents.

A majority (64.3%) of respondents are satisfied with their NEPS program. While a majority (63.7%) felt the experience prepared them either well or very well for nursing practice, nearly one third (30.6%) feel they were poorly prepared. When asked for general comments about the program, 30 respondents indicated they would like more clinical experience and 20 felt more practical experience would have been beneficial.

Before Starting and Experiences During the NEPS program

Prior to entering NEPS, a minority (16.6%) had prior education in the health care field. This education arose from a variety of experiences. Over one half (53.5%) entered the program having completed their high school diploma. Some (31.2%) had attended courses at SIAST or at a university while 15.3% had completed a degree, diploma or certificate at a post-secondary institution. In the year before entering the program, over six in ten (63.1%) were going to school. One third (34.4%) were working, and of those who were working, four in ten (40.7%) were employed in the health care field.

A majority (79.0%) entered the NEPS program in 2005 and nearly six tenths (58.6%) were 20 years of age or younger at the start of the program. The site where respondents most commonly (49.7%) entered the program was in Saskatoon, but nearly four in ten (37.6%) started in Regina. The remaining 12.7% began in Prince Albert.

During the program, a majority (77.7%) of those surveyed experienced a significant life changing event. The most common of these, experienced by over four in ten (43.9%) was home relocation. Additionally, over one third (35.7%) experienced the illness or death of a family member or friend while enrolled in the NEPS program.

The survey also asked respondents about a variety of sources of income. Two-thirds (66.2%) worked as a senior assistant while in the NEPS program. Overall, six in ten (61.8%) had a job while completing the program. These respondents most commonly (48.5%) worked between 11 and 20 hours per week. Nearly three quarters (72.6%) received scholarships or bursaries which were most commonly worth between \$5,000 and \$10,000. Nearly two thirds (65.6%) obtained student or educational loans. At the completion of the NEPS program, the average loan value was \$29,387.

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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)56

What is your position?56

In what area did you provide: Note: If picking multiple areas, hold down your control key as you click the appropriate areas.57

*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?57*

Are you registered with any of the following associations?57

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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:

- To establish employment profiles of graduates and to identify trends over time.
- To identify graduates' perceptions of preparation and support for entry into the workforce.
- To 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 2009. This research (titled as the 2011 cohort throughout this report) compares them to the results of the previous NEPS 2-Year Follow-Up Surveys completed in 2005, 2006, 2007, 2008, 2009, and 2010.

<u>Graduate year</u>	<u>Report Classification for year 2 follow-up</u>
2002-2003	2005
2003-2004	2006
2004-2005	2007
2005-2006	2008
2006-2007	2009
2007-2008	2010
2008-2009	2011

Scope of Work

The College of Nursing of the University of Saskatchewan, the Nursing Division of the Saskatchewan Institute of Applied Science and Technology (SIASST), and Division of Health Sciences at the First Nations University of Canada contracted Insightrix Research Inc. to conduct data collection and analysis of the 2011 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 Inshtrix. Inshtrix 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

Inshtrix received contact information for 228 graduates of NEPS from the 2008-2009 academic year. Inshtrix 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.

Inshtrix 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 Inshtrix still needed to complete the survey. Alternatively, they were asked to have the graduate call Inshtrix's toll free number and complete the survey at that time.

Response Rates and Confidence Intervals

Data were collected from July 29th to September 26th, 2011. Of the 303 graduates who completed the NEPS program in the 2008-2009 academic year, 228 agreed to be contacted by the University and their contact information was provided to Inshtrix. Of these potential respondents, 157 completed the survey, representing a 68.9% response rate. Given this response rate, we can be 95% sure that the results reported are within ± 4.4 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?

Nearly all (99.4%) 2011 respondents were employed as nurses in the year following their graduation.

	2011	
	Count	Percent
Employed as a nurse	156	99.4%
Employed at a job other than nurse	6	3.8%
Not employed	5	3.2%
Total	157	100.0%

Multiple responses possible.

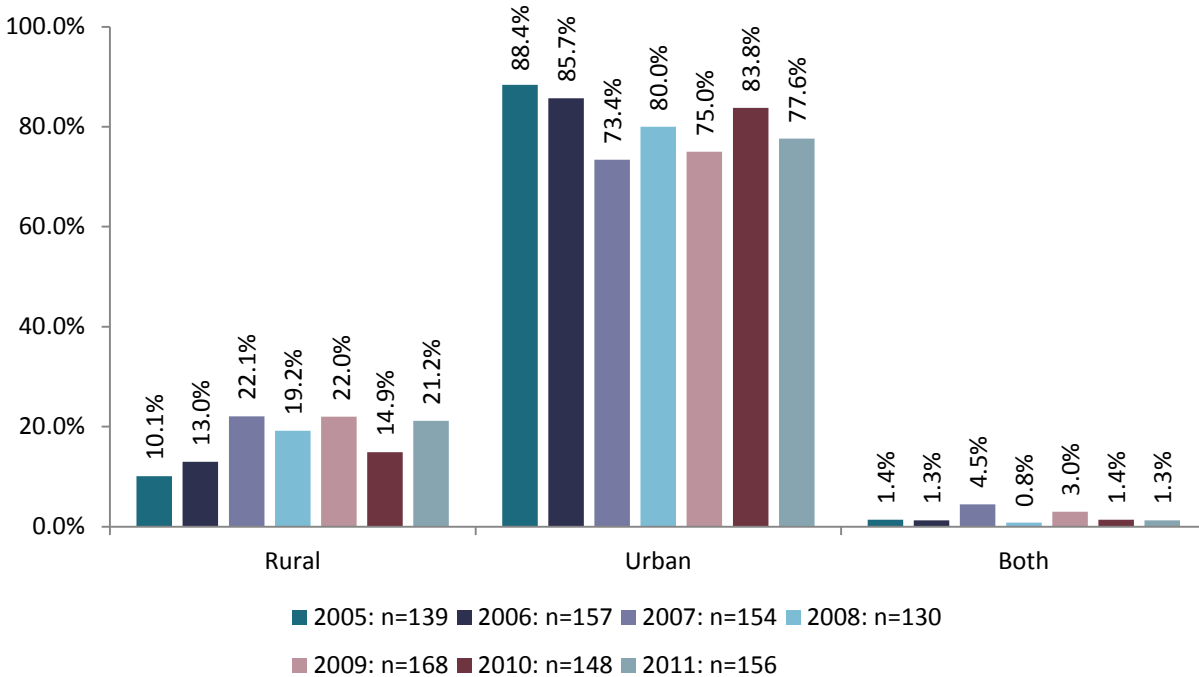
22. What was the geographical location of your first job as a graduate nurse?

As has been the case in previous the survey results, most (95.5%) respondents worked in Saskatchewan in the year following their graduation. No one reported working outside of Canada and only one respondent (0.6%) found employment east of Saskatchewan.

	2005	2006	2007	2008	2009	2010	2011
Saskatchewan	91.3%	92.2%	95.5%	90.0%	95.8%	95.3%	95.5%
Manitoba or Eastern Canada	1.4%	0.6%	1.3%	1.5%	0.6%	0.0%	0.6%
Alberta or BC	5.1%	4.5%	1.9%	8.5%	3.0%	4.1%	3.8%
USA	1.4%	1.9%	1.3%	0.0%	0.6%	0.0%	0.0%
Other	0.7%	0.6%	0.0%	0.0%	0.0%	0.7%	0.0%

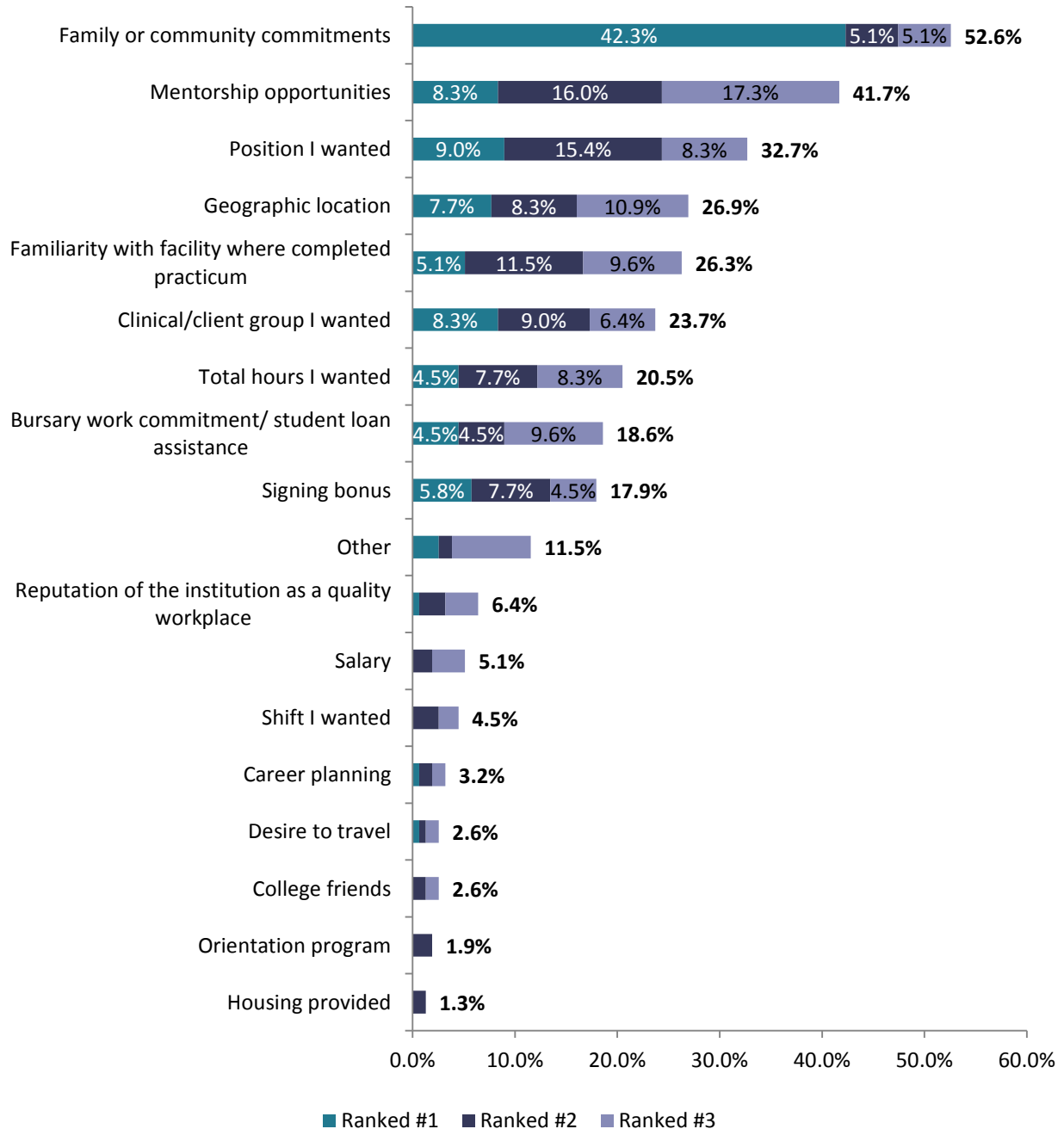
23. Please specify whether the location of your first job as a graduate nurse was:

Three quarters (77.6%) of graduates surveyed in 2011 worked in an urban location in their first year of employment following graduation from the program. Two in ten (21.3%) worked in a rural setting which is consistent with previous survey data.



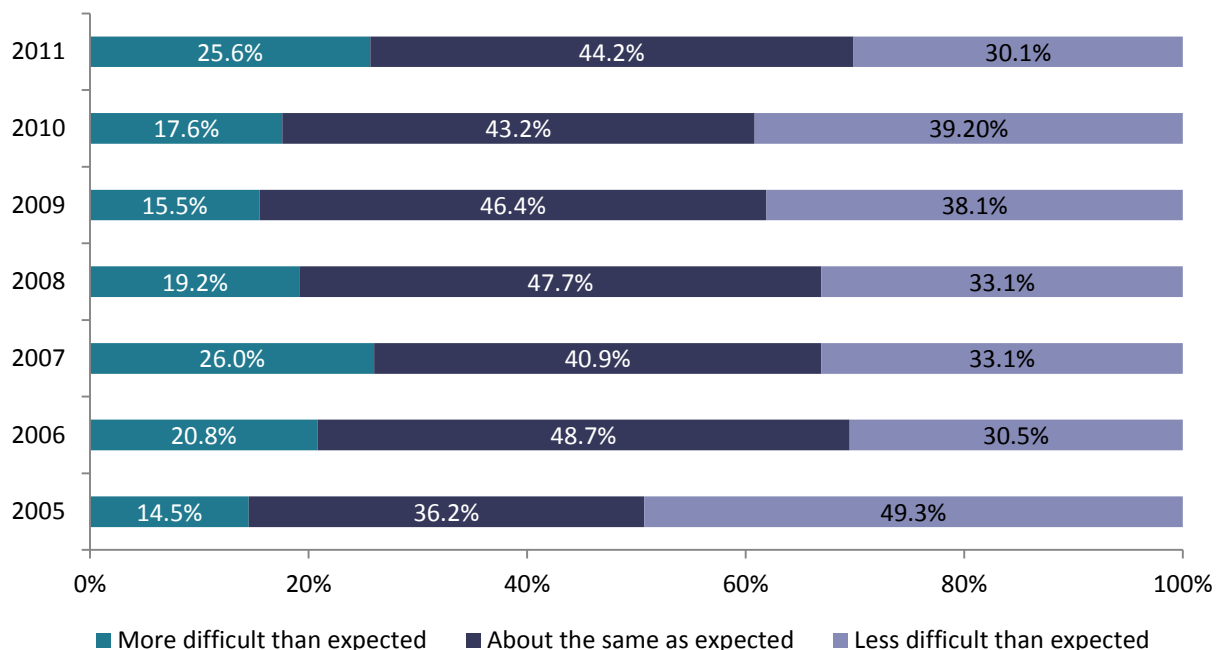
24. Please rank the top 3 factors that influenced your choice of work location for your first job as a nurse, with "1" being most important, 2" being the second most important and "3" being the third most important:

Family or community commitments were identified as an important factor when choosing the work location of their first job by one half (52.6%) of respondents and was chosen as the most influential factor by the greatest proportion of respondents as well (42.3%). The factor that was identified as important by the second greatest proportion (41.7%) of respondents was mentorship opportunities.



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

A majority of responding graduates (74.4%) continue to report that their job hunt was either as difficult (44.2%) or less difficult (30.1%) than they expected. Conversely, one quarter (25.6%) of respondents found it more difficult than they had expected to find a job after their graduation.



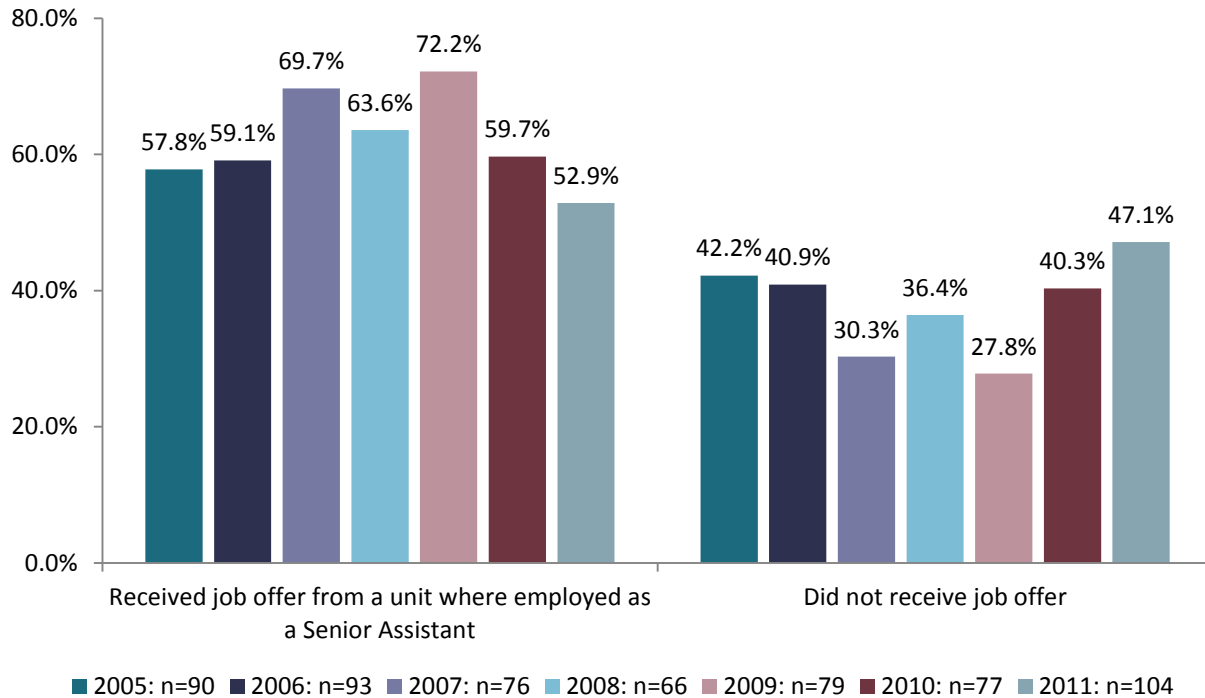
26. How long did it take you to obtain your first job after you started actively seeking employment following graduation?

As in previous years, most respondents (81.4%) had a job within the first month of graduation. For over four in ten (42.3%) of those surveyed, an offer of employment was made before they started looking. While this is an encouraging result, it does represent the lowest proportion compared to previous waves of research. Over one in ten (12.2%) indicate taking between one and two to find their first job, while one in twenty (5.8%) needed three to five months.

	2005: n=139	2006: n=157	2007: n=154	2008: n=130	2009: n=168	2010: n=148	2011: n=156
Invited to a job before I started looking	56.5%	59.1%	51.3%	61.5%	62.5%	55.4%	42.3%
Less than 1 month	34.1%	33.1%	41.6%	35.4%	34.5%	39.9%	39.1%
1-2 months	8.0%	5.8%	6.5%	1.5%	2.4%	3.4%	12.2%
3-5 months	1.4%	1.3%	0.5%	1.5%	0.6%	1.4%	5.8%
More than 6 months	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.6%

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

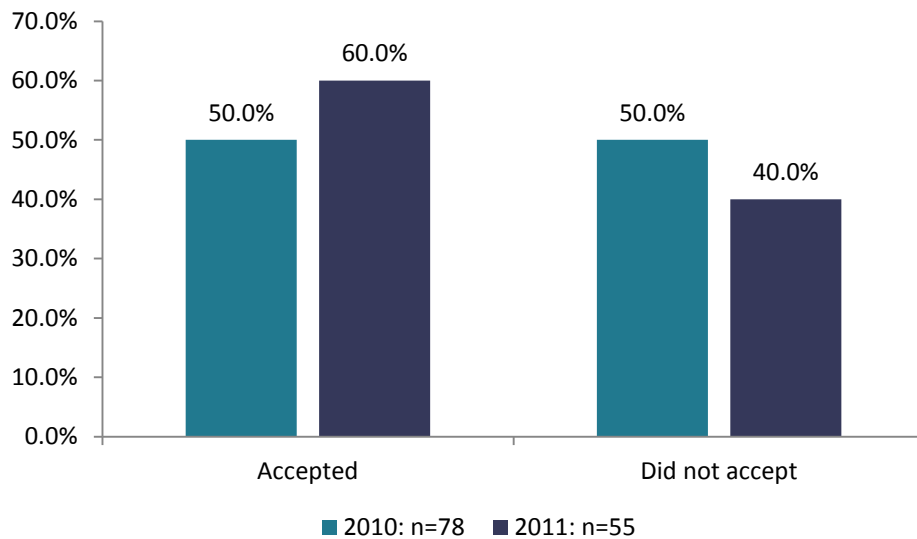
Among respondents who were employed as a Senior Assistant, one half (52.9%) of respondents were offered employment from the unit where they worked as a Senior Assistant. This proportion peaked at a high-point of seven in ten (72.2%) in 2009 before decreasing to just over one half in 2011 (52.9%).



