



Nursing Education Program of Saskatchewan  
(NEPS)  
5-Year Follow-Up Survey:  
2002 Graduates

*Prepared for*

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

Final Report

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Executive Summary

September 2007

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## ***Executive Summary***

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This report summarizes the results of the 2007 five-year follow-up survey of year 2002 graduates of the Nursing Education Program of Saskatchewan (NEPS). The survey examines the employment outcomes, further education, goals, and satisfaction of graduates who have been out of the program for five years.

### ***Response Rates***

Data were collected from July 11 to August 31, 2007. Of the 206 total graduates who completed the NEPS program in 2002, 199 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 139 completed the entire survey (83 online and 56 by phone), representing a 69.8% completion rate and a 67.5% response rate overall.

### ***Demographics***

In total, one half of respondents grew up in a community of less than 5000 in Saskatchewan. Equal proportions grew up in Regina (15.1%), Saskatoon (15.1%), or a small city in Saskatchewan (15.8%).

Nineteen in twenty respondents are female, and 71.2% are currently married. Another 22.3% are single, while 5.8% (8 respondents) are common law. One half (49.6%) of respondents have at least one dependent child or adult.

In total, there are 124 dependents among all respondents. Of these dependents, 59.7% are under the age of 5, which means they were likely born after the respondent graduated from the NEPS program, and 14.5% are between 5 and 9, which means they were likely born while the respondent was still in the program. Another quarter (25.8%) are 10 years old or older, which means they were likely born before the respondent entered the NEPS program.

Eleven respondents (7.9%) self-identified as being aboriginal. Five indicated that they are Non-status, four identified themselves as Status/Treaty, and two identified themselves as Métis.

### ***Current Employment***

Overall, approximately 95% of respondents are currently working as a nurse. Of these, 59% are currently working on a regular full-time basis. One in five (20.9%) are working regular part-time, while 12.9% are on paid leave. Another 6.5% are working casual part-time, and 5 respondents (3.6%) are working casual full-time.

The majority of respondents (90.6%) are working their preferred employment status. This number has remained virtually identical from previous years.

Of those who are not currently working in the nursing profession, all 3 have been employed in the profession in the past 5 years, but do not intend to seek employment in nursing in the future.

### **Job Profile**

Three quarters (76.5%) of respondents are currently working in Saskatchewan. Another 11.8% are in Alberta, while six respondents (4.4%) are in the United States. The large majority (85.1%) are working in an urban location. There are no significant changes from the previous two years.

Of the 32 respondents who are not currently working in Saskatchewan, 21 are at least considering returning to the province to work, five of whom have plans to return in the next five years.

Of those who are currently working in Saskatchewan, 70.2% definitely plan to stay in the province. This has increased from 54% of the previous year's graduates and is similar to 2000 graduates. Six respondents (5.8%) plan to leave the province in the next five years.

The proportion of 2002 graduates currently working at more than one site is 23.1%, which is a significant decrease from 2001 graduates, at 36.3%.

In total, 69.4% of respondents work at a general hospital with more than 100 beds at one or more site. A total of 9.7% work at a community health centre at one or more site, 9.7% at a general hospital with less than 100 beds, and 10.4% at an educational institution.

With regard to their position, 79.1% of respondents work as a staff nurse at one or more site. A total of 9.7% work as an educator one or more site, 6.7% work as a nursing practitioner, and 3.7% as a manager.

In terms of their main area of responsibility, 88.1% of respondents work in direct care at one or more site. A total of 15.7% work in education at one or more site, 4.5% work in administration, and 2.2% (3 respondents) in research.

In total, 26.9% of all respondents work in the medical/surgical area of direct care at one or more site. The next most common area is emergency care, at 17.2%, followed by critical care at 12.7%, maternal/newborn at 11.9% and community health at 11.2%.

### **Work Hours**

A majority of respondents (57.5%) work between 36 and 40 hours per week. One quarter (26.9%) work less than 36 hours, while 15.7% work more than 40 hours a week. The average total hours worked per week is 36.1. This is similar to 38.4 and 36.9 in the previous two years.

Nearly two thirds (63.4%) of respondents do not work any paid overtime per week. One in five (20.1%) work 1 to 4 hours of overtime and 16.4% (22 respondents) work 5 or more hours per week. The average hours of overtime work per week is 2.1.

### **Factors Affecting Job Choice**

Respondents were asked to rate the top three factors that influenced their choice of work location as a nurse. The most important factor influencing respondents' choice of work location is family or community commitments, with 56.0% listing it in their top three. More than half (51.5%) also said they chose their job location because it was the position they wanted. The clinical or client group was also very important to graduates' choices, with 41.0% citing it as a major factor. Geographical location, shifts and hours were also among the most important factors.

Approximately eight in ten graduates (79.1%) have changed their work setting or work area since graduation.

Respondents were asked to indicate the top three reasons for leaving their previous position. Of those who changed their work setting or area, the most common reason for leaving their previous position was simply that they needed a change, with 62.3% indicating this was one of their top three reasons. Approximately one quarter mentioned family commitments (27.4%), shifts (25.5%) and location (23.6%) in their top three.

Respondents were asked to indicate the top three reasons for staying in their current position. In total, 44.0% of respondents said that one of the top three reasons why they have stayed in their current position is because they like the client group. Another 38.8% said they like the work, while 33.6% said they like the workgroup and 32.1% said they like continuing to learn.

### **Satisfaction with Current Job**

Overall, 87.3% of respondents are satisfied or very satisfied with their current primary job. Sixteen respondents (11.9%) are dissatisfied and one respondent is very dissatisfied. The percentage of respondents who are very satisfied with their job has decreased from 37.0% of 2000 grads to 27.6% of 2002 grads.

### **Finances**

The majority of respondents (82.8%) are satisfied or very satisfied with their current gross annual salary for their primary job. The median annual earnings for nursing graduates five years out of their program is just under \$60,000. This has remained very similar over the past three years.

Less than half (45.3%) of respondents are still paying back student loans. This is a significant decrease from 61.7% in 2006, but still slightly higher than 37.8% in 2005. The proportion of graduates who never had a loan has steadily increased, from 14.6% of 2000 graduates to 30.9% of 2002 graduates.



### **Work Missed Due to Health Problems**

Nearly one half of all respondents (44.9%) have missed at least one week of work in the past year due to health problems. In total, 13.7% have missed more than two weeks.

Of those who have been absent from work due to health problems, 39.2% (20 respondents) said that work or work environment was the primary or significant factor triggering their health problems. Less than one third (31.0%) said their work or work environment had minimal impact on their health problems.

### **Career Goals**

Just over one half (52.5%) of respondents would include teaching students in their career goals. Also, 45.3% said direct care/staff nurse, 34.5% said teaching clinical, and 34.5% said teaching clients. Each year, the proportion of respondents citing nearly every career goal has decreased. This makes it appear that graduates have fewer career ambitions; however it could also suggest that graduates are just focusing more on one or two career goals.

### **Further Education**

Four in ten (39.6%) have completed professional certifications, an increase of 10 percentage points from previous years' graduates. In addition, nearly one in five graduates surveyed (18.7%) have completed or are currently enrolled in a program leading to a higher degree. This proportion has doubled from 2000 and 2001 graduates.

Of the 26 respondents who are currently enrolled or have completed a program, 18 are currently completing their **Master of Nursing** and 5 have already completed it. Two are currently completing their **Doctoral in Nursing** and two are in another masters program.

### **Satisfaction with Nursing**

Nearly three quarters (72.7%) of respondents said their nursing education program prepared them well or very well for nursing practice.

Overall, 87% of respondents are satisfied or very satisfied with nursing as a career. Graduates of 2002 appear to be slightly less satisfied with nursing as a career than previous classes. The more prepared they feel the NEPS program made them, the more satisfied they are with nursing as a career.