27b. Did you accept the job offered from this unit?

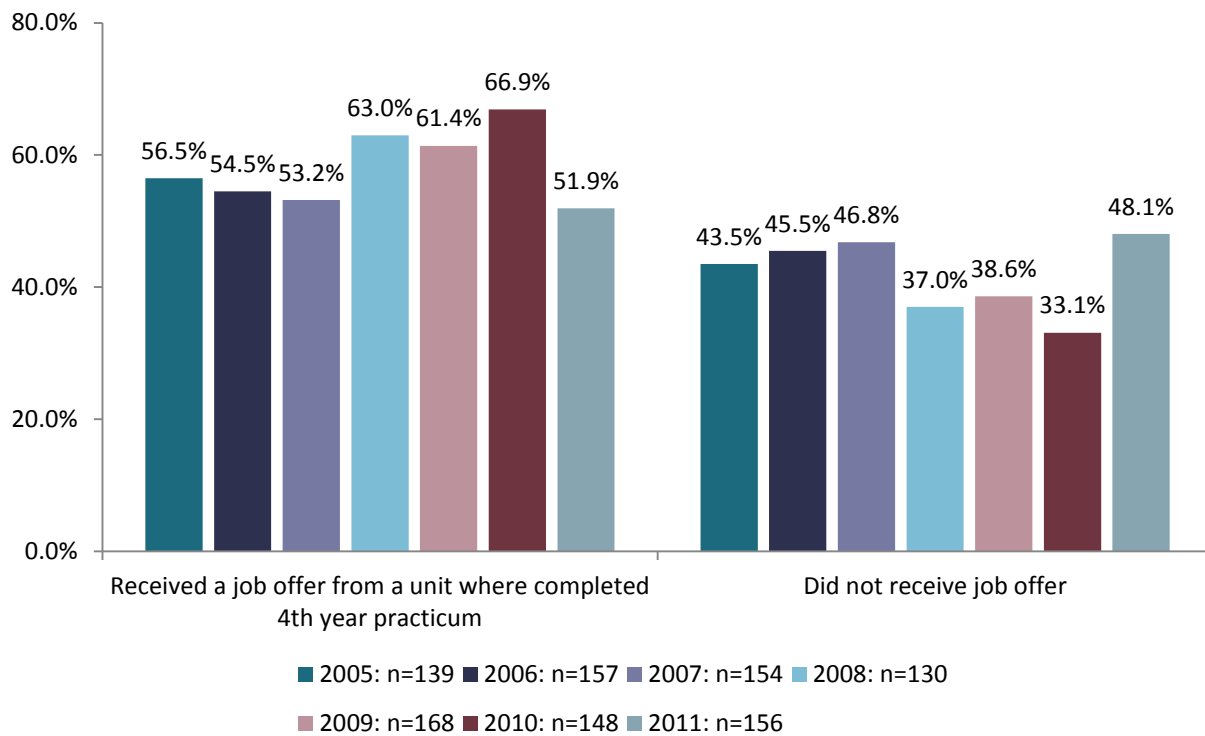
Job offers provided from units where respondents worked as a Senior Assistant were accepted by six in ten (60.0%) respondents.

2-Year Follow-up Survey of the 2008-09 Graduates of the NEPS Program



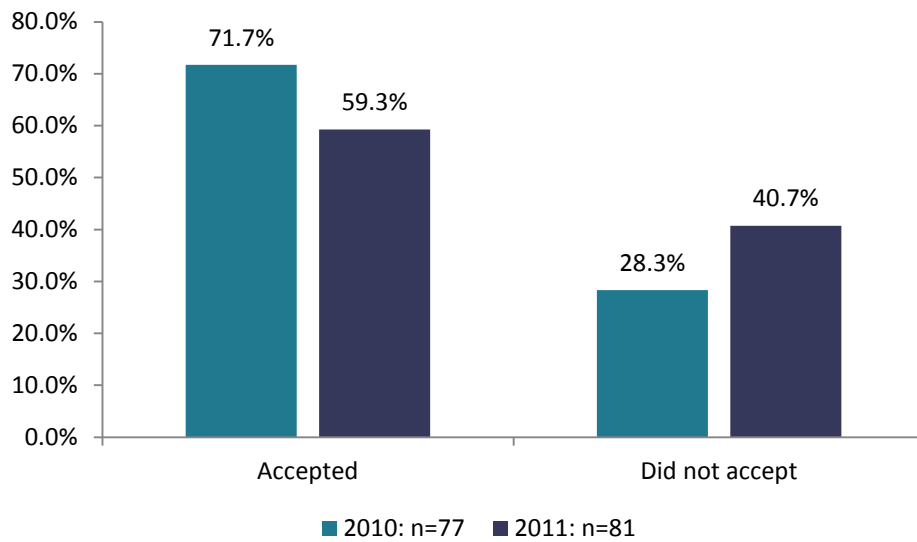
28. Did you get a job offer from a unit where you did your 4th year senior practicum?

One half (51.9%) of respondents in 2011 received a job offer from a unit where they completed their senior practicum. This is a slight decline from two thirds (66.9%) who indicated receiving such an offer in 2010.



28b. Did you accept the job offered from this unit?

A majority (59.3%) of those who were offered a job from their senior practicum unit accepted it.



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

Three quarters (76.3%) of respondents worked regular, full-time hours in their first job as a graduate nurse.

	2005: n=138	2006: n=154	2007: n=154	2008: n=130	2009: n=168	2010: n=148	2011: n=156
Regular full-time	72.5%	66.2%	50.0%	66.2%	74.4%	76.4%	76.3%
Casual full-time	15.2%	20.8%	35.1%	16.9%	9.5%	11.5%	11.5%
Regular part-time	5.8%	6.5%	7.1%	12.3%	9.5%	7.4%	7.7%
Casual part-time	6.5%	6.5%	7.8%	4.6%	6.5%	4.7%	4.5%

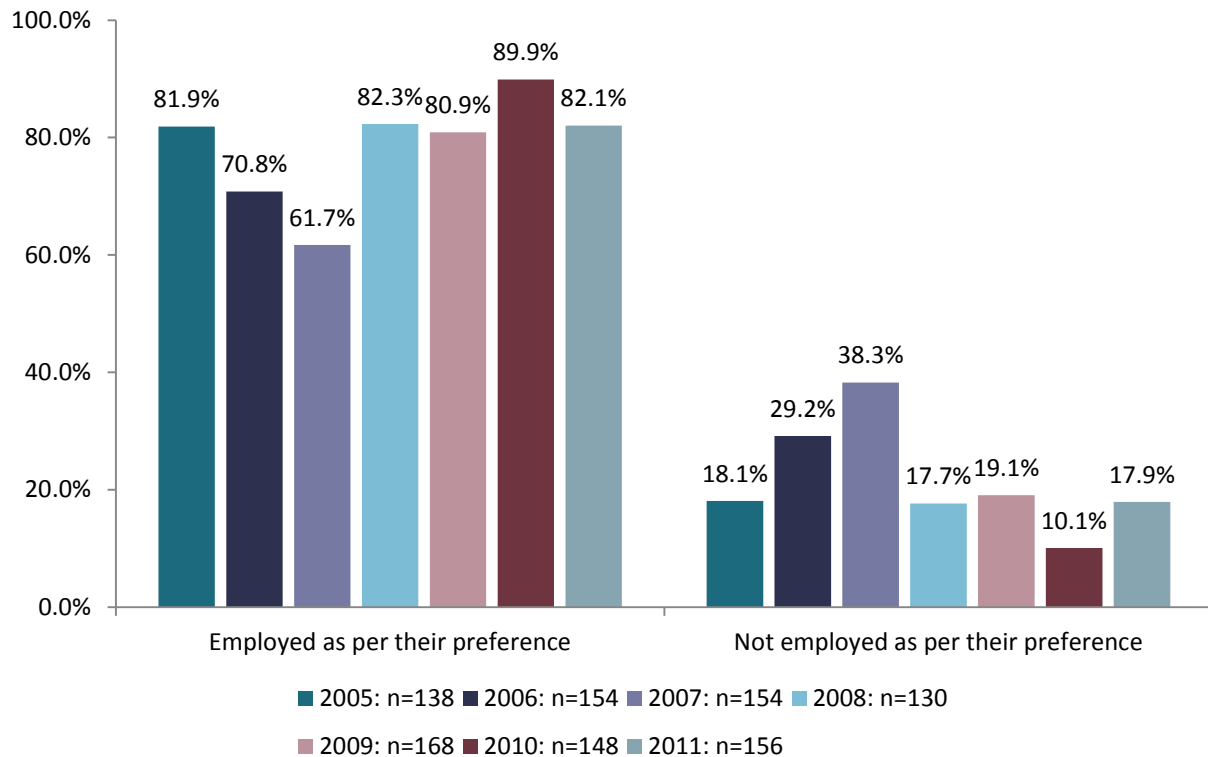
Note:

"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?

The majority of respondents (82.1%) were employed as per their preference in their first job after graduation.

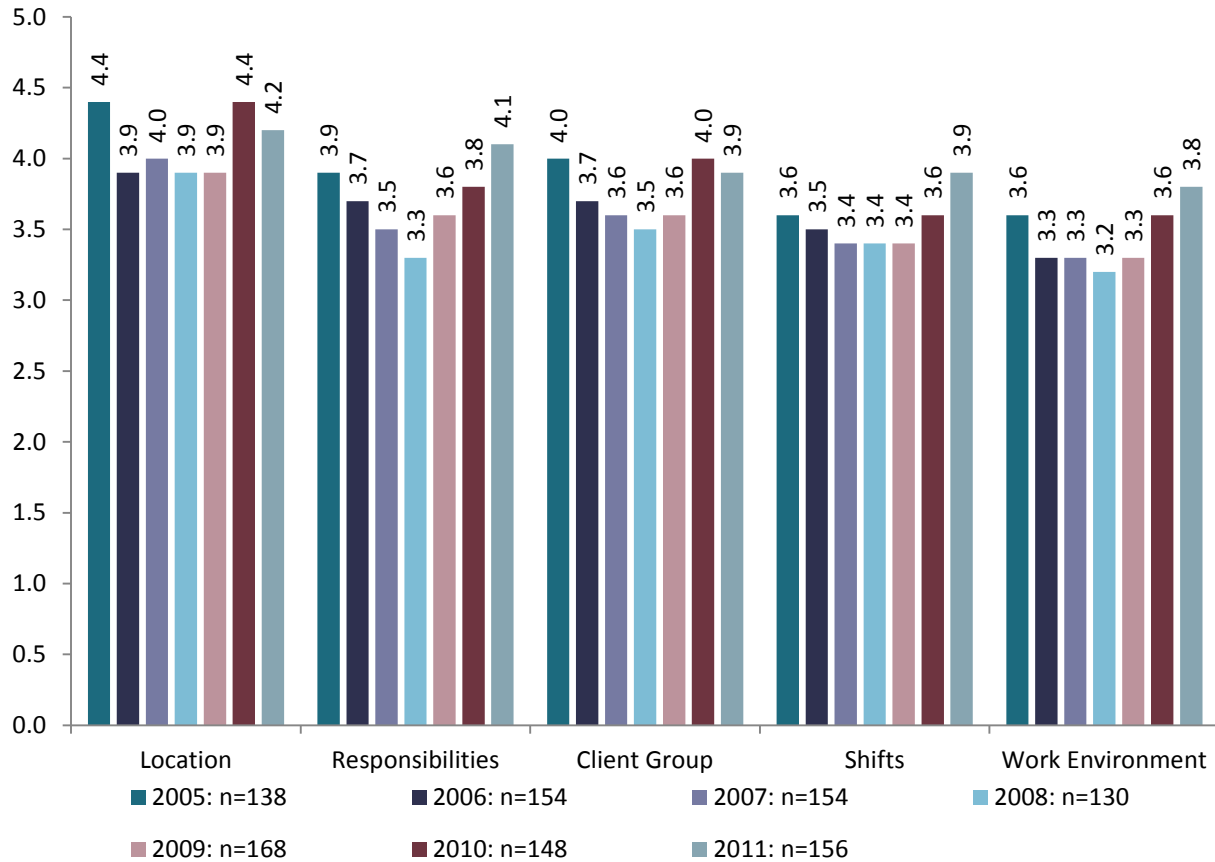


Nearly all respondents who are working in a regular full-time capacity are currently employed as per their preference. Casual full-time employees, regular part-time employees, and casual part-time employees are all much less likely to indicate that their current employment arrangement represents their preference.

2011	Employed as per preference
Regular full-time	99.2%
Casual full-time	16.7%
Regular part-time	50.0%
Casual part-time	14.3%

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

Respondents were asked the extent to which their first job met their ideal preferences on a five-point scale where 1 is defined as “not at all ideal” and 5 is defined as “highly ideal”. On average, respondents rated their jobs fairly highly in terms of being ideal across all five factors. Location received the highest rating (average of 4.2) and work environment was evaluated comparatively the lowest (average of 3.8).



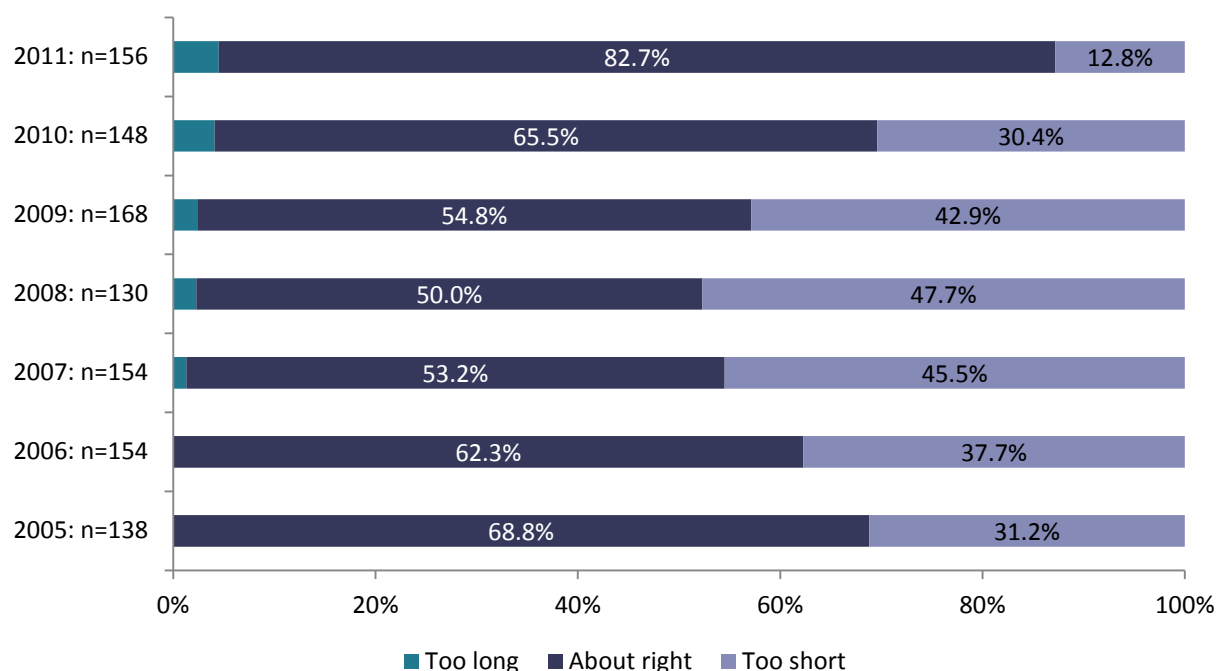
32. When you started your first nursing job, what was the length of your orientation (including "buddy" shifts)?

The proportion of respondents receiving between 16 and 30 days of orientation has increased for the third consecutive year. In 2011, nearly six in ten (57.1%) received an orientation of this duration compared to two in ten (19.2%) in 2008.

	2006: n=154	2007: n=154	2008: n=130	2009: n=168	2010: n=148	2011: n=156
< 1 day	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%
1 day	1.3%	0.6%	2.3%	1.2%	0.7%	0.0%
2-5 days	28.6%	32.5%	33.1%	26.8%	20.3%	12.8%
6-15 days	42.9%	40.9%	43.8%	42.3%	31.1%	26.9%
16-30 days	26.0%	22.7%	19.2%	29.2%	47.3%	57.1%
Did not receive any	1.3%	1.9%	1.5%	0.6%	0.7%	3.2%

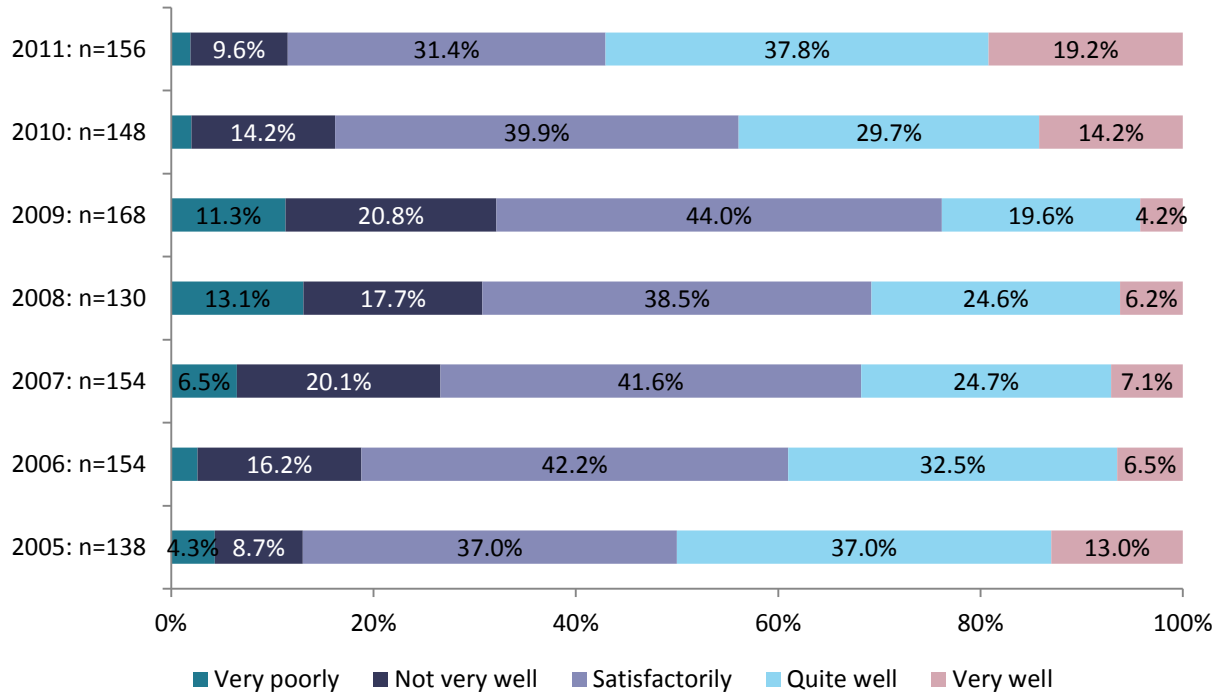
33. How did you feel about the length of your orientation for your first position?

The proportion of respondents who feel that the duration of their orientation was about right has steadily increased from one half (50.0%) in 2008 to over eight in ten (82.7%) in 2011.



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

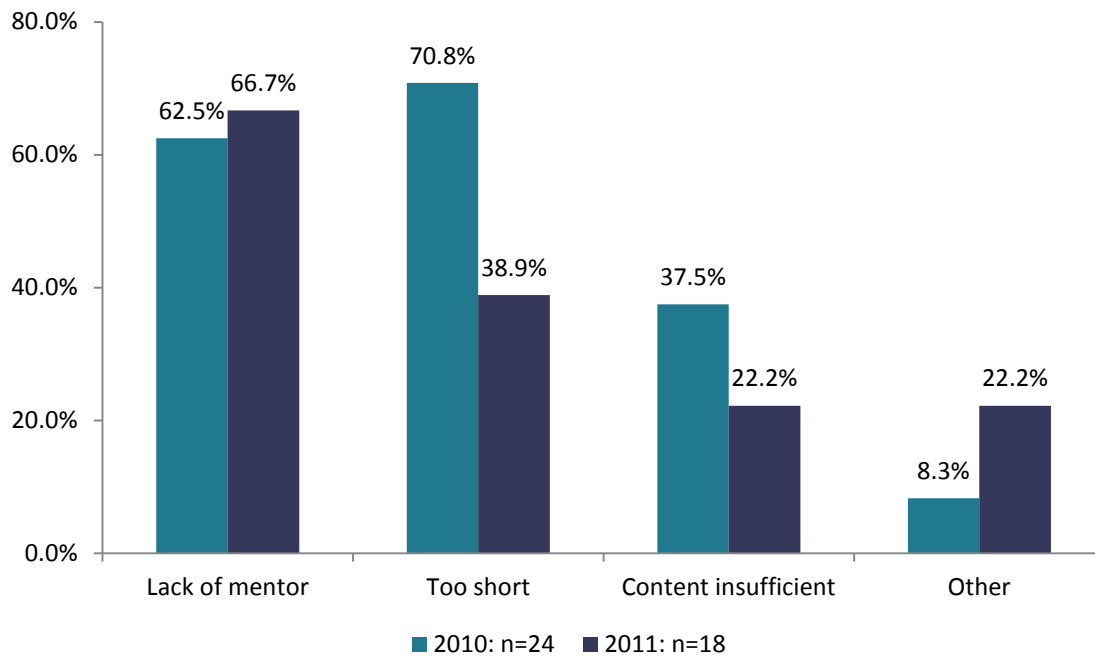
Nearly all respondents in 2011 (88.4%) indicate that their orientation program at least satisfactorily prepared them for their first position. Specifically, two in ten (19.2%) feel this program prepared them very well, while nearly four in ten (37.8%) feel it prepared them quite well.



35. What was lacking from your orientation?

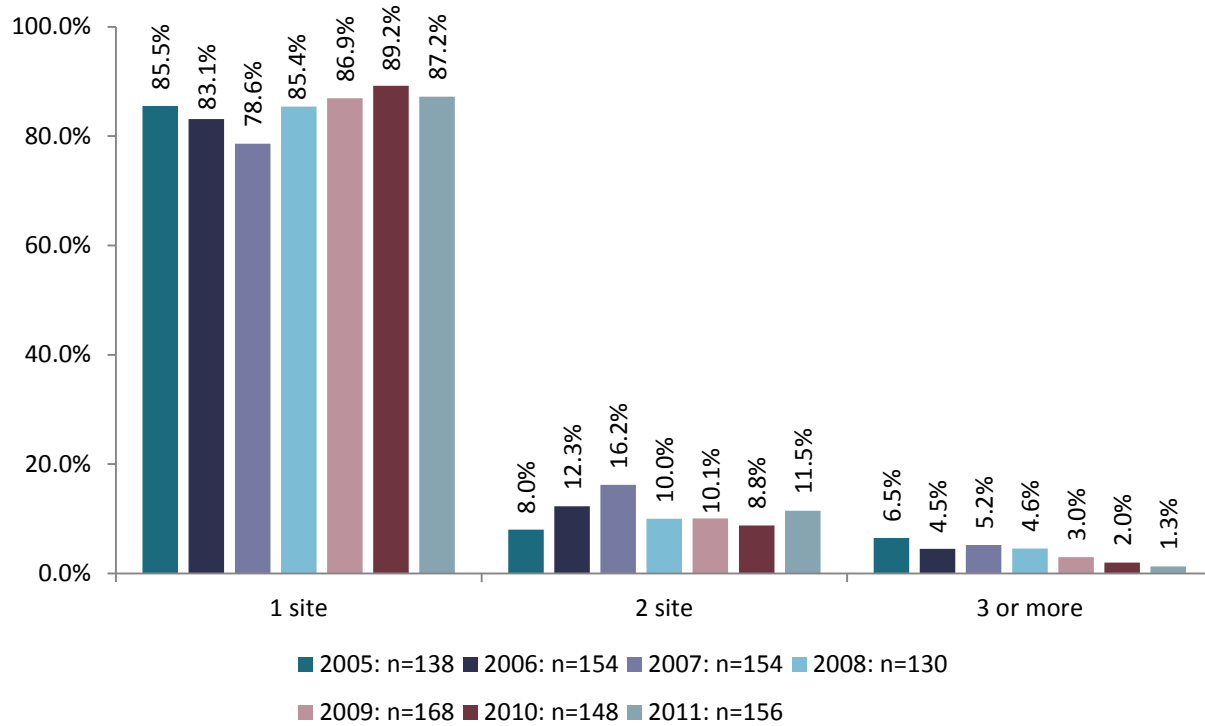
Among respondents who previously indicated feeling unprepared for their position following their orientation, two thirds (66.7%) cited the lack of a mentor as a factor. The proportion indicating that the duration was too short has dropped from 70.8% in 2010 to 38.9% in the present survey.

For a full list of content and other mentions, please reference the appendix.



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

Most (87.2%) respondents worked at one site for their first job following graduation. One in ten (11.5%) worked at two sites and a very small minority (1.3%) worked at three. These findings are consistent with results from previous years.



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)

Two thirds (64.7%) worked in a general hospital with 100 beds or over for at least one of their sites. Two in ten (21.8%) worked at a general hospital with less than 100 beds.

All sites combined	2010		2011	
	Count	Percent	Count	Percent
General hospital, 100 beds and over	105	70.9%	101	64.7%
General hospital, less than 100 beds	29	19.6%	34	21.8%
Mental Health Centre / Hospital	5	3.4%	5	3.2%
Home Care Agency	3	2.0%	4	2.6%
Community Health/Health Centre	4	2.7%	3	1.9%
Primary Health Care Centre	4	2.7%	3	1.9%
Association/Government	1	0.7%	3	1.9%
Long Term Care	4	2.7%	2	1.3%
Educational Institution	1	0.7%	2	1.3%
Nursing Stations (Outpost or clinics)	1	0.7%	1	0.6%
Other	5	3.4%	8	5.1%
Total	148	100.0%	156	100.0%

Multiple responses possible.

38. What was your position?

Nearly all respondents in 2011 (90.4%) were a staff nurse or a community health nurse in their first position.

All sites combined	2010		2011	
	Count	Percent	Count	Percent
Staff Nurse/Community Health Nurse	146	98.6%	141	90.4%
Outpost or Primary Care Nurse	1	0.7%	6	3.8%
Educator	0	0.0%	2	1.3%
Researcher	1	0.7%	0	0.0%
Clinical Nurse Specialist	1	0.7%	0	0.0%
Other	1	0.7%	11	7.1%
Total	148	100.0%	156	100.0%

Multiple responses possible.

39. What was your main area of responsibility?

Considering all three sites they could potentially work at, nearly all (99.4%) worked in direct care as their main area of responsibility.

All sites	2010		2011	
	Count	Percent	Count	Percent
Direct Care	147	99.3%	155	99.4%
Education	1	0.7%	3	1.9%
Administration	1	0.7%	0	0.0%
Total	148	100.0%	156	100.0%

Multiple responses possible.

40. In what area did you provide:

Over one half (53.8%) provided care in the medical/surgical area in their first job. Three respondents worked in education teaching clients (1.3%) and students (0.6%).

Description	2008		2009		2010		2011	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Direct Care								
Medical/Surgical	96	73.8%	99	58.9%	28	32.6%	84	53.8%
Paediatrics	19	14.6%	22	13.1%	10	11.6%	23	14.7%
Emergency care	6	4.6%	16	9.5%	10	11.6%	20	12.8%
Maternal/Newborn	11	8.5%	21	12.5%	7	8.1%	16	10.3%
Geriatric/Long term care	11	8.5%	8	4.8%	1	1.2%	10	6.4%
Psychiatric/Mental Health	3	2.3%	10	6.0%	5	5.8%	9	5.8%
Critical Care	2	1.5%	11	6.5%	10	11.6%	8	5.1%
Oncology	3	2.3%	8	4.8%	4	4.7%	8	5.1%
Several clinical care	0	0.0%	0	0.0%	1	1.2%	7	4.5%
Community Health	7	5.4%	3	1.8%	4	4.7%	6	3.8%
Several clinical areas	3	2.3%	6	3.6%	2	2.3%	5	3.2%
Home care	2	1.5%	6	3.6%	1	1.2%	5	3.2%
Palliative Care	4	3.1%	1	0.6%	1	1.2%	5	3.2%
Ambulatory Care	1	0.0%	0	0.0%	0	0.0%	2	1.3%
Rehabilitation	1	0.0%	0	0.0%	0	0.0%	1	0.6%
Operating Room/RR	1	0.8%	0	0.0%	0	0.0%	0	0.0%
Other	6	4.6%	13	7.7%	12	14.0%	11	7.1%
Education								
Teaching - Clients	1	0.8%	0	0.0%	0	0.0%	2	1.3%
Teaching-Students	0	0.0%	0	0.0%	0	0.0%	1	0.6%
Teaching - Employees	1	0.8%	1	0.6%	0	0.0%	0	0.0%
Total	130	100.0%	168	100.0%	86	100.0%	156	100.0%

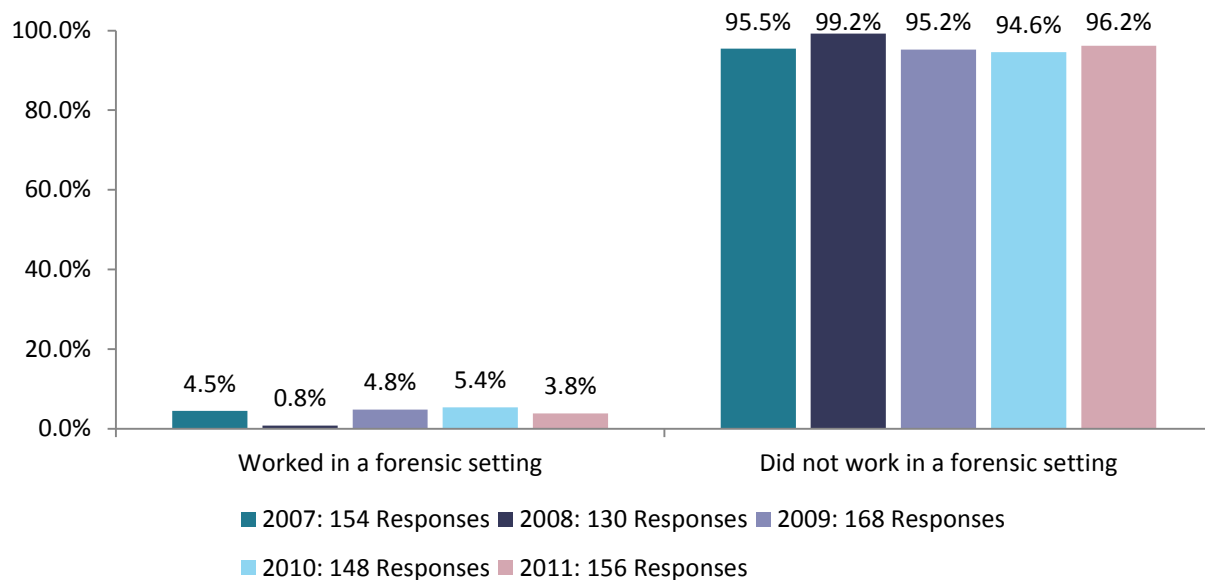
41. On average, how many hours per week did you work?

Respondents worked an average of 39.3 hours per week in their first jobs after graduating from the program.

	Primary Site	Second Site	Third Site	Total
Minimum hours	1	5	12	18
Maximum hours	65	40	24	80
Average hours	37.1	17.9	18	39.3

41a. Did you work in a forensic setting?

A small minority (3.8%) of those surveyed worked in a forensic setting in their first job.



42. Please indicate your field of work during this time:

Respondents who previously indicated being employed in a field other than nursing during their first year were asked to specify their field of work during this time. Two worked within health care, with one working in emergency and the other in labour and delivery. The final respondent worked on a farm.

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.

Among respondents who were unemployed or employed outside of nursing in their first year after completing their program offered a variety of reasons for this arrangement. Three reported being unable to find a job, two wanted time off and two relocated.

	2011	
	Count	Percent
Could not find a job	3	30.0%
Wanted time off	2	20.0%
Family responsibilities	1	10.0%
Other	6	60.0%
Travelling	0	0.0%

Multiple responses possible.

- (1) Continued to instruct part time with SIAST.
- (1) Had to move.
- (1) Personal.
- (1) Position started two months after graduation. Needed to make money in the meantime.
- (1) Relocation.
- (1) Waiting to receive RN license in another province.

Current Situation

44. What is your current employment status?

All were employed as nurses at the time of the survey, however nearly one in ten (8.3%) were on leave.

	2005	2006	2007	2008	2009	2010	2011
Nurse	92.8%	91.7%	92.9%	88.5%	83.6%	87.8%	91.7%
Nurse - On leave	6.5%	7.6%	5.8%	11.5%	15.8%	10.8%	8.3%
Other than nurse	0.0%	0.0%	0.6%	0.0%	0.6%	0.7%	0.0%
Not employed	0.7%	0.6%	0.6%	0.0%	0.0%	0.7%	0.0%

45. Please indicate your current field of work:

N/A: No Data in 2011

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

N/A: No Data in 2011

47. Do you intend to seek employment in nursing in the future?

N/A: No Data in 2011

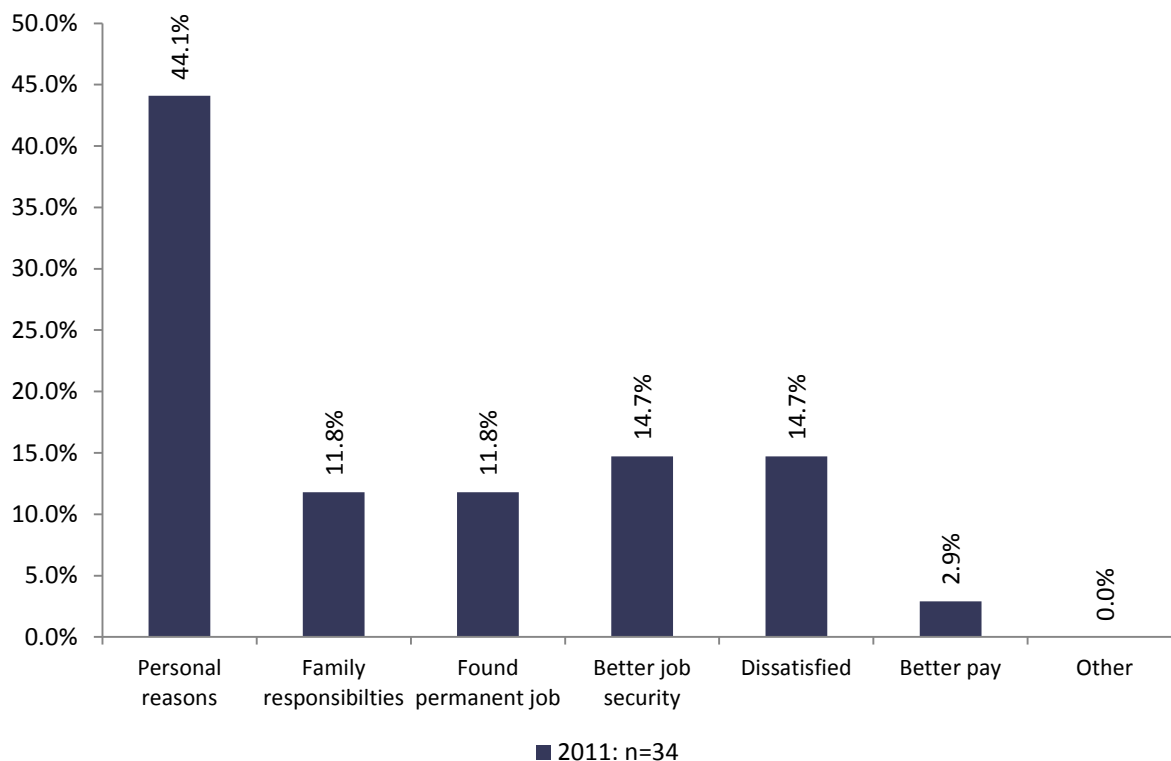
48. Has your primary employment changed since your first job?

Approximately one fifth (21.7%) of respondents have changed employers since beginning their first job. One quarter (26.8%) are working for the same employer in a different position and one half (51.6%) are working in the same position.

	2005	2006	2007	2008	2009	2010	2011
Yes, I changed my primary job.	21.0%	36.4%	40.1%	36.4%	36.5%	25.3%	21.7%
Yes, I am working for the same primary employer, but in a different position.	21.0%	27.9%	19.7%	26.4%	18.8%	20.5%	26.8%
No, I am working for the same primary employer in the same position.	58.0%	35.7%	40.1%	37.2%	44.7%	54.1%	51.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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

The most common (44.1%) reason for leaving an employer was personal reasons. Among 2010 respondents, one half (48.6%) left their jobs because they were dissatisfied. The proportion responding this way has dropped to slightly over one in ten (14.7%) in the present survey.



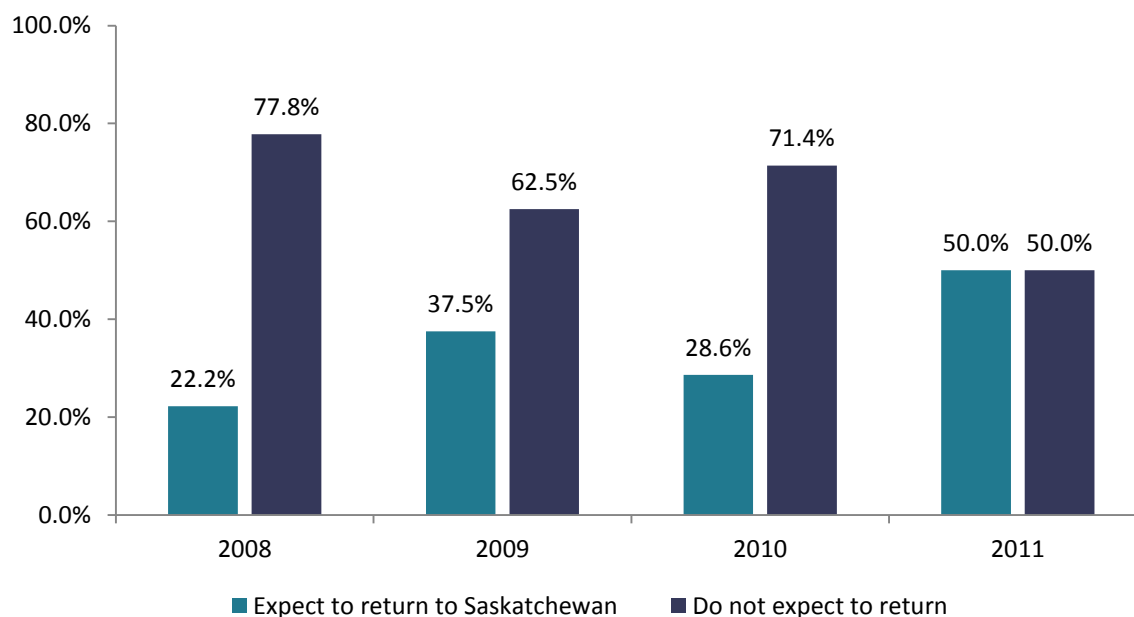
50. Where is the geographical location of your current job?