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## ***Introduction and Methodology***

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### ***Goals and Objectives***

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

- Establish employment profiles of graduates
- Determine whether respondents have pursued further studies since graduating
- Obtain basic demographic information about the graduates

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

This report includes the results of the five-year follow-up survey for the graduates of the 2001-2002 academic year, with comparisons to the 2005 and 2006 five-year follow-up surveys for the graduates of the 1999-2000 and 2000-2001 academic years.

### ***Scope of Work***

The College of Nursing of the University of Saskatchewan, the Nursing Division of the Saskatchewan Institute of Applied Science and Technology (SIAST), and the Department of Health Sciences of the First Nations University of Canada contracted Insightrix Research Services to conduct and analyze the results of the Five-year Follow-up Survey of the Nursing Education Program of Saskatchewan (NEPS) graduates. The survey was conducted by phone (40%), as well as online (60%).

### ***Survey Design***

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***

Contact information for graduates was obtained from the Alumni Relations of the University Advancement Office, U of S. Insightrix telephone researchers attempted to contact each individual at least four times. If the respondent preferred to complete the survey online, they were sent an email invitation with a link to the survey which allowed them to fill it out at their convenience.

## ***Response Rates and Confidence Intervals***

Of the 206 total graduates who completed the NEPS program in 2002, 199 agreed to be contacted and their contact information was provided to Inshtrix. Of these potential respondents, 139 completed the entire survey (83 online and 56 by phone), representing a 69.8% completion rate and a 67.5% response rate overall. Given this overall response rate, we can be 95% sure that the results reported are within  $\pm 4.75$  percentage points of the actual population figures.

## ***Analysis Note***

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

## Survey Results

### Current Employment

#### 1. What is your current employment status?

- 59.0% of respondents are currently working regular full-time as a nurse. Another 20.9% are working regular part-time and 12.9% are on paid leave, while five respondents (3.6%) are working casual part-time.

Description	Total #	% of Respondents
Regular full time (nursing)	82	59.0
Casual full time (nursing)	5	3.6
Regular part time (nursing)	29	20.9
Casual part time (nursing)	9	6.5
Paid leave (e.g. Maternity, disability, education) (nursing)	18	12.9
Unpaid leave (nursing)	4	2.9
Employed in other than nursing	5	3.6
Unemployed (looking for work)	2	1.4
Unemployed (not looking for work)	1	0.7

- The following table shows the breakdown of current employment status by location (Saskatchewan/Other). It appears that those working in Saskatchewan work similar circumstances to those in other provinces.

Location of current job		Employment status									Total
		Regular full time (nursing)	Casual full time (nursing)	Regular part time (nursing)	Casual part time (nursing)	Paid leave (nursing)	Unpaid leave (nursing)	Employed in other than nursing	Unemployed (looking for work)	Unemployed (not looking for work)	
Sask	Count	64	4	21	8	15	4	3	0	0	104
	%	61.5%	3.8%	20.2%	7.7%	14.4%	3.8%	2.9%	.0%	.0%	100%
Other	Count	18	1	8	1	3	0	0	1	1	32
	%	56.3%	3.1%	25.0%	3.1%	9.4%	.0%	.0%	3.1%	3.1%	100%
Total	Count	82	5	29	9	18	4	3	1	1	136
	%	60.3%	3.7%	21.3%	6.6%	13.2%	2.9%	2.2%	.7%	.7%	100%

#### 2. Is this employment status your preference?

- The majority of respondents (90.6%) are working their preferred employment status. This number has remained virtually identical from previous years.



139 responses

- The following table shows a breakdown of whether or not respondents preferred their current hours by the type of hours they are currently working.

Employment status		Is this employment status your preference		
		Yes	No	Total
Regular full time (nursing)	Count	77	5	82
	Row N %	93.9%	6.1%	100.0%
Casual full time (nursing)	Count	5	0	5
	Row N %	100.0%	.0%	100.0%
Regular part time (nursing)	Count	24	5	29
	Row N %	82.8%	17.2%	100.0%
Casual part time (nursing)	Count	8	1	9
	Row N %	88.9%	11.1%	100.0%
Paid leave(nursing)	Count	16	2	18
	Row N %	88.9%	11.1%	100.0%
Unpaid leave (nursing)	Count	4	0	4
	Row N %	100.0%	.0%	100.0%
Employed in other than nursing (please specify)	Count	5	0	5
	Row N %	100.0%	.0%	100.0%
Unemployed (looking for work)	Count	1	1	2
	Row N %	50.0%	50.0%	100.0%
Unemployed (not looking for work)	Count	1	0	1
	Row N %	100.0%	.0%	100.0%
Total	Count	126	13	139
	Row N %	90.6%	9.4%	100.0%

**3. What is the main reason that you are not currently employed in nursing?**

- The three respondents who are not currently employed in nursing gave the following reasons:

*“Did like not like. Decided to go in a different direction.”*

*“Disillusioned with the role of nursing in the true sense. The reality of what happens in today’s hospitals.”*

*“I don’t like being a nurse and I do not need to work financially.”*

**4. In the past 5 years, have you been employed in the nursing profession?**

- Of those who are not currently working in the nursing profession, all 3 have been employed in the profession in the past 5 years, but do not intend to seek employment in nursing in the future.

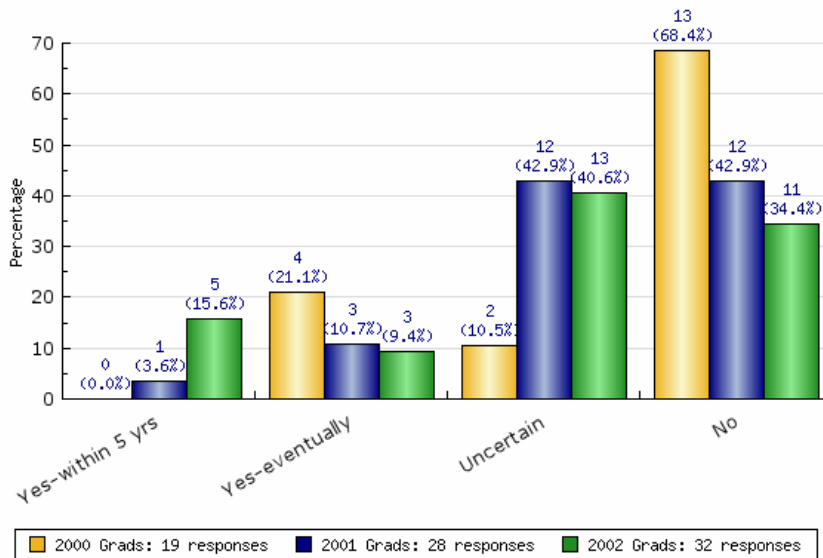
**5. What is the geographical location of your current job?**

- Three quarters (76.5%) of respondents are currently working in Saskatchewan. Another 11.8% are in Alberta, while six respondents (4.4%) are in the United States. There are no significant changes from the previous two years.