Nearly all respondents (94.7%) currently work in Saskatchewan. This is consistent with results from previous years.

	2005	2006	2007	2008	2009	2010	2011
Saskatchewan	83.3%	87.5%	90.1%	85.2%	83.0%	92.5%	94.7%
Manitoba or Eastern Canada	2.2%	0.7%	1.1%	0.0%	4.3%	1.5%	1.3%
Alberta or BC	8.0%	7.2%	5.5%	13.6%	7.4%	6.0%	3.9%
USA	4.3%	2.6%	2.2%	0.0%	3.2%	0.0%	0.0%
Other	2.2%	2.0%	1.1%	1.2%	2.1%	0.0%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

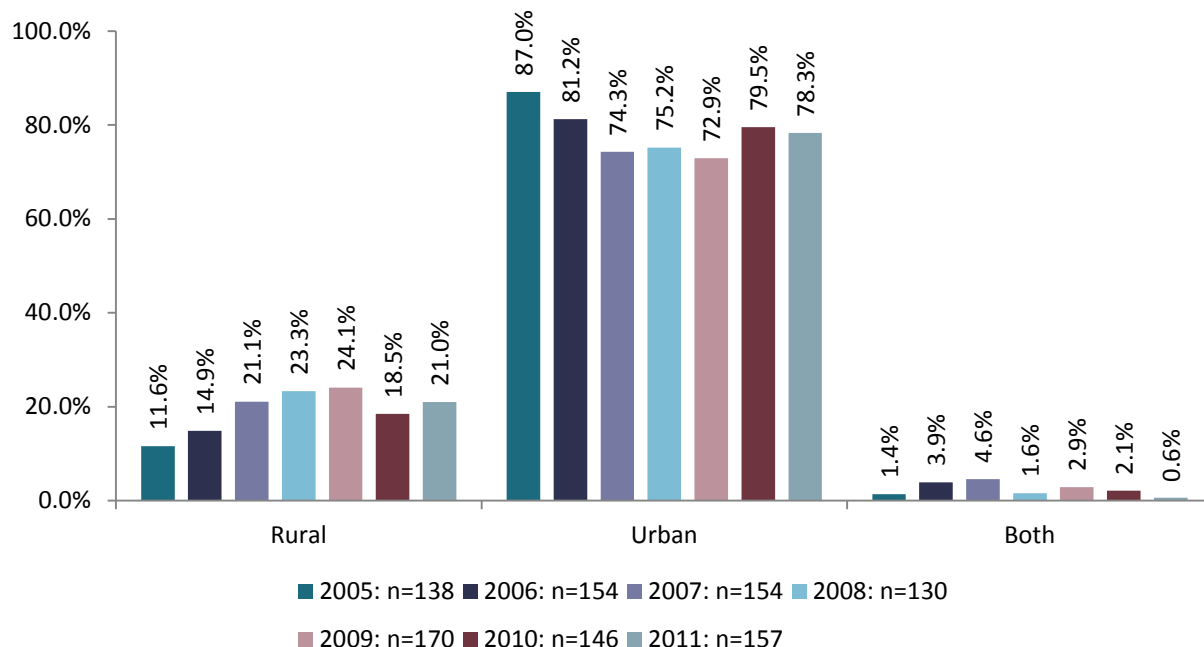
51. Do you expect to return to Saskatchewan?

Of the eight respondents who currently work outside of Saskatchewan, one half (50.0% or four respondents) intend to return to the province.



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

Currently, most (78.3%) respondents work in an urban location, while one in five (21.0%) are employed in rural areas.



53. What are your current work hours?

Three quarters (78.3%) currently work regular full-time hours. This is consistent with data from previous years.

	2005: n=138	2006: n=154	2007: n=154	2008: n=130	2009: n=170	2010: n=146	2011: n=157
Regular full-time	78.3%	75.3%	74.3%	72.1%	76.5%	76.7%	78.3%
Regular part-time	7.2%	9.7%	13.2%	15.5%	14.7%	13.0%	10.2%
Casual part-time	5.8%	4.5%	3.9%	7.0%	5.9%	2.1%	4.5%
Casual full-time	8.7%	10.4%	8.6%	5.4%	2.9%	8.2%	7.0%

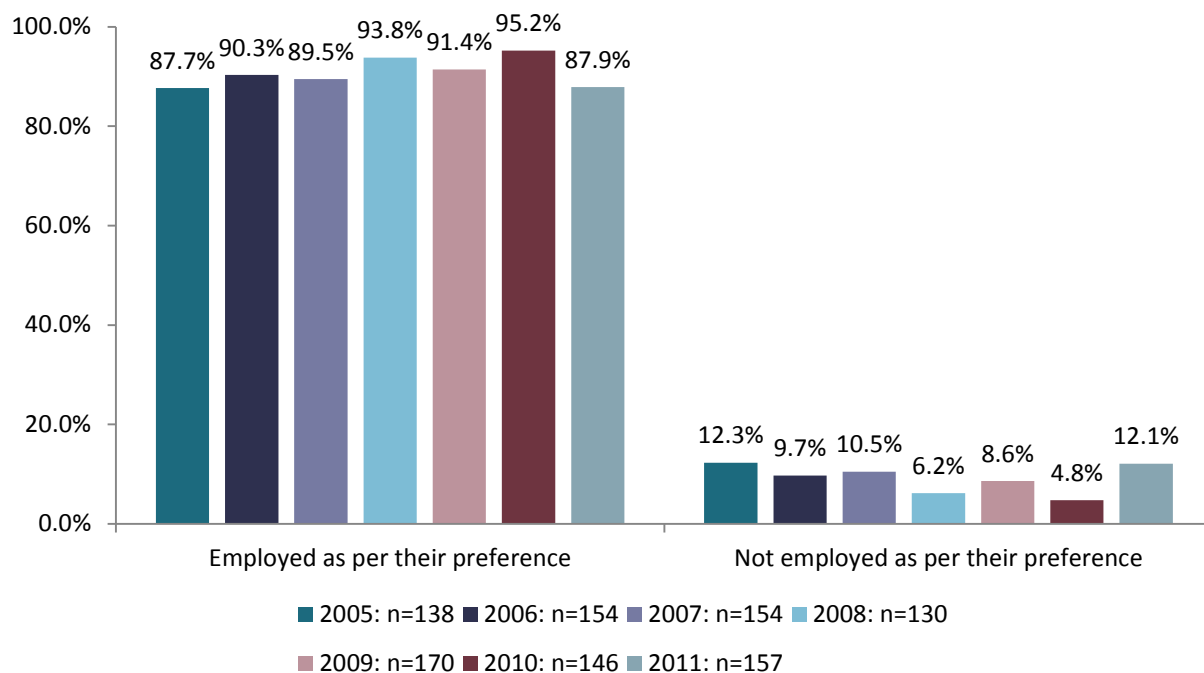
Definitions

"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 strong majority (87.9%) of respondents are currently working on their preferred basis. The proportion of those who are not working on their preferred basis has increased from 4.8% among 2010 respondents to 12.1% among 2011 respondents.



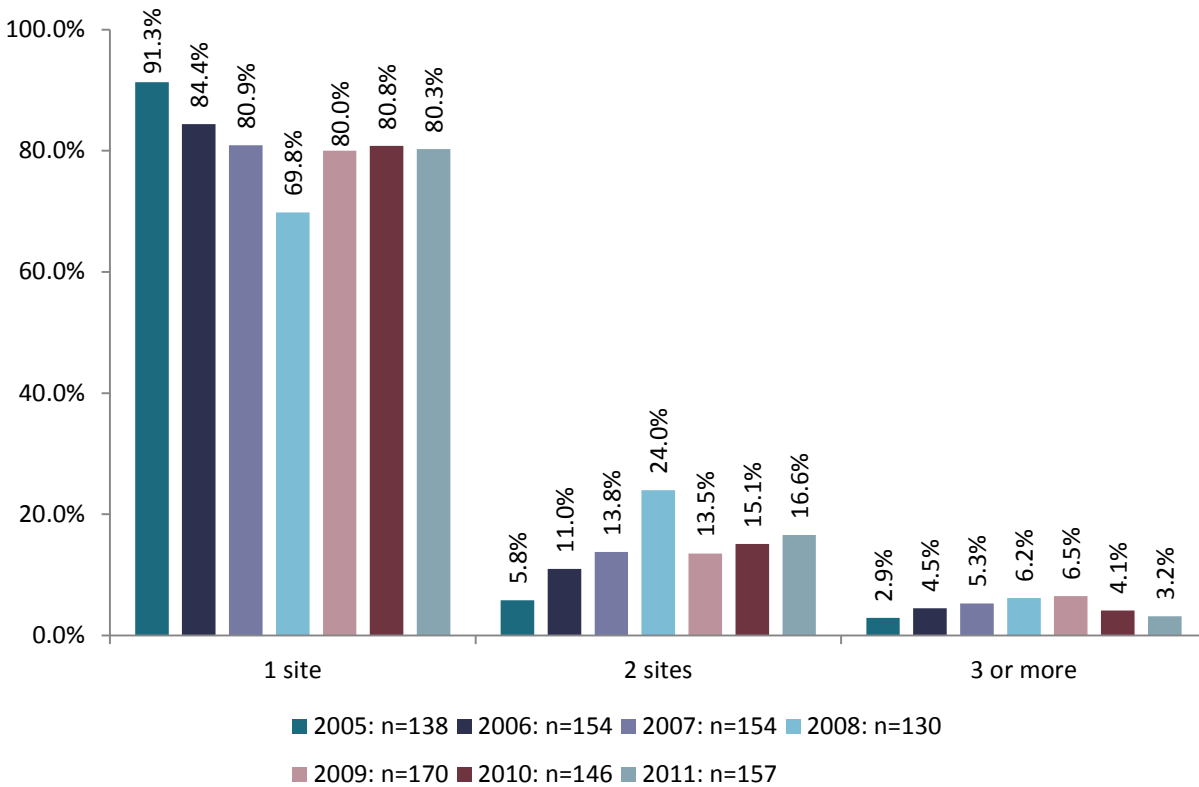
A strong majority of respondents who are employed on a regular full-time basis are employed as per their preference (97.6%). This proportion is much smaller among respondents who are employed on a regular part-time or casual full-time basis.

	Regular full-time	Regular part-time*	Casual part-time*	Casual full-time*
Employed as per preference	97.6%	18.2%	81.3%	42.9%

*Caution: Small sample sizes

55. How many sites do you currently work at?

Eight in ten (80.3%) of those surveyed work at one site only.



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 (65.6%) work at a general hospital with 100 beds or over in at least one of their sites and nearly one quarter (23.6%) are employed at a general hospital with less than 100 beds.

Three sites combined	2008		2009		2010		2011	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
General hospital, 100 beds and over	83	64.3%	116	68.2%	95	65.1%	103	65.6%
General hospital, less than 100 beds	34	26.4%	30	17.6%	29	19.9%	37	23.6%
Other	1	0.8%	5	2.9%	9	6.2%	11	7.0%
Community Health/Health Centre	13	10.1%	16	9.4%	12	8.2%	7	4.5%
Home Care Agency	3	2.3%	6	3.5%	5	3.4%	6	3.8%
Mental Health Centre / Hospital	0	0.0%	2	1.2%	3	2.1%	4	2.5%
Nursing Home/Long Term Care Facility	7	5.4%	4	2.4%	3	2.1%	3	1.9%
Educational Institution	2	1.6%	5	2.9%	3	2.1%	2	1.3%
Primary Health Care Centre	1	0.8%	4	2.4%	4	2.7%	2	1.3%
Nursing Stations (Outpost or clinics)	1	0.8%	3	1.8%	3	2.1%	2	1.3%
Association/Government	3	2.3%	3	1.8%		0.0%	1	0.6%
Business/Industry/Occupational Health	0	0.0%	2	1.2%	0	0.0%	0	0.0%
Physician's Office/Family Practice Unit	0	0.0%	1	0.6%	0	0.0%	0	0.0%
Private Nursing Agency/Private Duty	3	2.3%	0	0.0%	1	0.7%	0	0.0%
Self-employed	1	0.8%	0	0.0%	0	0.0%	0	0.0%
Total	129	100.0%	170	100.0%	146	100.0%	157	100.0%

Multiple responses possible.

57. What is your position?

Respondents most commonly (86.0%) work as staff or community health nurses. In previous surveys, nearly all nurses worked in this position, while in 2011, responses were slightly more diverse.

	2008		2009		2010		2011	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Staff Nurse/Community Health Nurse	126	97.7%	160	94.1%	142	97.3%	135	86.0%
Instructor/Professor/Educator	1	0.8%	5	2.9%	1	0.7%	3	1.9%
Outpost or Primary Care Nurse	1	0.8%	4	2.4%	2	1.4%	7	4.5%
Clinical Nurse Specialist	1	0.8%	3	1.8%	0	0.0%	0	0.0%
Manager/Assistant Manager	1	0.8%	0	0.0%	2	1.4%	0	0.0%
Researcher	0	0.0%	0	0.0%	2	1.4%	0	0.0%
Other	6	4.7%	9	5.3%	4	2.7%	14	8.9%
Chief Nursing Officer/Chief Executive Officer	0	0.0%	0	0.0%	0	0.0%	1	0.6%
Total	129	100.0%	170	100.0%	146	100.0%	157	100.0%

Multiple responses possible.

58. What is your main area of responsibility?

Nearly all respondents (96.2%) work in direct care. Just under one in twenty (4.5%) work mainly in education in their current job.

	2008		2009		2010		2011	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Direct Care	124	96.1%	166	97.6%	143	97.9%	151	96.2%
Education	5	3.9%	9	5.3%	3	2.1%	7	4.5%
Administration	0	0.0%	1	0.6%	3	2.1%	1	0.6%
Research	2	1.6%	1	0.6%	1	0.7%	0	0.0%
Total	129	100.0%	170	100.0%	146	100.0%	157	100.0%

Multiple responses possible.

59. In what area did you provide care:

The most commonly (45.2%) reported area of care in the 2011 survey was medical or surgical direct care. This was followed by emergency care (14.6%) and maternal or newborn direct care (11.5%).

		2008		2009		2010		2010	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
Direct Care	Medical/Surgical	68	52.7%	78	45.9%	18	20.7%	71	45.2%
	Emergency care	14	10.9%	20	11.8%	11	12.6%	23	14.6%
	Maternal/Newborn	13	10.1%	20	11.8%	6	6.9%	18	11.5%
	Paediatric	20	15.5%	14	8.2%	9	10.3%	15	9.6%
	Oncology	3	2.3%	4	2.4%	4	4.6%	10	6.4%
	Several clinical care	0	0.0%	0	0.0%	1	1.1%	10	6.4%
	Critical Care	7	5.4%	15	8.8%	14	16.1%	9	5.7%
	Community Health	9	7.0%	12	7.1%	7	8.0%	8	5.1%
	Geriatric/Long term care	15	11.6%	10	5.9%	1	1.1%	7	4.5%
	Home care	2	1.6%	9	5.3%	1	1.1%	7	4.5%
	Several clinical areas	8	6.2%	7	4.1%	1	1.1%	6	3.8%
	Operating Room/RR	2	1.6%	2	1.2%	0	0.0%	6	3.8%
	Psychiatric/Mental Health	4	3.1%	5	2.9%	4	4.6%	5	3.2%
	Palliative Care	6	4.7%	3	1.8%	3	3.4%	4	2.5%
	Rehabilitation	0	0.0%	0	0.0%	0	0.0%	1	0.6%
	Direct Care	0	0.0%	0	0.0%	0	0.0%	1	0.6%
	Occupational Health	0	0.0%	0	0.0%	0	0.0%	1	0.6%
	Ambulatory Care	3	2.3%	0	0.0%	1	1.1%	0	0.0%
	Education	1	0.8%	1	0.6%	0	0.0%	0	0.0%
	Nursing Research only	2	1.6%	0	0.0%	0	0.0%	0	0.0%
Other	10	7.8%	13	7.6%	14	16.1%	13	8.3%	
Education	Teaching - Clients	1	0.8%	4	2.4%	1	1.1%	4	2.5%
	Teaching - Employees	3	2.3%	2	1.2%	1	1.1%	2	1.3%
	Teaching - Students	4	3.1%	4	2.4%	1	1.1%	1	0.6%
Total		129	100.0%	170	100.0%	87	100.0%	157	100.0%

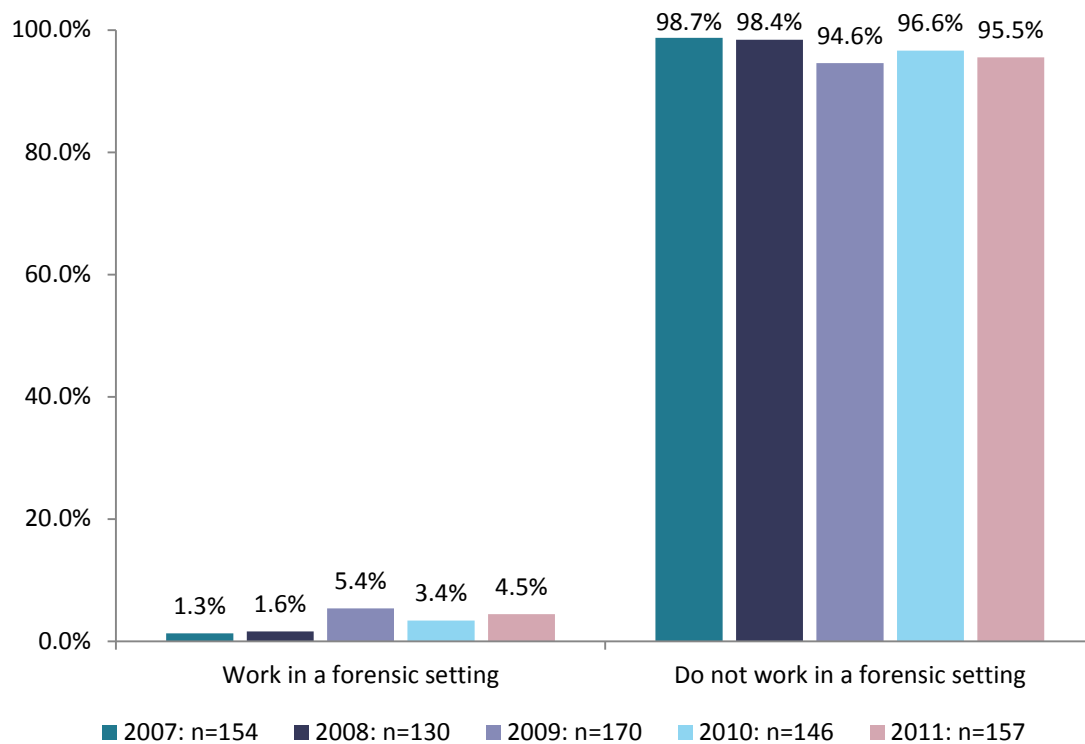
60. On average, how many hours per week do you work?

On average, respondents are working 38.9 hours per week at all of their sites.

	Primary Site	Second Site	Third Site	Total
Minimum	4	3	3	4
Maximum	72	40	24	80
Average	36.5	12.5	12	38.9

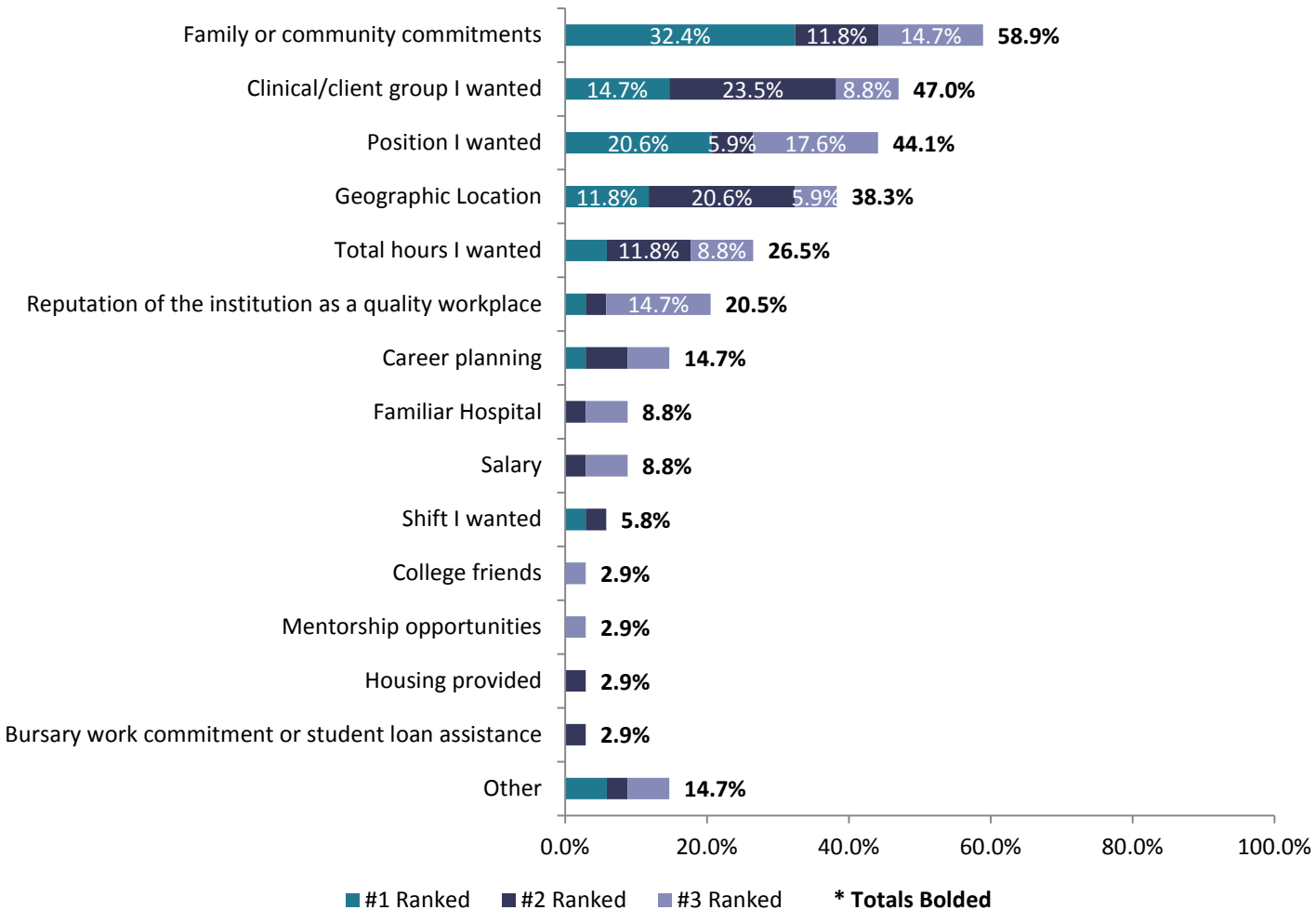
60a. Do you work in a forensic setting?

Under one in twenty graduates surveyed in 2011 (4.5%) currently work in a forensic setting. This proportion has remained relatively stable since tracking began in 2007.



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

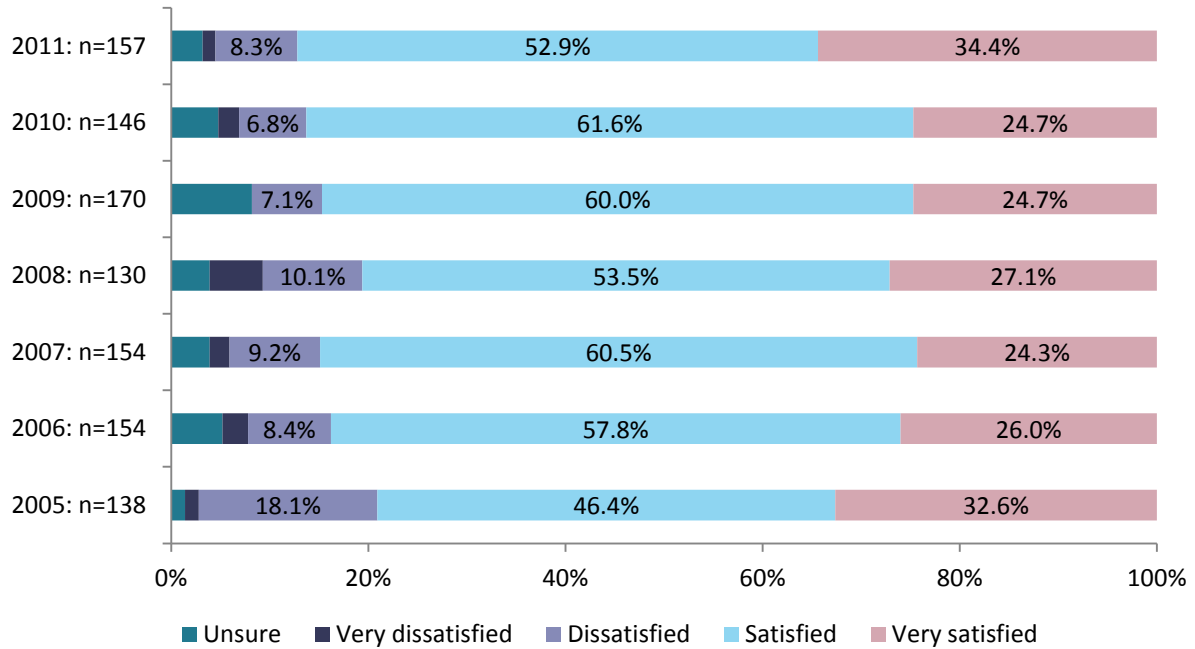
Respondents were asked to rank the top three factors that influenced their current choice of work location. Family and/or community responsibilities received the greatest proportion of first ranked (32.4%) and total (58.9%) selections. Clinical or desired client group received the second-greatest proportion of total selections (47.0%) followed by desired position (44.1%).



Base: n=34

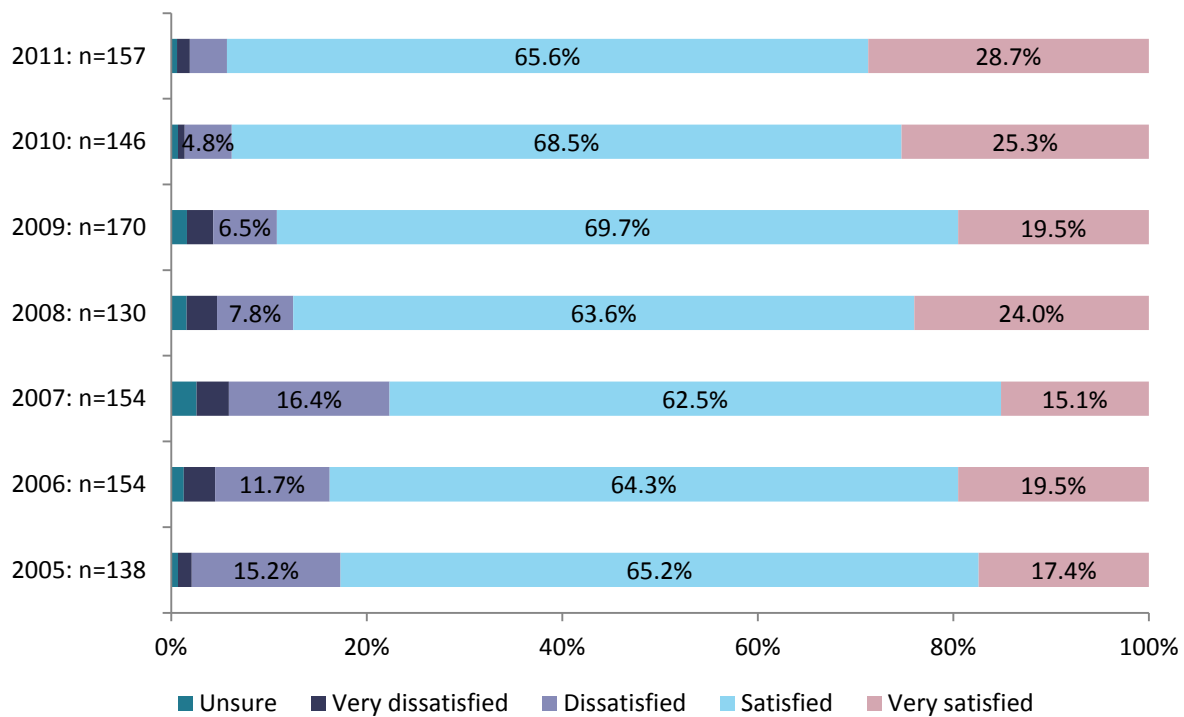
64. How satisfied are you with your current primary job?

Overall, respondents' satisfaction with their current main job remains high. Most (87.3%) are either satisfied or very satisfied. In particular, one third (34.4%) are very satisfied, while over one half (52.9%) are satisfied.



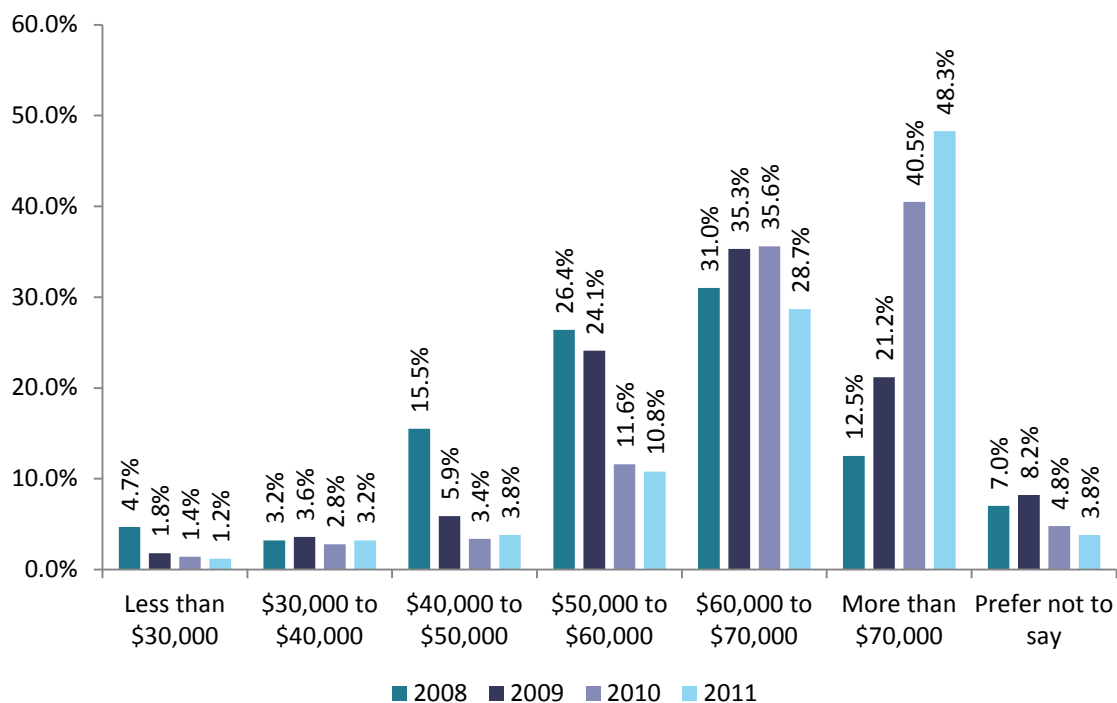
65. How satisfied are you with your current gross annual salary for your primary job?

Overall, nineteen in twenty (94.3%) respondents are at least satisfied with their current gross annual salary. Three in ten (28.7%) are very satisfied, while two thirds (65.6%) are satisfied. These findings are consistent with results from previous years, although demonstrate a slight increase in satisfaction.



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

The proportion of respondents earning more than \$70,000 per year increased for the third consecutive year, with nearly one half (48.3%) of respondents in 2011 indicating this range represents their earnings.



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

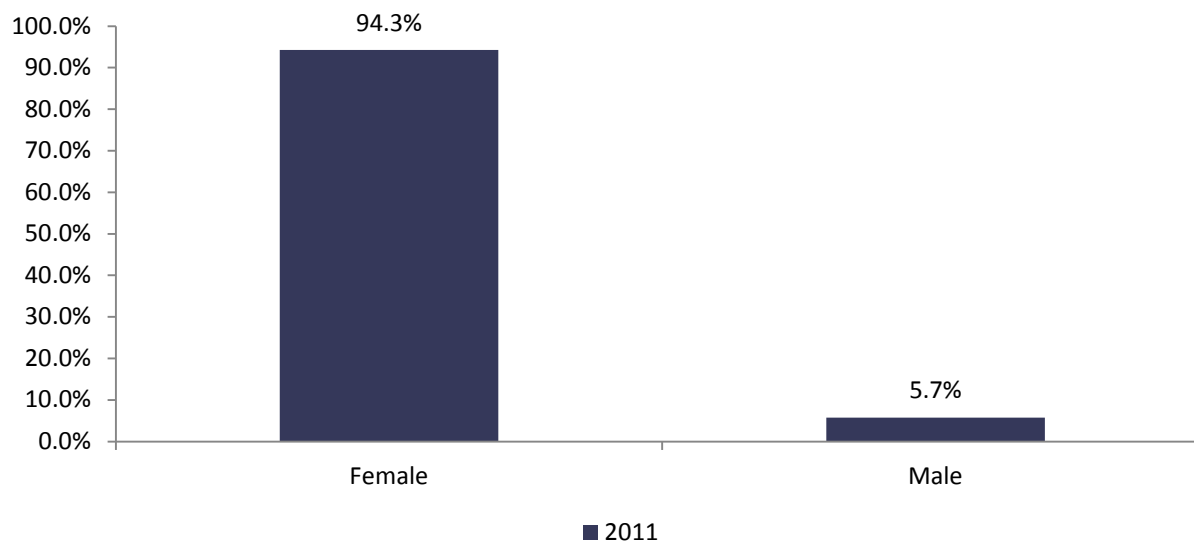
A strong majority of respondents (94.9%) are registered with the Saskatchewan Registered Nurses Association (SRNA).

	2008		2009		2010		2011	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
SRNA	113	86.9%	152	88.9%	137	92.6%	149	94.9%
Other licensure	12	9.2%	17	9.9%	5	3.4%	8	5.1%
None	5	3.8%	2	1.2%	5	3.4%	0	0.0%
Both	0	0.0%	0	0.0%	1	0.7%	0	0.0%
Total	130	100.0%	171	100.0%	148	100.0%	157	100.0%

General Questions

68. What is your gender?

Much like previous year's results, the gender distribution in the 2011 survey was predominantly female (94.3%).



Base: all respondents (n=148)

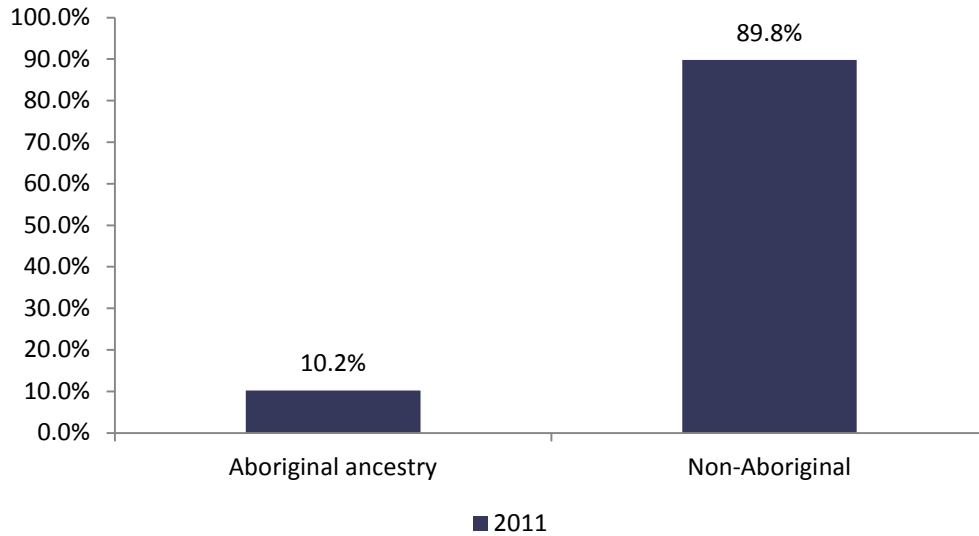
69. Where did you grow up?

Most commonly, respondents grew up in rural Saskatchewan (40.8%). Four in ten (38.8%) grew up in an urban area (Saskatoon, Regina or another Saskatchewan city).

	2011	
	Count	Percent
Rural Saskatchewan	64	40.8%
Saskatoon	31	19.7%
Town in Saskatchewan	25	15.9%
Regina	21	13.4%
Other city in Saskatchewan	9	5.7%
Outside Saskatchewan	7	4.5%
Total	157	100.0%

70. Do you hold aboriginal status?

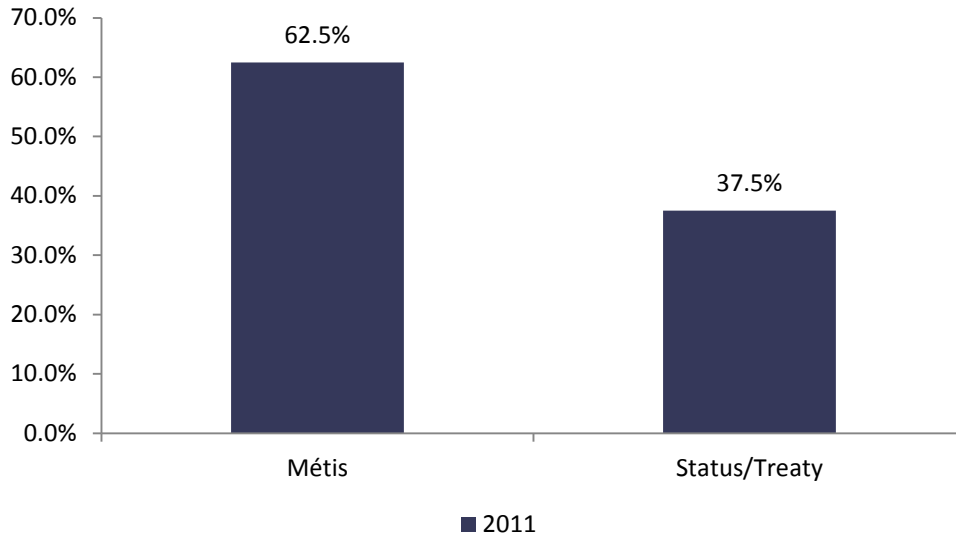
One in ten respondents (10.2%) are of Aboriginal ancestry.