Location	2000 Grads		2001 Grads		2002 Grads	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Saskatchewan	63	76.8	63	69.2	104	76.5
Alberta	11	13.4	16	17.6	16	11.8
USA	4	4.9	3	3.3	6	4.4
Manitoba	0	0.0	1	1.1	3	2.2
British Columbia	2	2.4	4	4.4	2	1.5
Ontario	2	2.4	2	2.2	1	0.7
North West Territories	0	0.0	1	1.1	1	0.7
Other	0	0.0	1	1.1	1	0.7
New Brunswick	0	0.0	0	0.0	1	0.7
Nova Scotia	0	0.0	0	0.0	1	0.7
	<b>82</b>	<b>100</b>	<b>91</b>	<b>100</b>	<b>136</b>	<b>100</b>

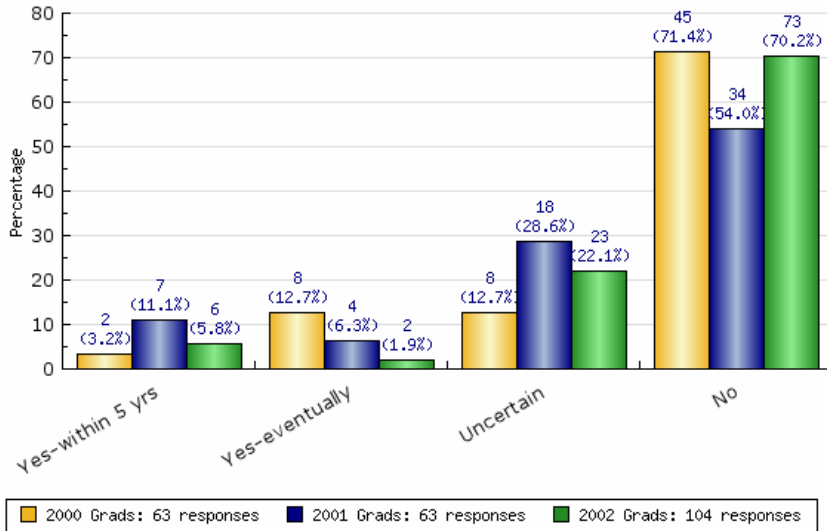
**6. Do you plan to return to Saskatchewan to work?**

- Of the 32 respondents who are not currently working in Saskatchewan, 21 are at least considering returning to the province to work, five of whom have plans to return in the next five years. A smaller proportion does not wish to return than in previous years.



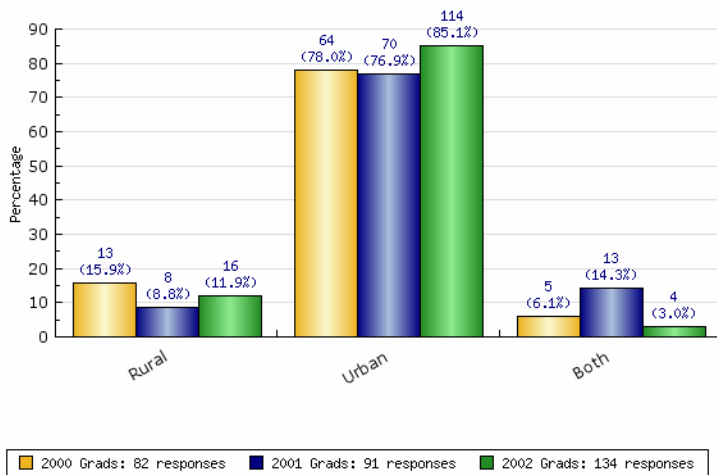
**7. Do you plan to leave Saskatchewan to work elsewhere?**

- Of those who are currently working in Saskatchewan, 70.2% definitely plan to stay in the province. This has increased from 54.0% of the previous year's graduates and is similar to 2000 graduates. Six respondents (5.8%) plan to leave the province in the next five years.



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

- Currently, 85.1% of respondents are working in an urban location.

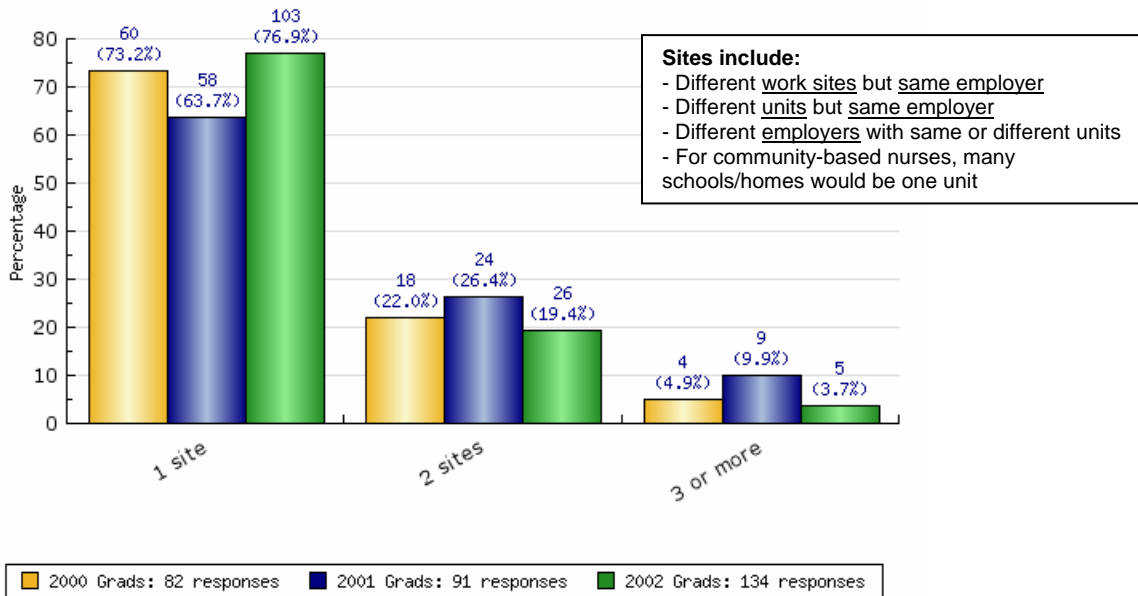


Those working in Saskatchewan are twice as likely as those in other locations to work in a rural setting.

Location of current job		Location of your current job			
		Rural	Urban	Both, rural and urban	Total
Saskatchewan	Count	14	88	2	104
	Row N %	13.5%	84.6%	1.9%	100.0%
Other	Count	2	26	2	30
	Row N %	6.7%	86.7%	6.7%	100.0%
Total	Count	16	114	4	134
	Row N %	11.9%	85.1%	3.0%	100.0%

**9. At how many sites do you currently work?**

- The proportion of 2002 graduates currently working at more than one site is more than 10 percentage points less than the proportion of 2001 graduates last year (23.1%, compared to 36.3%).
- 





## 10. What type of facility is the site(s) where you work?

**Primary Site** (Note: The primary site is the site where you work the most hours per week):

- 65.7% of respondents work in a general hospital with more than 100 beds at their first site. Another 9.0% work in a community health centre, while 8.2% work in a general hospital with less than 100 beds.

Description	2000 Grads		2001 Grads		2002 Grads	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
General hospital, 100 beds and over	50	61.0	62	68.1	88	65.7
Community Health/Health Centre	8	9.8	10	11.0	12	9.0
General hospital, less than 100 beds	10	12.2	9	9.9	11	8.2
Educational Institution	2	2.4	2	2.2	8	6.0
Nursing Stations (Outpost or clinics)	0	0.0	0	0.0	3	2.2
Nursing Home/Long Term Care Facility	3	3.7	2	2.2	3	2.2
Other	2	2.4	2	2.2	3	2.2
Primary Health Care Centre	0	0.0	0	0.0	2	1.5
Association/Government	3	3.7	3	3.3	2	1.5
Rehabilitation/Convalescent Centre	0	0.0	1	1.1	1	0.7
Home Care Agency	1	1.2	0	0.0	1	0.7
Mental Health Centre	2	2.4	0	0.0	0	0.0
Physician's Office/Family Practice Unit	1	1.2	0	0.0	0	0.0
	<b>82</b>	<b>100</b>	<b>91</b>	<b>100</b>	<b>134</b>	<b>100</b>

In total, 69.4% of respondents work at a general hospital with more than 100 beds at one or more sites. A total of 9.7% work at a community health centre at one or more sites site, 9.7% at a general hospital with less than 100 beds, and 10.4% at an educational institution.