Base: all respondents (2011: n=157)

71. You indicated that you are Aboriginal; please indicate if you are:

Of those who are Aboriginal, most (62.5%) are Métis.



Base: (n=16)

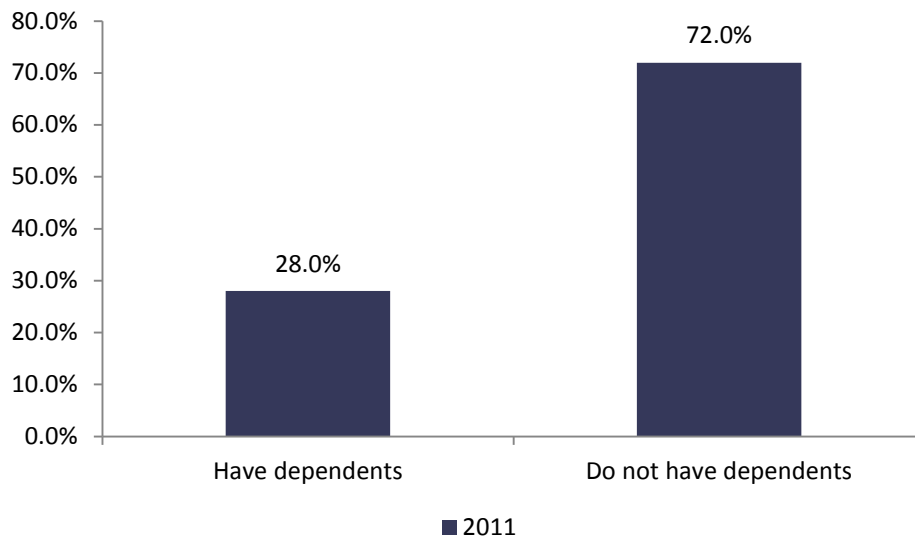
72. What is your current marital status?

Four in ten respondents are married (40.1%), while a similar proportion are single (38.2%).

	2011	
	Count	Percent
Married	63	40.1%
Single	60	38.2%
Common-law	31	19.7%
Divorced	3	1.9%
Separated	0	0.0%
Total	157	100.0%

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

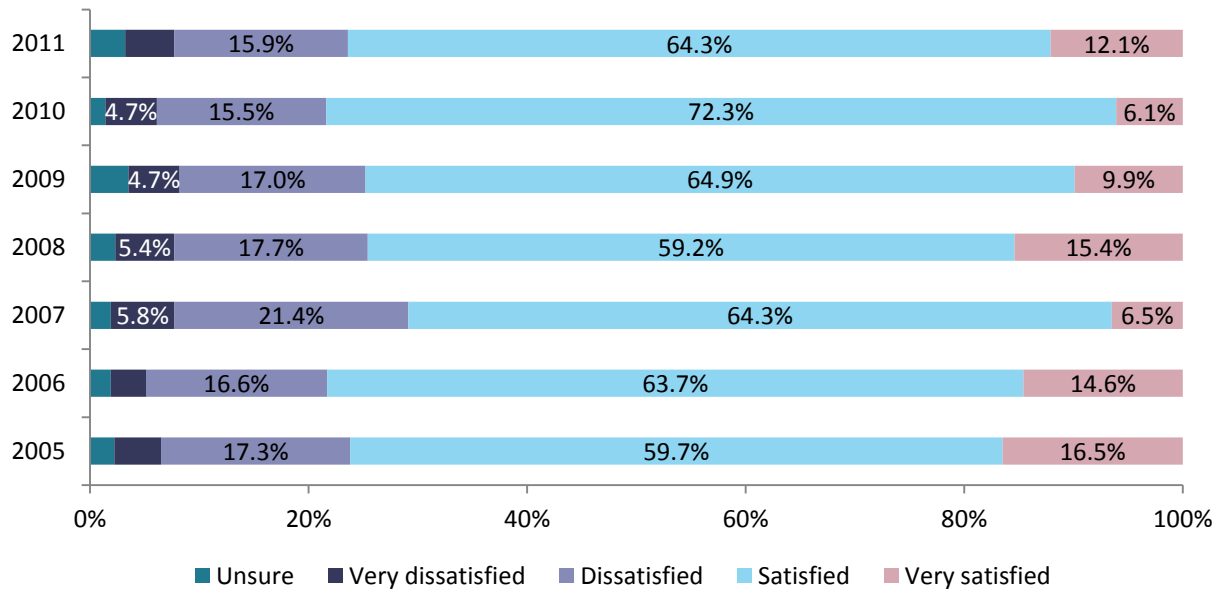
Just under three in ten (28.0%) currently have dependent children or adult dependents.



Base: all respondents (2011: n=157)

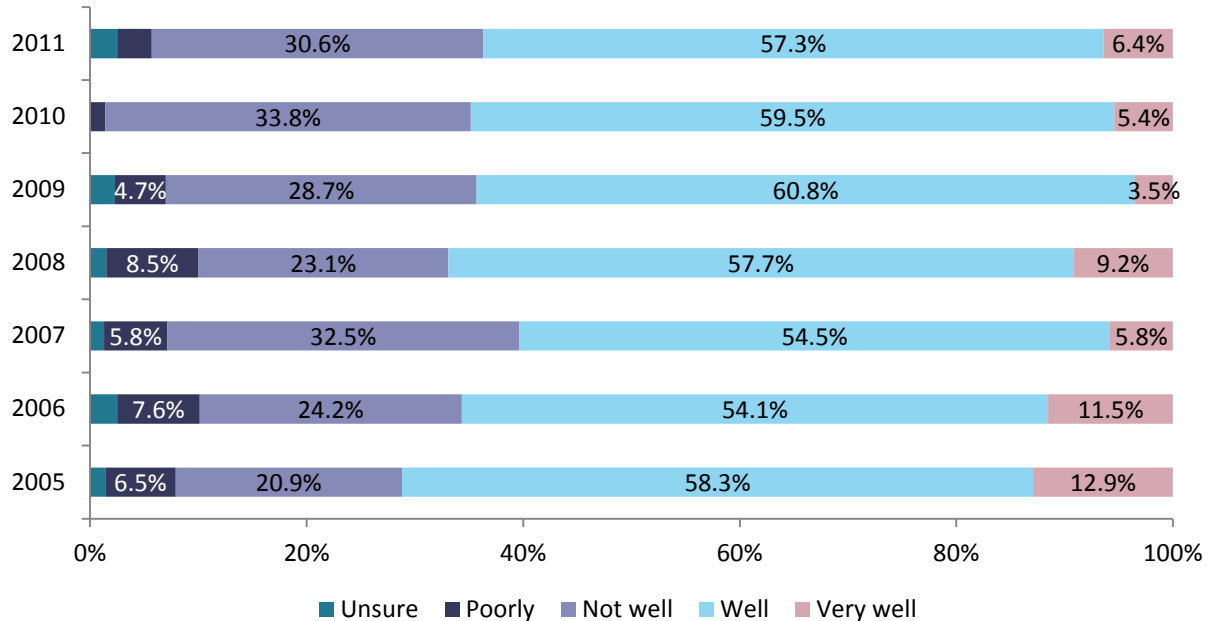
74. How satisfied were you with your educational experience in the NEPS program?

A majority (76.4%) of respondents are satisfied or very satisfied with the NEPS program. In particular, over one in ten (12.1%) are very satisfied, while just under two thirds (64.3%) are satisfied.



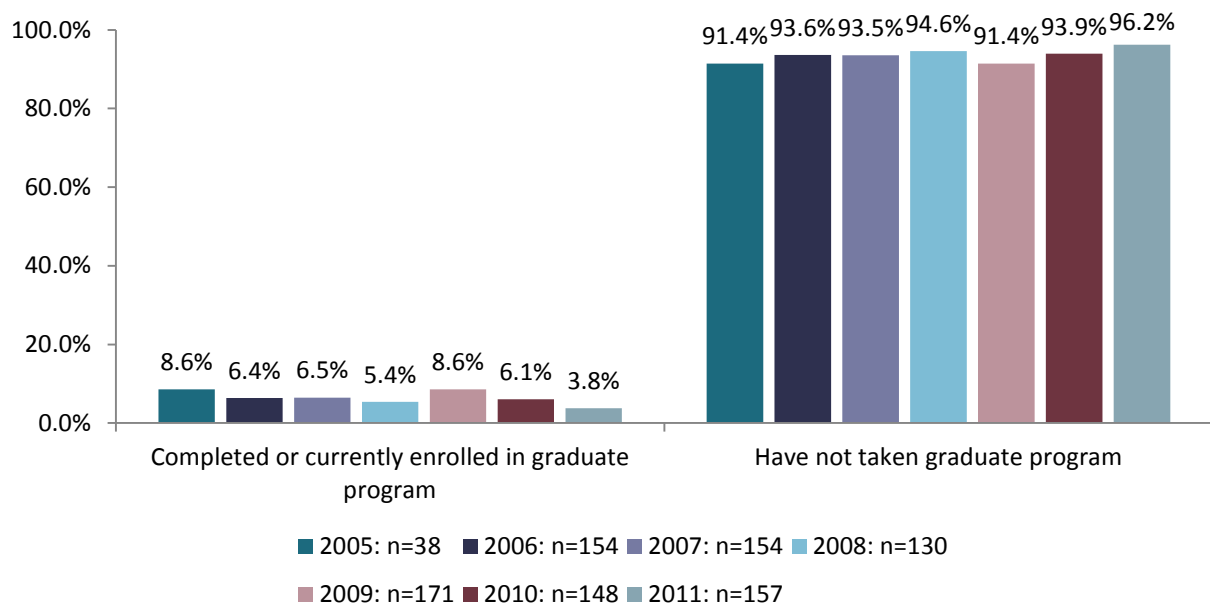
75. How well did your educational program prepare you for nursing practice?

In terms of readiness, a majority (63.7%) feel the program helped them be either well or very well prepared for their nursing practice. This is consistent with results from 2010.



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

Under one in twenty (3.8%) have completed or are enrolled in a graduate program.



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

Most (93.0%) respondents are satisfied or very satisfied with nursing as a career. The proportion of very satisfied responses (45.9%) has increased compared to 2010 results (32.4%).

	2005: n=138	2006: n=154	2007: n=154	2008: n=130	2009: n=171	2010: n=148	2011: n=157
Very satisfied	37.4%	33.8%	29.9%	30.8%	39.8%	32.4%	45.9%
Satisfied	53.2%	50.3%	57.1%	51.5%	53.2%	58.8%	47.1%
Total Satisfied or Very Satisfied	90.6%	84.1%	87.0%	82.3%	93.0%	91.2%	93.0%
Dissatisfied	7.2%	10.2%	7.8%	10.0%	4.1%	5.4%	1.9%
Very dissatisfied	0.0%	0.6%	1.3%	2.3%	0.6%	0.0%	1.3%
Total Dissatisfied or Very Dissatisfied	7.2%	10.8%	9.1%	12.3%	4.7%	5.4%	3.2%
Unsure	2.2%	5.1%	3.9%	5.4%	2.3%	3.4%	3.8%
Total	100.0%	100.0%	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?

Many respondents left comments with regards to the education that they received in the NEPS program. As was the case in 2010, the most common (30) suggestion was more clinical hours. Similarly, the second most common (20) comment was that the program needed to offer more practical experience.

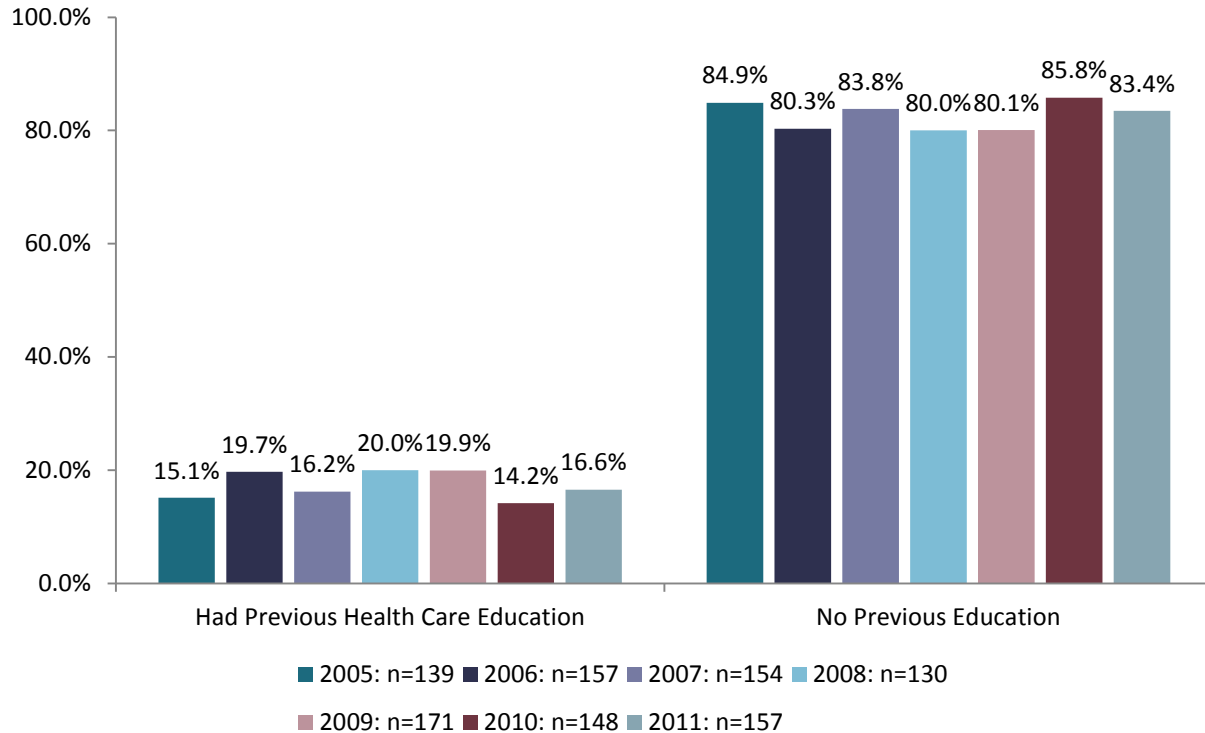
Description	2011 Count
More Clinical Experience	30
More Practical Experience	20
Not Prepared/Not Satisfied	16
Less Theory	15
Curriculum/Class Suggestions/Issues	10
Issues with the Instructors/Teachers	9
Other	5
Overall Satisfaction/Well Prepared	3

Before Starting the NEPS Program

These questions correspond in numbering of questions on the questionnaire.

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

A minority (16.6%) of respondents had previous education in health care prior to starting the NEPS program.



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

The following table contains the experience mentioned by respondents in terms of their previous education in the health care field. Education as a licensed practical nurse is the most common (8 responses). Another 5 respondents had previous education through health/home care experience and 4 were involved in volunteer programs.

(8) Licensed Practical Nurse	(1) Access to nursing
(5) Health/Home Care	(1) Recreation Management
(4) Volunteer Program	(1) Optometric Assistant
(3) Bachelor of Science in Kinesiology.	(1) Pharmacy Technician
(2) Lab Tech/ EMT	(1) Advanced Care Paramedic & SIAST Instructor in Emergency Health Care
(2) Massage Therapist.	

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

Over one half of 2011 respondents (53.5%) entered the NEPS program with a high school diploma. Approximately one third (31.2%) had completed some SIAST or university courses, while the remaining 15.3% had a degree, diploma or certificate from a post-secondary institution.

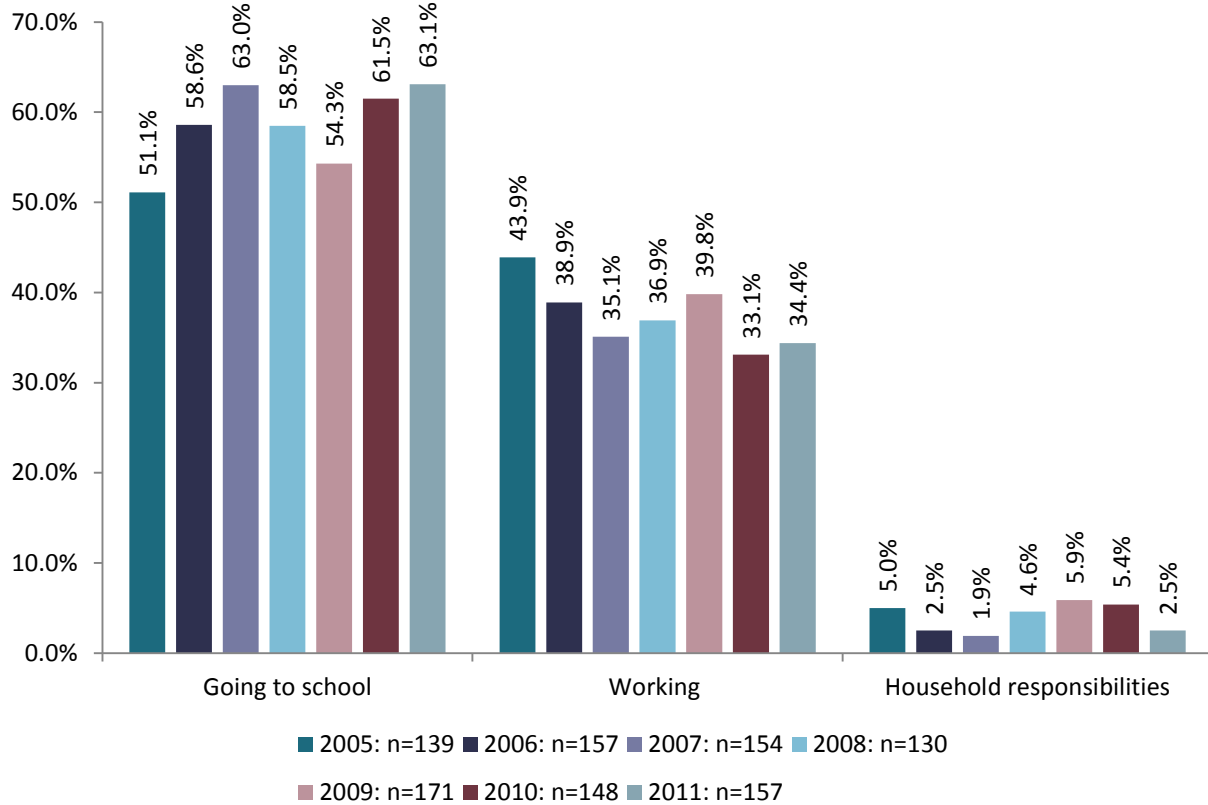
	2005: n=139	2006: n=157	2007: n=154	2008: n=154	2009: n=171	2010: n=148	2011: n=157
High school diploma	36.7%	38.9%	40.9%	33.8%	35.7%	39.9%	53.5%
SIAST (or other Technical Institute) courses	0.7%	3.2%	1.3%	0.8%	1.2%	1.4%	3.2%
SIAST (or other Technical Institute) diploma/certificate	18.7%	8.9%	15.6%	14.6%	17.5%	12.2%	8.3%
Some university classes	35.3%	37.6%	37.0%	42.3%	36.3%	33.1%	28.0%
University baccalaureate (Under-Graduate) degree	8.6%	11.5%	5.2%	7.7%	9.4%	12.2%	7.0%

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

A wide variety of degrees, diplomas or certificates were mentioned by respondents. Most commonly, respondents mentioned that they had either a Bachelor of Arts (6) or Bachelor of Science (6). A complete list of responses can be found in Appendix A.

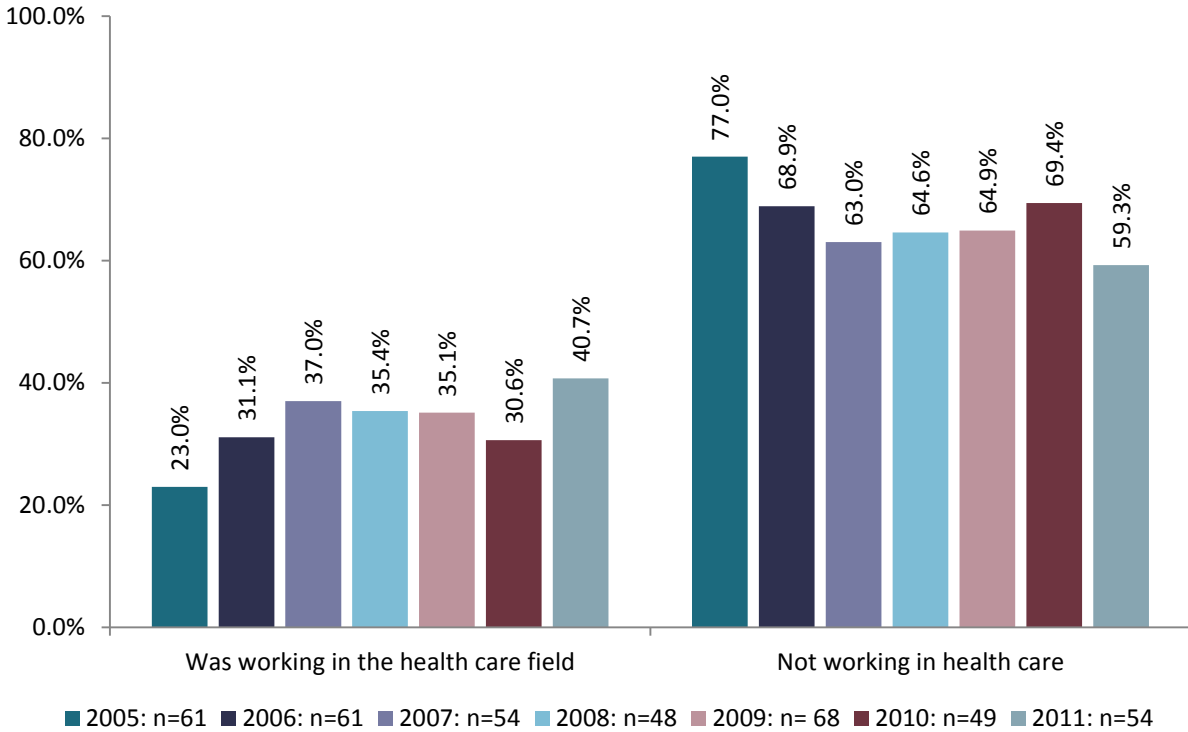
6. What was your major activity in the year before starting NEPS?

Similar to results from previous waves of research, most (63.1%) respondents were going to school in the year before starting their NEPS program. One third (34.4%) were working.



7. Was this work in the health care field?

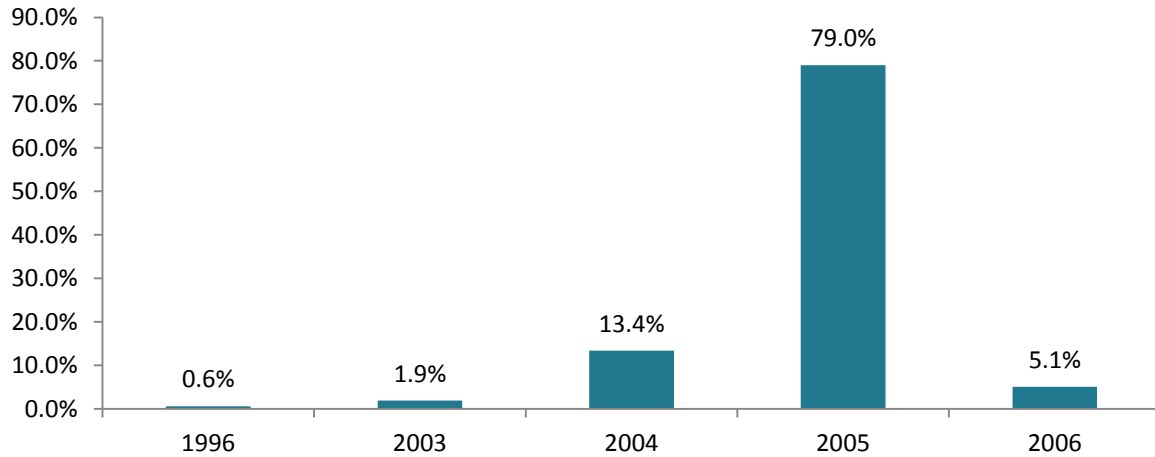
Of those who were working in the year prior to starting their NEPS program, four in ten (40.7%) were working in the health care field.



Experiences During the NEPS Program

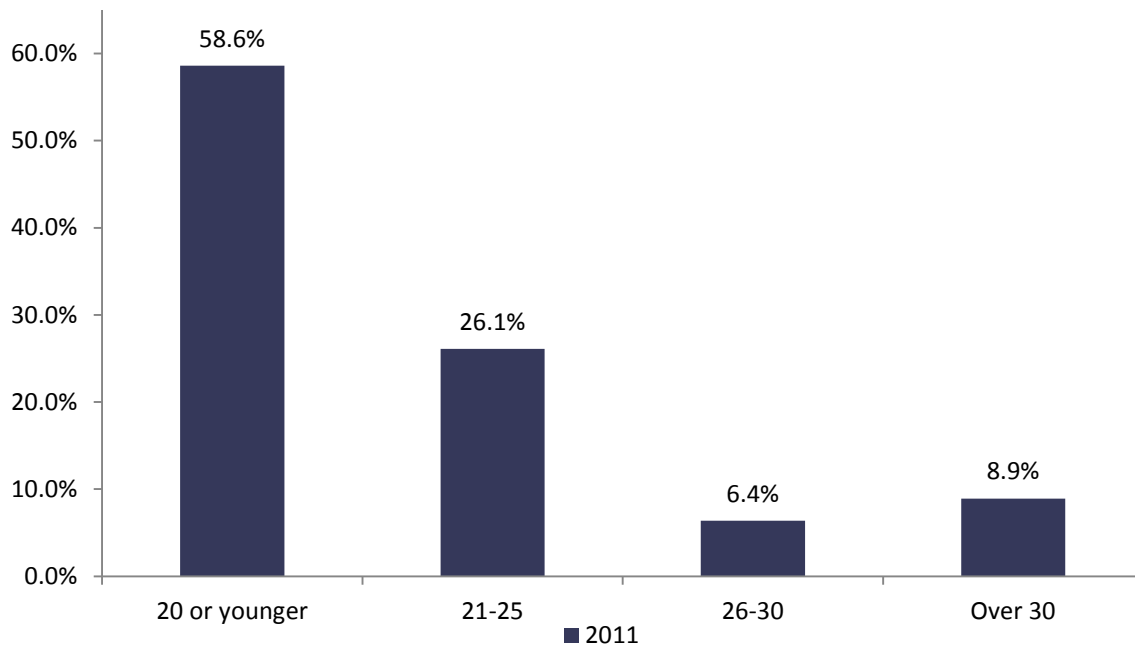
8. What year did you start your NEPS program:

Approximately eight out of ten (79.0%) began the NEPS program in 2005.



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

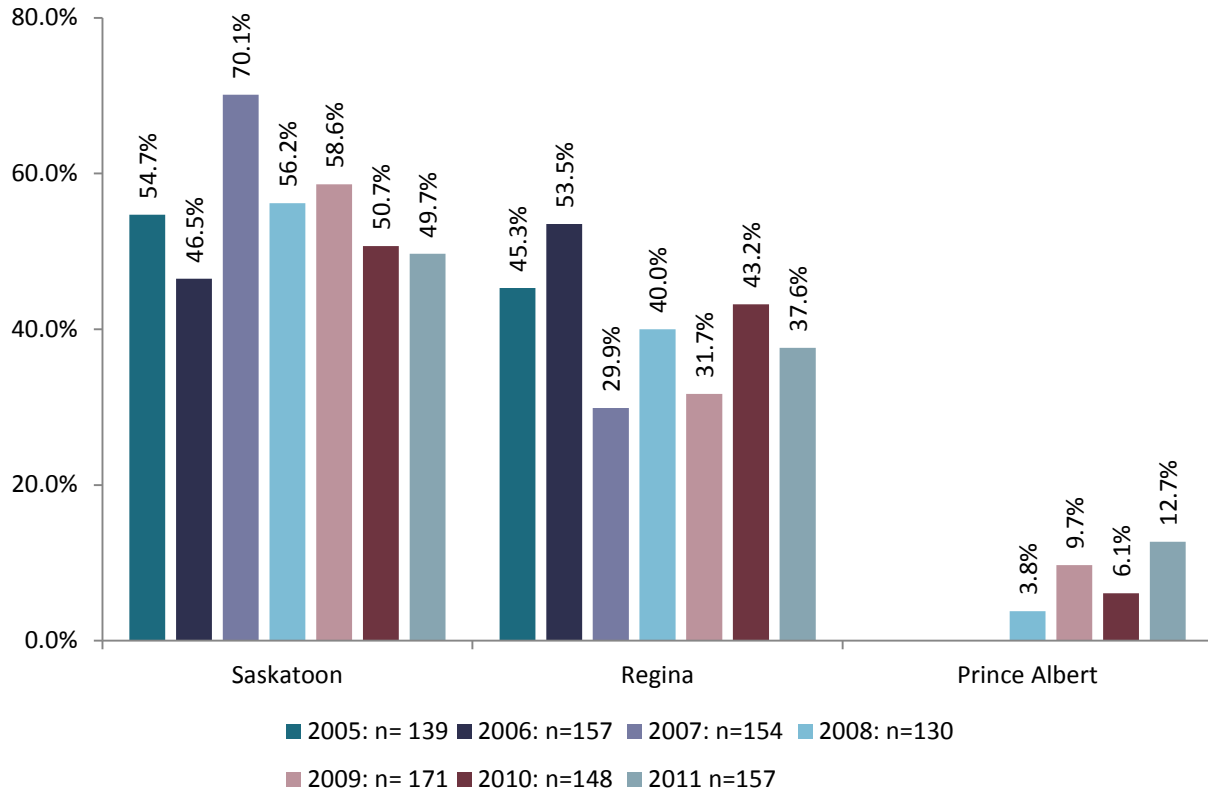
When entering the program, most (58.6%) respondents were 20 years of age or younger. One quarter (26.1%) were between 21 years and 25 years old.



(Base: n=157)

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

About one half (49.7%) of respondents entered the NEPS program in Saskatoon, while nearly four in ten (37.6%) began in Regina. The proportion who started in Prince Albert doubled to one in ten (12.7%) in 2011 from one in twenty (6.1%) in 2010.



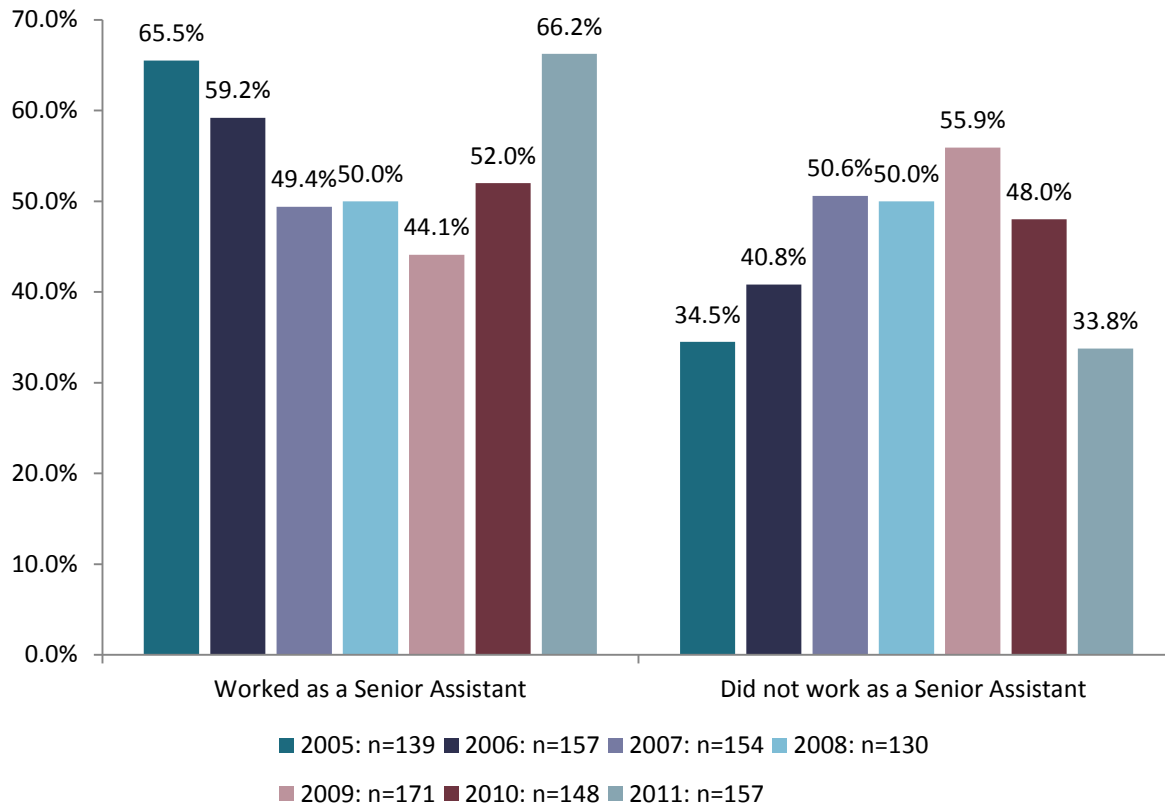
11. Please indicate if you experienced any of the following significant life changes during the NEPS program? (check all that apply)

Respondents were asked to indicate whether they had experienced any of a list of significant life changes during the NEPS program. Respondents most commonly (43.9%) experienced a home relocation, while over one third (35.7%) faced an illness or death of a family member or friend. An additional 22.9% felt uncertainty about their career choice, while over two in ten (22.3%) experienced no significant life changes while competing the program.

	2005: n= 139	2006: n=157	2007: n=154	2008: n=130	2011: n= 171	2010: n=148	2011: n=157
Home relocation	49.6%	42.7%	59.2%	42.9%	50.3%	47.3%	43.9%
Illness or death of family member or friend	46.0%	38.9%	33.1%	37.0%	36.8%	29.7%	35.7%
Uncertainty of nursing as a career	41.0%	38.9%	36.2%	32.5%	34.5%	29.1%	22.9%
Change in marital status	18.0%	24.8%	21.5%	18.2%	21.6%	18.2%	16.6%
Care giving for a dependent adult	17.3%	15.3%	19.2%	14.3%	22.2%	13.5%	12.7%
Personal illness	20.1%	13.4%	20.8%	15.6%	13.5%	7.4%	12.7%
Birth of child	7.9%	7.6%	6.9%	6.5%	9.4%	6.8%	5.7%
Other	1.4%	3.8%	6.9%	0.6%	8.2%	2.0%	2.5%
None	16.5%	12.7%	13.1%	21.4%	15.2%	24.3%	22.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

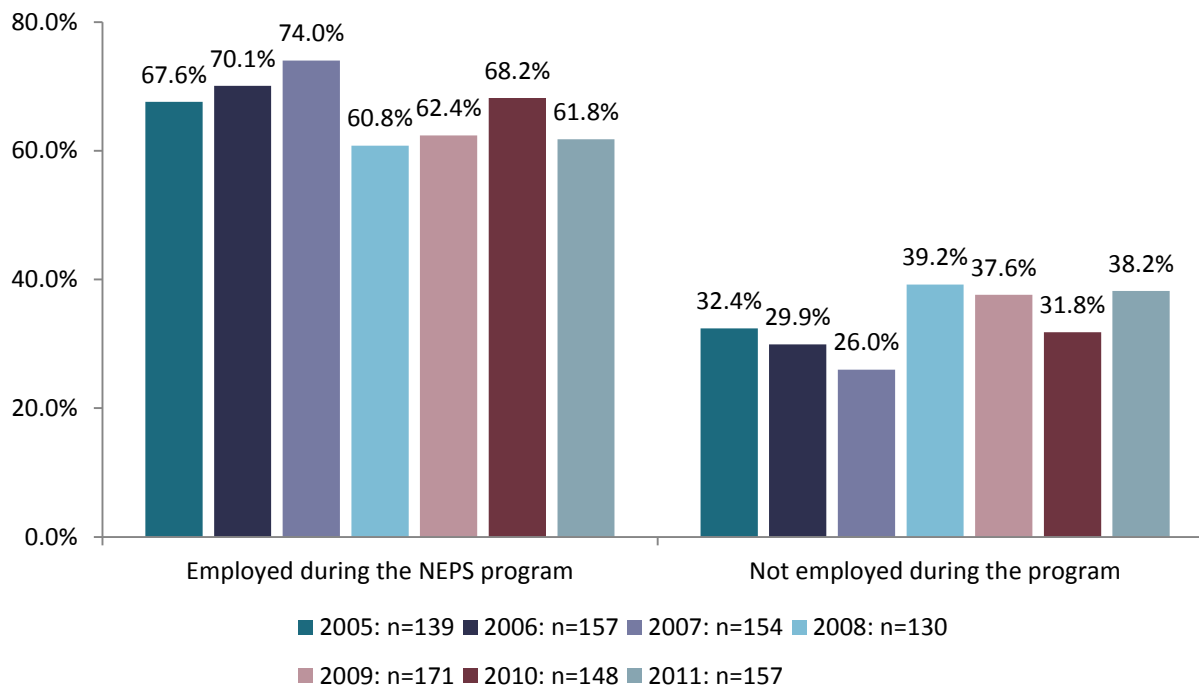
12. Did you work as a 'senior assistant' during your NEPS program?

Two thirds (66.2%) of 2011 respondents worked as a senior assistant during their NEPS program. This was the greatest proportion to do so since tracking began in 2005, and represents a notable increase compared to 2010 respondents (52.0%).



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

Most (61.8%) respondents had a job while in the NEPS program, consistent with results from previous waves of research.