Description	First Site	Second Site	Third Site	Net % of total respondents at one or more sites
	(n=134)	(n=31)	(n=5)	(n=134)
General hospital, 100 beds and over	88	11	0	69.4%
Community Health/Health Centre	12	3	0	9.7%
General hospital, less than 100 beds	11	2	1	9.7%
Educational Institution	8	6	0	10.4%
Nursing Stations (Outpost or clinics)	3	2	1	3.0%
Nursing Home/Long Term Care Facility	3	1	0	3.0%
Other	3	2	1	4.5%
Primary Health Care Centre	2	0	1	2.2%
Association/Government	2	2	0	2.2%
Rehabilitation/Convalescent Centre	1	0	1	1.5%
Home Care Agency	1	0	0	0.7%
Mental Health Centre	0	1	0	0.7%
Physician's Office/Family Practice Unit	0	1	0	0.7%

**11. Is your employer a First Nation organization?**

- Four respondents (3.0%) work for a First Nation organization in their primary site. Of those who work in more than one site, two work for a First Nation organization in their second site and one works for a First Nation Organization in their third site.

**12. What is your position?**

**Primary Site:**

- 76.1% of respondents work as a staff nurse at their primary location, a decrease from 92.3% of the previous year's graduates. Nine respondents (6.7%) are working as nursing practitioners and 6.0% are educators.

Description	2000 Grads		2001 Grads		2002 Grads	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Staff Nurse/Community Health Nurse	68	84.0	84	92.3	102	76.1
Nursing Practitioner	3	3.7	0	0.0	9	6.7
Instructor/Professor/Educator	2	2.5	2	2.2	8	6.0
Manager/Assistant Manager	4	4.9	0	0.0	4	3.0
Other	3	3.7	0	0.0	4	3.0
Clinical Nurse Specialist	1	1.2	3	3.3	3	2.2
Outpost or Primary Care Nurse	0	0.0	0	0.0	3	2.2
Director/Assistant Director	0	0.0	0	0.0	1	0.7
Consultant	0	0.0	2	2.2	0	0.0
	<b>81</b>	<b>100</b>	<b>91</b>	<b>100</b>	<b>134</b>	<b>100</b>

Entries under 'other':

- (1) Health Initiatives Coordinator
- (1) Infection Control Practitioner
- (1) Long Term Disability Case Manager
- (1) PhD Student in Nursing

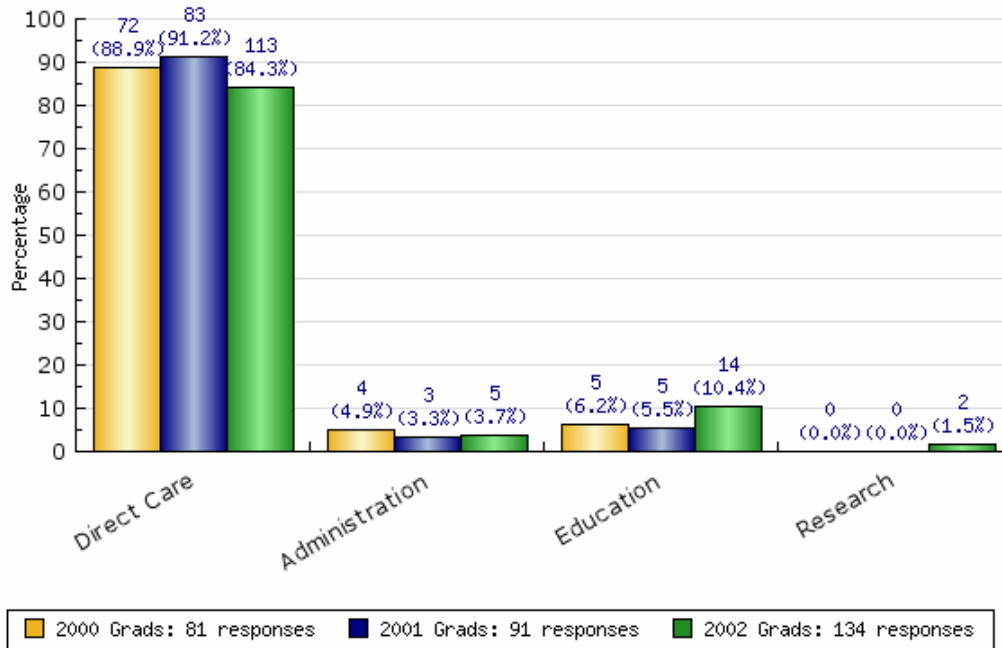
- In total, 79.1% of respondents work as a staff nurse at one or more sites. A total of 9.7% work as an educator at one or more sites, 6.7% work as a nursing practitioner, and 3.7% as a manager.

Description	First Site	Second Site	Third Site	Net % of total respondents at one or more sites
	(n=134)	(n=31)	(n=5)	(n=134)
Staff Nurse/Community Health Nurse	102	18	2	79.1%
Nursing Practitioner	9	2	0	6.7%
Instructor/Professor/Educator	8	7	1	9.7%
Manager/Assistant Manager	4	1	0	3.7%
Other	4	3	0	3.7%
Clinical Nurse Specialist	3	0	1	3.0%
Outpost or Primary Care Nurse	3	0	1	2.2%
Director/Assistant Director	1	0	0	0.7%
Researcher	0	0	1	0.7%

**13. What is your main area of responsibility?**

**Primary Site:**

- The majority of respondents (84.3%) said that their main area of responsibility at their primary site is direct care. Fourteen respondents (10.4%) said education and five respondents said administration.



- In total, 88.1% of respondents work in direct care at one or more sites. A total of 15.7% work in education at one or more sites, 4.5% work in administration, and 2.2% (3 respondents) in research.

Description	First Site	Second Site	Third Site	Net % of total respondents at one or more sites
	(n=134)	(n=31)	(n=5)	(n=134)
Direct Care	113	21	2	88.1%
Education	14	8	2	15.7%
Administration	5	2	0	4.5%
Research	2	0	1	2.2%

#### 14. In what area do you provide:

- In total, 26.9% of all respondents work in the medical/surgical area of direct care at one or more sites. The next most common area is emergency care, at 17.2%, followed by critical care at 12.7%, maternal/newborn at 11.9% and community health at 11.2%.

Main Area	Specific Area	Frequency in First site (n=134)	Frequency in Second Site (n=31)	Frequency in Third Site (n=9)	Net % of total respondents at one or more sites (n=134)
<b>Direct Care (n=118)</b>	Medical/Surgical	30	7	1	26.9%
	Emergency care	21	2	1	17.2%
	Critical Care	14	2	1	12.7%
	Maternal/Newborn	16	1	0	11.9%
	Community Health	12	3	2	11.2%
	Pediatric	10	1	1	8.2%
	Geriatric/Long term care	4	1	1	4.5%
	Operating Room/RR	5	0	0	3.7%
	Oncology	3	1	1	3.0%
	Palliative Care	3	0	1	3.0%
	Psychiatric/Mental Health	2	1	1	2.2%
	Several clinical areas	3	0	0	2.2%
	Home care	1	0	1	1.5%
	Ambulatory Care	1	0	1	1.5%
	Occupational Health	1	0	0	0.7%
	Rehabilitation	1	0	0	0.7%
	Post Anaesthesia	0	0	0	0.0%
Other	3	1	0	3.0%	
<b>Education (n=21)</b>	Teaching - Students	8	6	0	10.4%
	Teaching - Employees	4	2	2	3.7%
	Teaching - Clients	6	0	0	4.5%
<b>Administration (n=6)</b>	Direct Care	3	1	0	3.0%
	Other	1	0	0	0.7%
	Education	0	1	0	0.7%
<b>Research (n=3)</b>	Nursing Research only	1	0	1	1.5%
	Other	1	0	0	0.7%

**15a. On average, how many total hours per week (including overtime) do you work?**

- A majority of respondents (57.5%) work between 36 and 40 hours per week. One quarter (26.9%) work less than 36 hours, while 15.7% work more than 40 hours a week. The average total hours worked per week is 36.1. This is similar to 38.4 and 36.9 in the previous two years.

Hours worked per week	Frequency	Percent	Cumulative Percent
Less than 30	19	14.2%	14.2%
30 to 35	17	12.7%	26.9%
36 to 39	38	28.4%	55.2%
40	39	29.1%	84.3%
More than 40	21	15.7%	100.0%
<b>Total</b>	134	100.0%	

- Those with dependents are twice as likely as those without to work 35 hours or less per week.