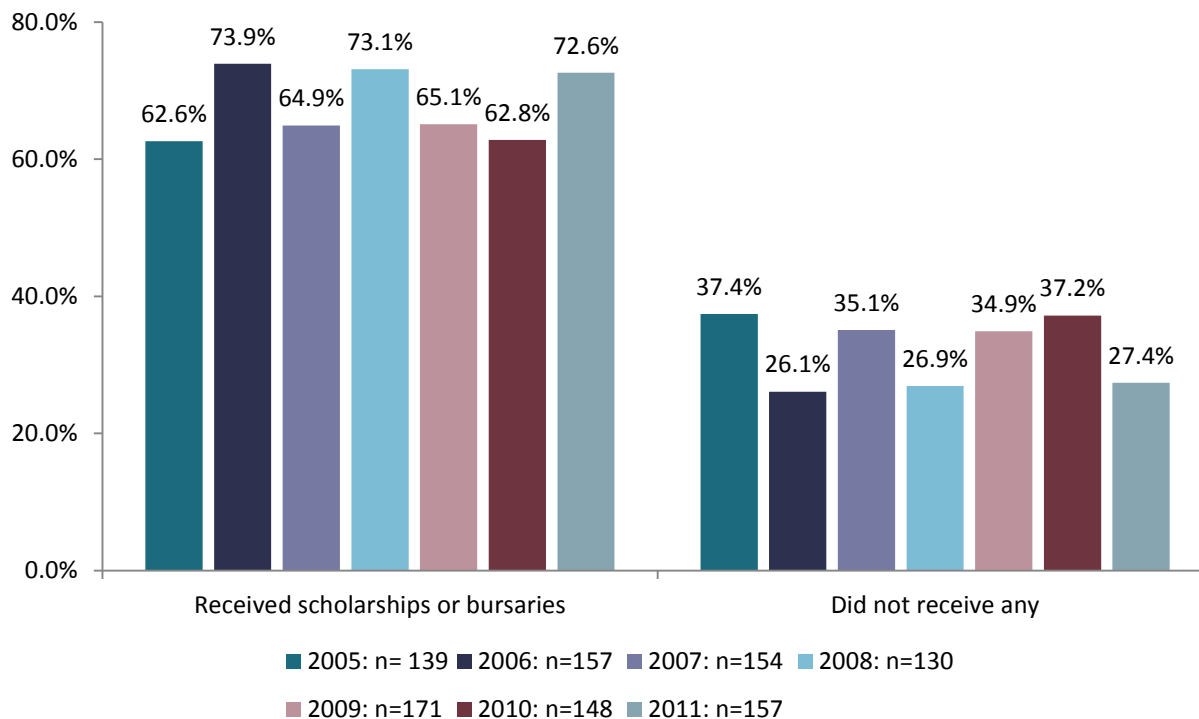
14. On average, how many hours a week did you work at your job?

Among those who worked while in the program, nearly one half (48.5%) worked an average of between 11 and 20 hours per week. One third (32.0%) worked 10 or less hours per week. On average, 2011 respondents worked 15.8 hours per week while attending the NEPS program.

	2005: n=94	2006: n=110	2007: n=114	2008: n=79	2009: n=111	2010: n=113	2011: n=97
1-10 hours	24.5%	30.0%	24.6%	24.1%	21.6%	33.6%	32.0%
11-20 hours	52.1%	48.2%	57.0%	63.3%	58.6%	45.1%	48.5%
21-30 hours	18.1%	13.6%	17.5%	7.6%	18.0%	16.8%	13.4%
31-40 hours	5.3%	8.2%	0.9%	5.1%	0.9%	4.4%	5.2%
More than 40 hours	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%

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

Most (72.6%) respondents received scholarships or bursaries during the NEPS program, while just under three in ten (27.4%) did not.



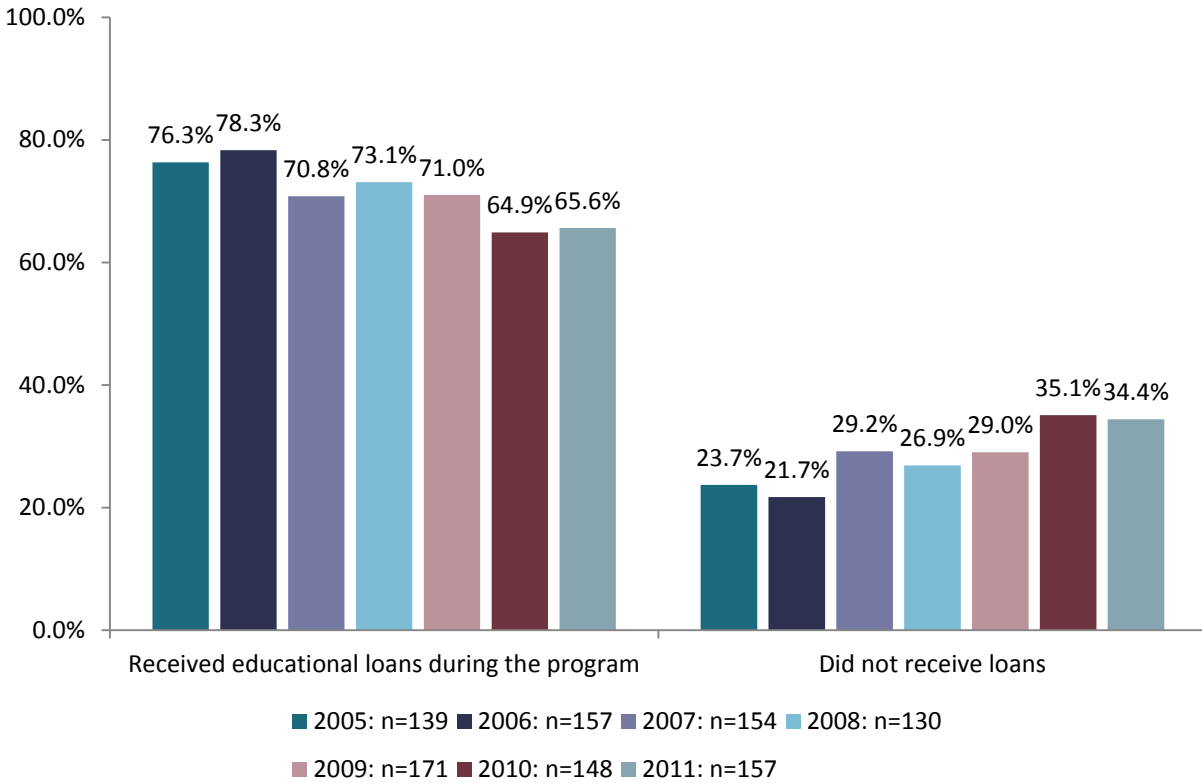
16. What was the total dollar value of scholarships or bursaries you received during the NEPS program?

Total scholarships and/or bursaries were most commonly (38.6%) valued between \$5,001 and \$10,000. Another one quarter (28.1%) reported values between \$2,001 and \$5,000. On average, 2011 respondents received \$9,471 in scholarships and/or bursaries.

	2005 n=87	2006 n=116	2007 n=100	2008 n=95	2009 n=111	2010 n=93	2011 n=114
\$1,000 & under	15.7%	8.6%	8.0%	13.5%	9.6%	7.5%	9.6%
\$1,001-\$2,000	20.2%	13.8%	13.0%	11.5%	12.3%	9.7%	5.3%
\$2,001-\$5,000	31.5%	33.6%	22.0%	25.0%	31.6%	35.5%	28.1%
\$5,001-\$10,000	18.0%	27.6%	41.0%	36.5%	32.5%	35.5%	38.6%
Over \$10,000	6.7%	13.8%	13.0%	18.8%	12.3%	8.6%	18.4%

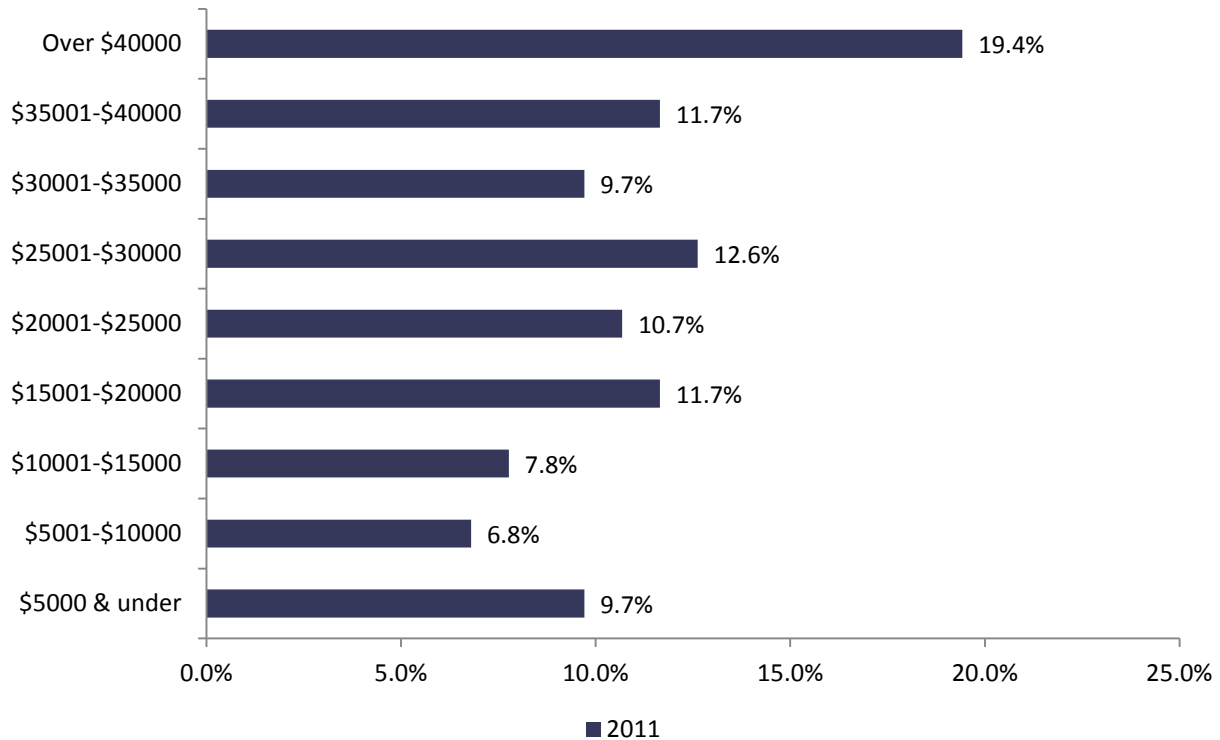
17. Did you obtain any student or educational loans during the program?

The proportion of those surveyed in 2011 who obtained student or educational loans while in the NEPS program (65.6%) remained relatively consistent compared to previous waves of research.



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

Among respondents who obtained student loans, the average value of student loans accumulated over the course of the program is \$29,387. Two tenths (19.4%) finished the NEPS program with over \$40,000 in loans.



Base: Those who have received a loan and specified the amount, 2011: n=103.

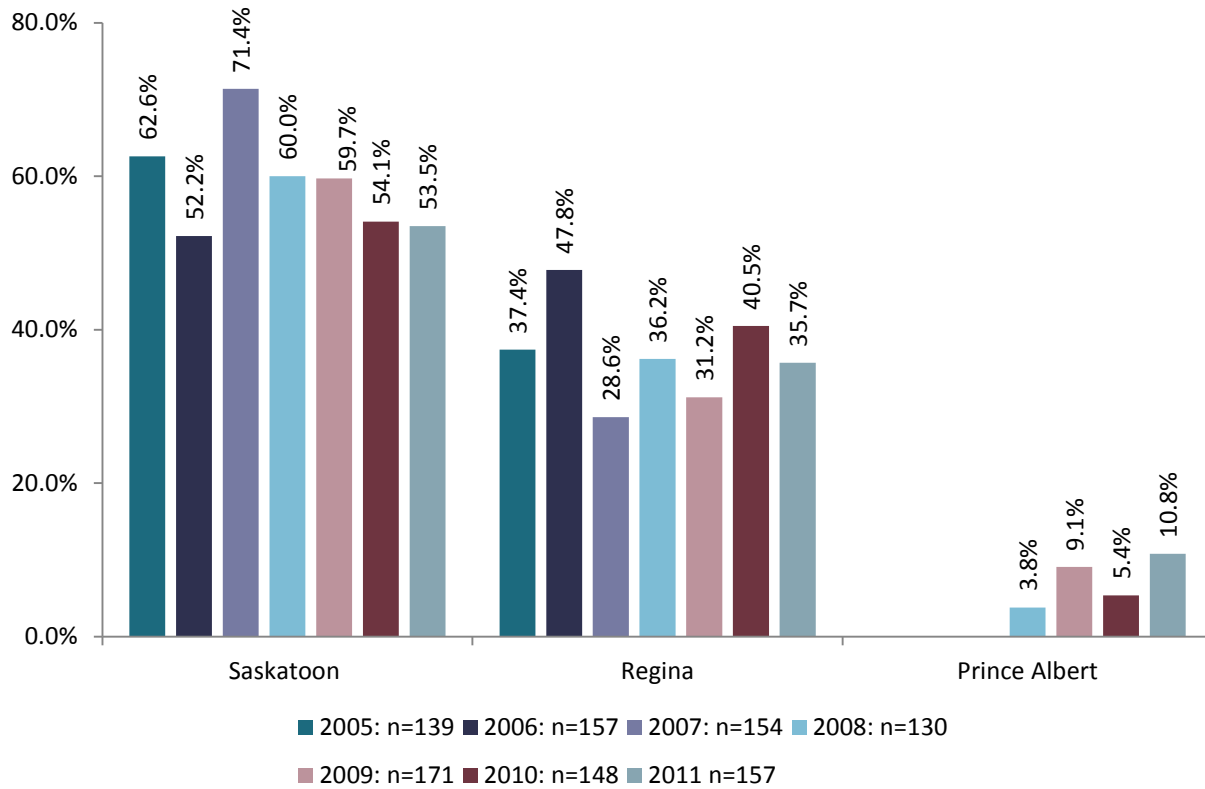
19. What date did you complete your NEPS program?

Most (65.0%) completed their program in 2009, while the balance finished in 2008 (35.0%).

	Count	Percent
2009	102	65.0%
2008	55	35.0%

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

As in previous years, Saskatoon remains the most common (53.5%) site at graduation. Over one third (35.7%) completed the program in Regina. The proportion of respondents who graduated in Prince Albert increased from 5.4% in 2010 to 10.8% in 2011.



Appendix A

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

Entries under "Other":

- (8) Licensed Practical Nurse
- (5) Health/Home Care
- (4) Volunteer Program
- (3) Bachelor of Science in Kinesiology.
- (2) Lab Tech/ EMT
- (2) Massage Therapist.
- (1) Access to nursing
- (1) Advanced Care Paramedic & SIAST Instructor in Emergency Health Care
- (1) Optometric Assistant
- (1) Pharmacy Technician
- (1) Recreation Management
- (1) Started in Pre-Pharmacy

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

- (2) Bachelor of Science in Kinesiology.
- (2) Bachelor of Science.
- (2) Licensed Practical Nurse Certificate.
- (1) Bachelor of Science- Computer Science.
- (1) Bachelor of Science in Physiology.
- (1) Bachelor of Arts in Pastoral Ministries and Biblical Studies.
- (1) Bachelor of Arts in Music
- (1) Bachelor of Arts in Psychology.
- (1) Bachelor of Arts in Religious Education.
- (1) Bachelor of Arts in Theology.
- (1) Biblical Studies.
- (1) Business Admin Diploma.
- (1) Certificate for Optometric Assistant.
- (1) Certificate in Practical Nursing.
- (1) Certified Combined Lab/X-ray Technician.
- (1) Computer Clerk.
- (1) Diploma in Environmental Waste Management.
- (1) Gabriel Dumont Certification SIAST.
- (1) Liberal Arts Diploma.
- (1) Massage Therapist Diploma.
- (1) Special Care Aid.

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

Entries under "Other":

- (1) House fire.
- (1) Relationship change.
- (1) Stressful relationship.
- (1) Working full time.
- (1) Working on top of school.

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:

- (2) Senior Assisted there
- availability of work
- Awaiting spouse transfer in July with the RCMP
- Don't know.
- Familiarity with staff/pts where senior assisted
- familiarity with floor I senior assisted on
- Familiarity with hospital where she was senior assistant
- Good Institute
- job I wanted
- Liked the Staff
- not sure
- Opportunity
- Response from Alberta to my Resume.
- Temporary but Full Time
- The field in which I worked.
- They were encouraging further education and extra training and whatever I needed to be successful as possible.
- To get experience

What was lacking from your orientation?

Entries under "Content":

- (1) Education component of what was expected of me.
- (1) Needed to be ward specific.
- (1) Not cued to ambulatory care units.
- (1) Not reflective of actual work.

Entries under "Other":

- (1) Doesn't give you a true feeling of how to work on your own.
- (1) Instructor's delivery.
- (1) Insufficient experienced staff.
- (1) Management stated had too much orientation time and that if I required more I probably wasn't suited to working on the floor.

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:

- (2) Pasqua Hospital
- (1) Acute Medicine
- (1) Integrated facility.
- (1) NICU
- (1) Saskatoon City Hospital

Secondary Site:

Other:

- (1) Correctional Centre
- (1) emergency

What was your position?

Primary Site:

Other:

- (6) Registered Nurse
- (1) Critical Care Nurse
- (1) General Nurse
- (1) Medical/Surgical RN position
- (1) Psych. Nurse

Secondary Site:

- (1) Community Health Nurse

In what area did you provide:

Note: Some responses may have been recoded into applicable categories

Primary Site:

Other:

- (1) All of the above, rural hospital
- (1) Basically in charge and dealt with whatever came in.
- (1) Cardiac patients

- (1) Diagnostic
- (1) Endoscopy
- (1) Hemodialysis
- (1) Neonatal
- (1) Neurosciences
- (1) NICU
- (1) Rural
- (1) Women surgery/long term care/departum/post departum

Secondary Site:

Other:

- (1) Forensic

Please indicate your field of work during this time:

- (1) Emergency
- (1) Farming
- (1) Labour and Delivery

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) Continued to instruct part time with SIAST.
- (1) Had to move.
- (1) Personal.
- (1) Position started two months after graduation. Needed to make money in the meantime.
- (1) Relocation.
- (1) Waiting to receive RN license in another province.

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

Entries under "Other":

- (4) Relocated.
- Burnout.
- I basically had a house and couldn't sell it in Saskatchewan, so came back out here.
- Marital status changed.
- Mentorship program ended so I needed to find more hours.
- Needed a change.
- New experience.
- To become OR Nurse.
- New temp full time position.

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

Entries under "Other":

(1) Quebec

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:

(2) Pasqua Hospital

(1) Acute Medicine

(1) Integrated Facility

(1) Maternal health

(1) Public health

(1) Saskatchewan Cancer Agency

Secondary Site:

Other:

(1) Cancer Clinic

(1) Emergency

(1) Public Health

(1) Women's Correctional Center

Third Site:

Other:

0 responses

What is your position?

Primary Site:

Other:

(6) Registered Nurse

(2) Perioperative Registered Nurse

(1) critical care nurse

(1) general nurse

(1) Medical/Surgical Registered Nurse

(1) Operating Room Nurse

(1) Senior Health Nurse

Secondary Site:

Other:

(1) Public Health Nurse

(1) Registered Nurse

Third Site:

Other:

- (1) Registered Nurse

In what area did you provide:

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

Primary Site:

Other:

- (2) Endoscopy
- (2) Intensive Care Unit
- (1) cardiac patients
- (1) Diagnostics
- (1) Forensics
- (1) Hemodialysis
- (1) Medical/Surgical
- (1) Neonatal Intensive Care Unit
- (1) Neurosciences
- (1) Operating Room

Secondary Site:

Other:

- (1) Intensive Care Unit
- (1) Neonatal Intensive Care Unit
- (1) Youth detox/ methadone clinic

Third Site:

Other:

- (1) Intensive Care Unit

*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) Aquisition of certain skills
- (1) Parking available, no nights
- (1) Permanent Position
- (1) wide range of experience

Are you registered with any of the following associations?

Entries under "Other":

- (2) CARNA
- Canadian Diabetes Association, and SRNA
- CARNA Alberta

CARNA/CRNBC
NANB
Quebec Nurses Assoc.
SRNA + ANA

Where did you grow up?

Entries under "Other":

- (1) Alberta and around Saskatchewan.
- (1) Alberta.
- (1) B.C.
- (1) Edmonton.
- (1) Estevan.
- (1) Ireland.
- (1) Manitoba.
- (1) New Brunswick.
- (1) Romania.