Have dependents		Hours worked per week					Total
		Less than 30	30 to 35	36 to 39	40	More than 40	
Yes	Count	12	11	16	16	9	64
	Row N %	18.8%	17.2%	25.0%	25.0%	14.1%	100.0%
No	Count	7	6	22	23	12	70
	Row N %	10.0%	8.6%	31.4%	32.9%	17.1%	100.0%
Total	Count	19	17	38	39	21	134
	Row N %	14.2%	12.7%	28.4%	29.1%	15.7%	100.0%

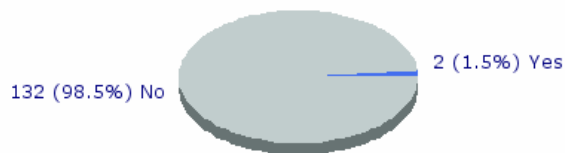
**15b. On average, how many total hours of paid overtime do you work per week?**

- Nearly two thirds (63.4%) of respondents do not work any paid overtime per week. One in five (20.1%) work 1 to 4 hours of overtime and 16.4% (22 respondents) work 5 or more hours per week. The average hours of overtime work per week is 2.1.

Hours of paid overtime per week	Frequency	Percent	Cumulative Percent
None	85	63.4%	63.4%
1 - 4	27	20.1%	83.6%
5 or more	22	16.4%	100.0%
<b>Total</b>	134	100.0%	

**15c. Do you work in a forensic setting?**

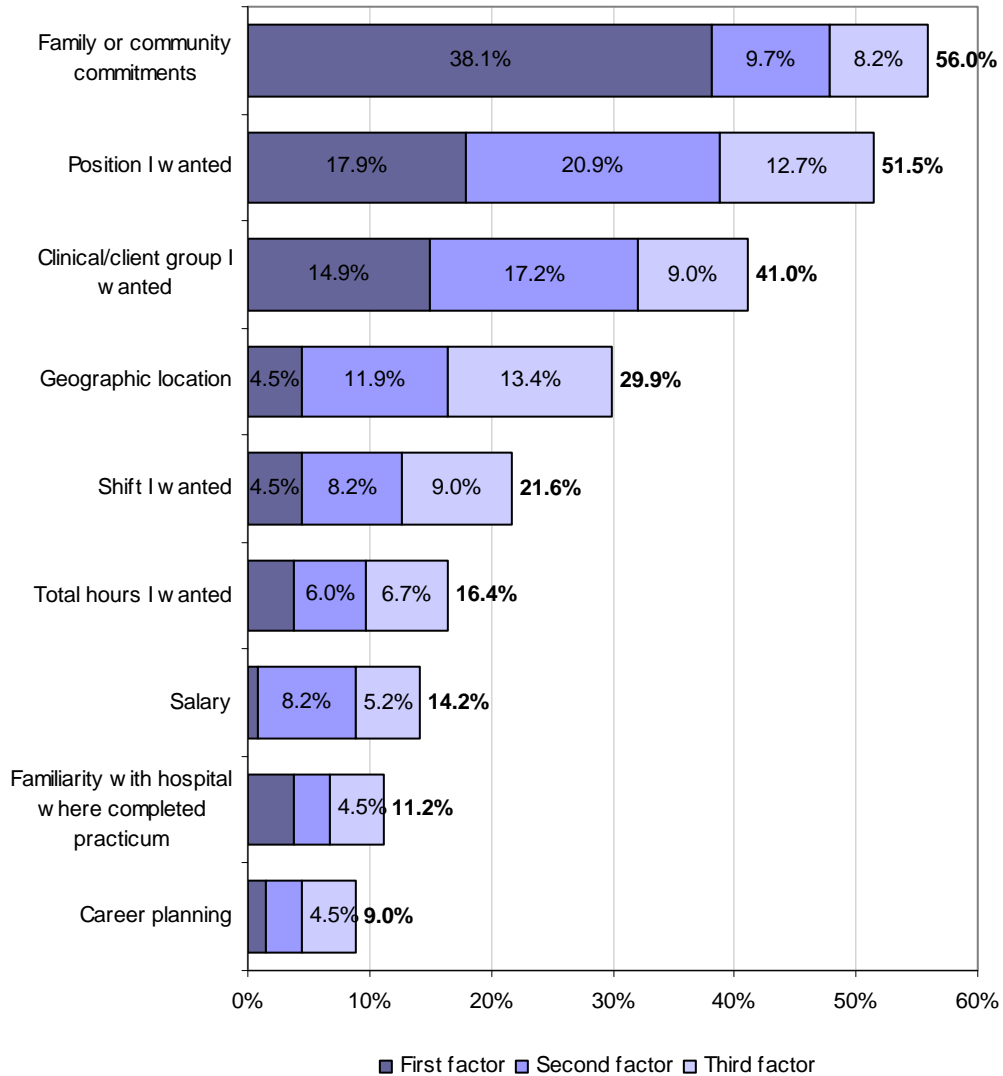
- Two respondents (1.5%) work in a forensic setting.



134 responses

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

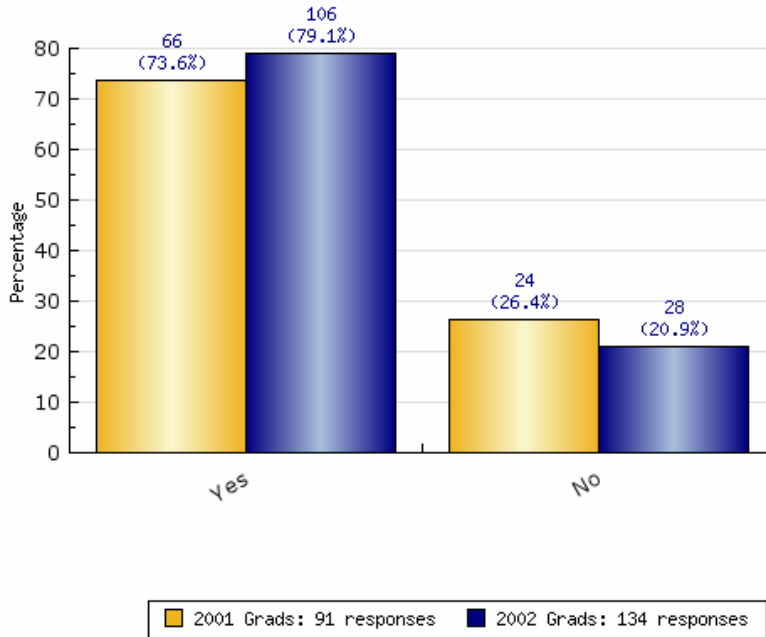
- The most important factor influencing respondents' choice of work location is family or community commitments, with 56.0% listing it in their top three. More than one half (51.5%) also said they chose their job location because it was the position they wanted. The clinical or client group was also very important to graduates' choices, with 41.0% citing it as a major factor. Geographical location, shifts and hours were also among the most important factors.



	2000 Grads	2001 Grads	2002 Grads
Family or community commitments	53.1%	57.1%	56.0%
Position I wanted	44.4%	45.1%	51.5%
Clinical/client group I wanted	29.6%	36.3%	41.0%
Geographic location	50.6%	26.4%	29.9%
Shift I wanted	17.3%	19.8%	21.6%
Total hours I wanted	18.5%	27.5%	16.4%
Salary	16.0%	12.1%	14.2%
Familiarity with hospital where completed practicum	12.3%	12.1%	11.2%
Career planning	7.4%	7.7%	9.0%
Other	11.1%	8.8%	7.5%
Signing bonus	3.7%	8.8%	6.0%
Reputation of the institution as a quality workplace	9.9%	13.2%	6.0%
Desire to travel	2.5%	3.3%	4.5%
Orientation program	1.2%	6.6%	4.5%
Graduate school assistance	0.0%	3.3%	3.7%
Return service requirement for bursary	2.5%	2.2%	3.7%
Bursary work commitment / Student loan assistance	2.5%	2.2%	3.7%
College friends	1.2%	4.4%	3.7%
Housing provided	-	-	2.2%
Received promotion	1.2%	0.0%	2.2%
Mentorship opportunities	2.5%	5.5%	1.5%

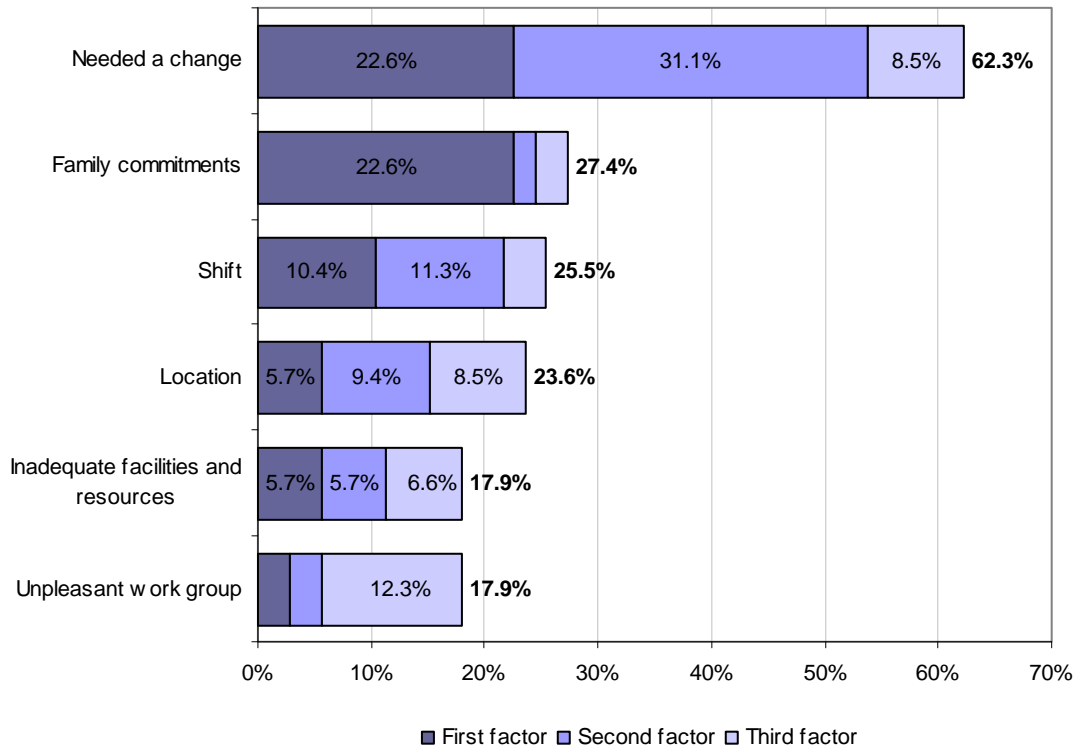
**16a. Have you changed your work setting or work area since graduation?**

- Approximately eight in ten graduates (79.1%) have changed their work setting or work area since graduation.



**17. Please indicate the top 3 reasons for leaving your previous position, with "1" being the most influential reason, "2" being the second reason and "3" being third reason:**

- Of those who have changed jobs since graduation, the most common reason for leaving their previous position was simply that they needed a change, with 62.3% indicating this was one of their top three reasons. Approximately one quarter mentioned family commitments (27.4%), shifts (25.5%) and location (23.6%) in their top three.

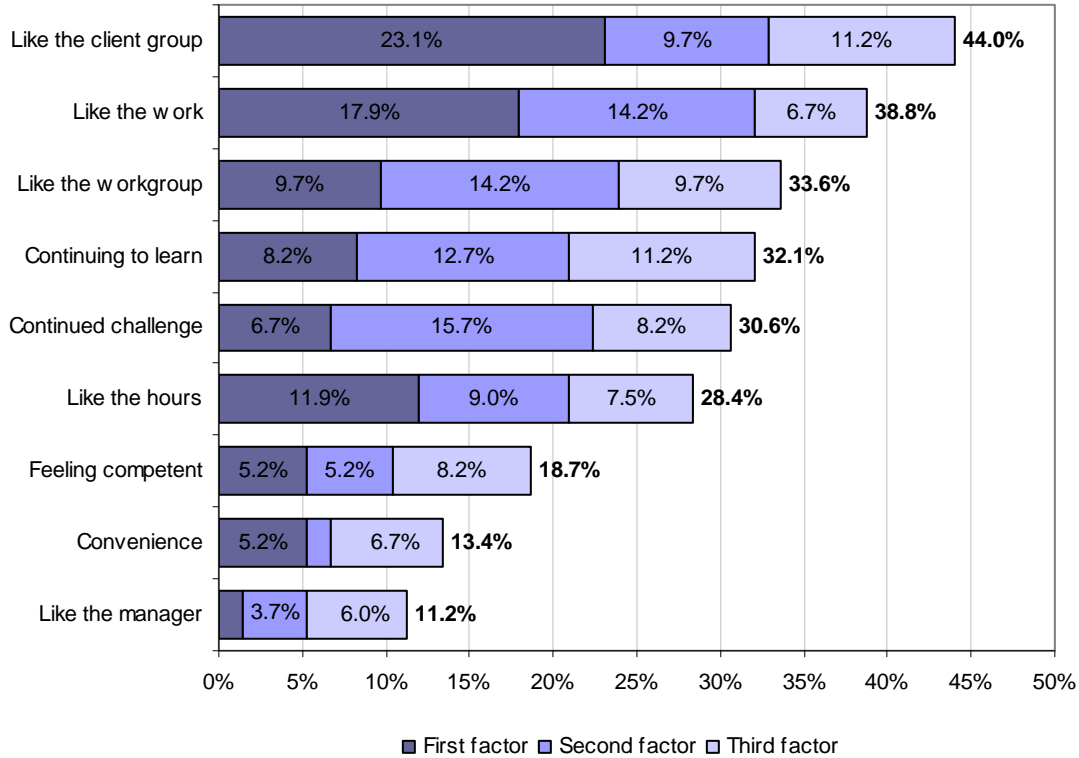


	2000 Grads	2001 Grads	2002 Grads
Needed a change	44.8%	55.2%	62.3%
Family commitments	32.8%	37.3%	27.4%
Shift	19.0%	26.9%	25.5%
Location	27.6%	29.8%	23.6%
Unpleasant work group	22.4%	10.4%	17.9%
Inadequate facilities and resources	13.8%	8.9%	17.9%
Other	13.8%	25.4%	17.9%
Weak Leadership	10.3%	13.4%	16.0%
Travel	6.9%	14.9%	11.3%
Salary	17.2%	19.4%	11.3%
Going to school	3.4%	7.5%	9.4%
Position ended	3.4%	7.5%	7.5%
Health reasons	5.2%	7.5%	5.7%
Wanted time off	5.2%	3.0%	5.7%
Received promotion	0.0%	3.0%	4.7%



**18. Please indicate the top 3 reasons for staying in your current position, with "1" being the most influential reason, "2" being the second reason and "3" being third reason:**

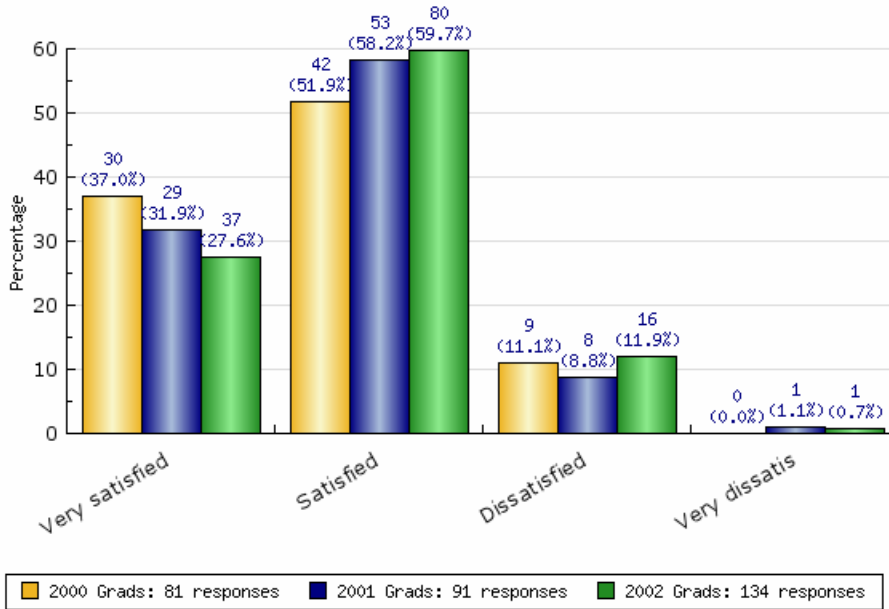
- The most common reason for staying in their current position is that they like their client group, with 44.0% indicating this is one of their top three reasons. A total of 38.8% mentioned that they simply like the work. Other common reasons include the workgroup (33.6%), continuing to learn (32.1%), continued challenge (30.6%) and hours (28.4%).



	2000 Grads	2001 Grads	2002 Grads
Like the client group	27.2%	57.1%	44.0%
Like the work	45.7%	40.7%	38.8%
Like the workgroup	35.8%	29.7%	33.6%
Continuing to learn	13.6%	22.0%	32.1%
Continued challenge	24.7%	33.0%	30.6%
Like the hours	33.3%	33.0%	28.4%
Feeling competent	9.9%	14.3%	18.7%
Convenience	17.3%	12.1%	13.4%
Like the manager	16.0%	16.5%	11.2%
Opportunity for formal education/support	6.2%	7.7%	9.0%
Taking on clinical leadership	4.9%	5.5%	7.5%
Other	18.5%	5.5%	7.5%
No choice	8.6%	5.5%	6.7%
Professional team approach to care	7.4%	8.8%	6.7%
Seen as an expert	3.7%	5.5%	6.7%
Have a mentor in the setting	1.2%	3.3%	5.2%

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

- Almost nine in ten (87.3%) of respondents are satisfied or very satisfied with their current primary job. Sixteen respondents (11.9%) are dissatisfied and one respondent is very dissatisfied. The percentage of respondents who are very satisfied with their job has decreased from 37.0% of 2000 grads to 27.6% of 2002 grads.

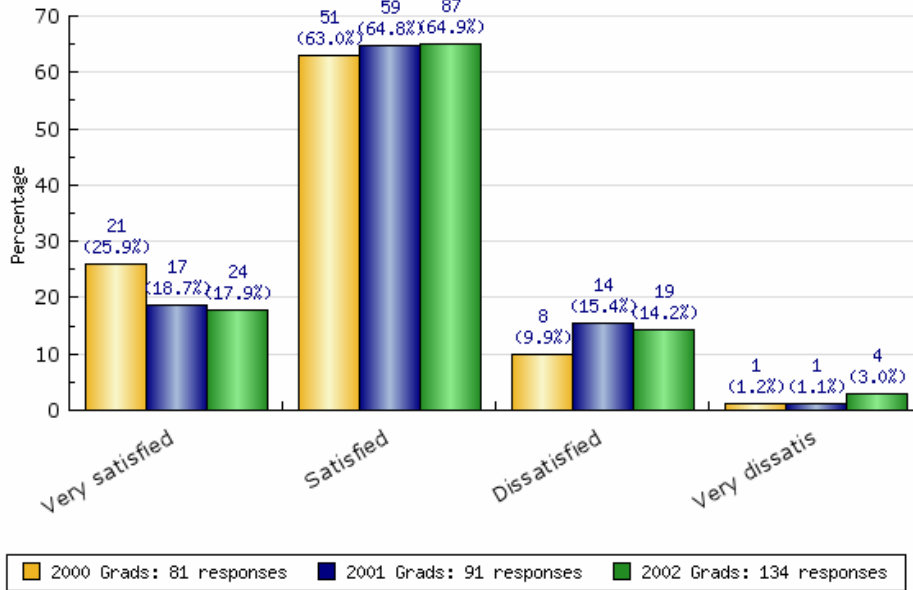


- The following shows that those who felt they were very well prepared for nursing practice tend to be more satisfied with their current job.

How well did your program prepare you for nursing practice		Satisfaction with your current primary job				Total
		Very dissatisfied	Dissatisfied	Satisfied	Very satisfied	
Poor	Count	1	1	4	2	8
	Row N %	12.5%	12.5%	50.0%	25.0%	100.0%
Not well	Count	0	4	16	6	26
	Row N %	.0%	15.4%	61.5%	23.1%	100.0%
Well	Count	0	10	55	24	89
	Row N %	.0%	11.2%	61.8%	27.0%	100.0%
Very well	Count	0	1	4	4	9
	Row N %	.0%	11.1%	44.4%	44.4%	100.0%
Total	Count	1	16	79	36	132
	Row N %	.8%	12.1%	59.8%	27.3%	100.0%

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

- The majority of respondents (82.8%) are satisfied or very satisfied with their current gross annual salary for their primary job.

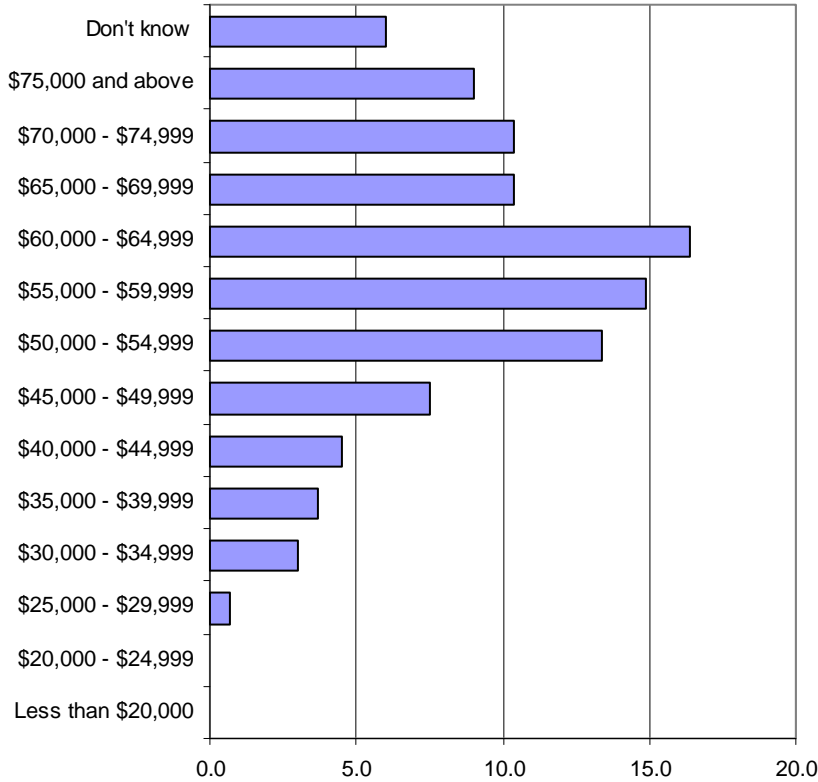


- The following table shows the breakdown of satisfaction with salary by annual earnings. It appears that satisfaction increases with salary.

Total annual earnings before taxes and deductions		Satisfaction with current gross annual salary for your primary job			
		Dissatisfied or very dissatisfied	Satisfied	Very satisfied	Total
<b>Less than \$40,000</b>	Count	3	5	2	10
	Row N %	30.0%	50.0%	20.0%	100.0%
<b>\$40,000 to \$49,999</b>	Count	4	12	0	16
	Row N %	25.0%	75.0%	.0%	100.0%
<b>\$50,000 to \$59,999</b>	Count	5	27	6	38
	Row N %	13.2%	71.1%	15.8%	100.0%
<b>\$60,000 to \$69,999</b>	Count	8	22	6	36
	Row N %	22.2%	61.1%	16.7%	100.0%
<b>\$70,000 or more</b>	Count	1	15	10	26
	Row N %	3.8%	57.7%	38.5%	100.0%
<b>Total</b>	Count	21	81	24	126
	Row N %	16.7%	64.3%	19.0%	100.0%

**21. What are your total annual earnings before taxes and deductions (in Canadian dollars)?**

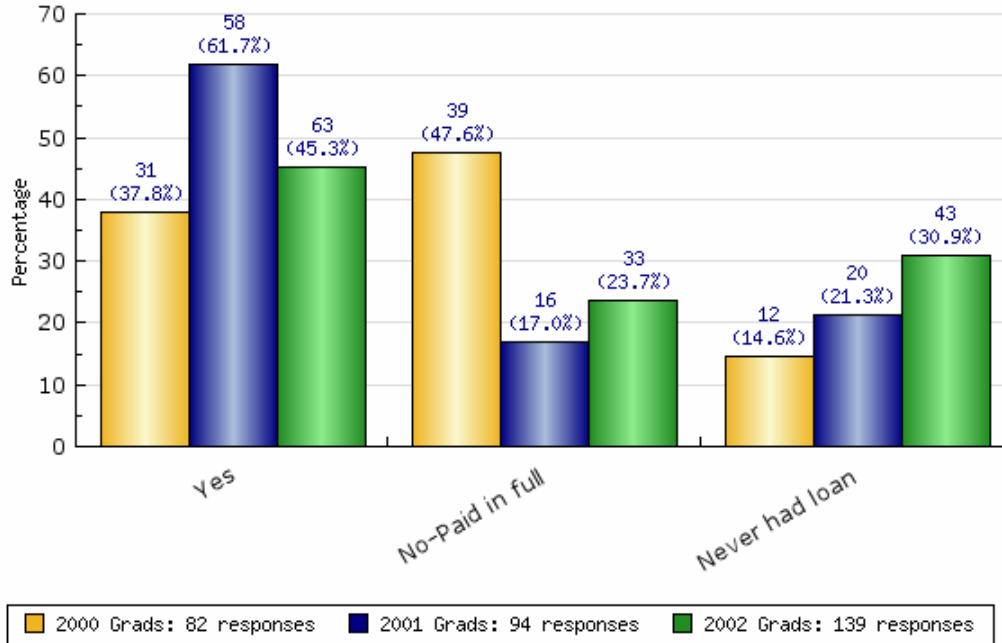
- The median annual earnings for nursing graduates five years out of their program is just under \$60,000. This has remained very similar over the past three years.



	2000 Grads		2001 Grads		2002 Grads	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Less than \$40,000	12	15.8%	9	10.1%	10	7.9%
\$40,000 to \$49,999	10	13.2%	8	9.0%	16	12.7%
\$50,000 to \$59,999	18	23.7%	32	36.0%	38	30.2%
\$60,000 to \$69,999	20	26.3%	29	32.6%	36	28.6%
\$70,000 or more	16	21.1%	11	12.4%	26	20.6%
Total	76	100.0%	89	100.0%	126	100.0%

**22. Are you still paying back student loans?**

- A total of 45.3% of respondents are still paying back student loans. This is a significant decrease from 61.7% in 2006, but still slightly higher than 37.8% in 2005. The proportion of graduates who never had a loan has steadily increased, from 14.6% of 2000 graduates to 30.9% of 2002 graduates.



- Those who earn more than \$60,000 per year are less likely than others to still be paying off loans and are more likely to have never had a loan in the first place.

Total annual earnings before taxes and deductions		Are you still paying back student loans			
		Yes	No, they have been paid in full	I never had a student loan	Total
<b>Less than \$50,000</b>	Count	12	9	5	26
	Row N %	46.2%	34.6%	19.2%	100.0%
<b>\$50,000 to \$59,999</b>	Count	21	6	11	38
	Row N %	55.3%	15.8%	28.9%	100.0%
<b>\$60,000 to \$69,999</b>	Count	13	11	12	36
	Row N %	36.1%	30.6%	33.3%	100.0%
<b>\$70,000 or more</b>	Count	10	4	12	26
	Row N %	38.5%	15.4%	46.2%	100.0%
<b>Total</b>	Count	56	30	40	126
	Row N %	44.4%	23.8%	31.7%	100.0%

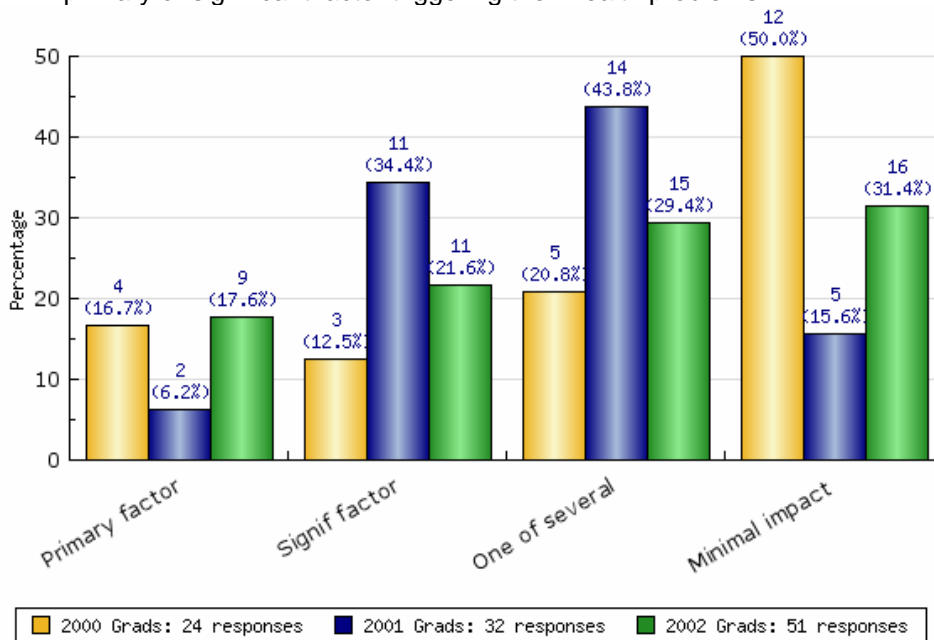
**23. In the past year, what is the total number of weeks that you have been absent from work or unemployed as the result of health problems?**

- Nearly one half of all respondents (44.9%) have missed at least one week of work in the past year due to health problems. In total, 13.7% have missed more than two weeks.

Time missed due to health problems	2000 Grads		2001 Grads		2002 Grads	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
0 weeks	51	63.0	46	50.0	76	55.1
1 week	9	11.1	22	23.9	31	22.5
2 weeks	12	14.8	7	7.6	12	8.7
3 weeks	3	3.7	6	6.5	4	2.9
4 weeks	1	1.2	3	3.3	8	5.8
6 weeks	1	1.2	3	3.3	3	2.2
7 -20 weeks	2	2.4	4	4.4	1	0.7
50-52 weeks	2	2.5	1	1.1	3	2.2
Total	81	100	92	100	138	100

**24. In your opinion, to what extent did your work or work environment trigger or exacerbate health problems for you?**

- Of those who have been absent from work due to health problems, 31% (16 respondents) said their work or work environment had minimal impact on their health problems. Twenty respondents (39.2%) said that work or work environment was the primary or significant factor triggering their health problems.



**25. Which of the following would you include in your career goals? (Check all that apply)**

- Just over one half (52.5%) of respondents would include teaching students in their career goals. Also, 45.3% said direct care/staff nurse, 34.5% said teaching clinical, and 34.5% said teaching clients. Each year, the proportion of respondents citing nearly every career goal has decreased. This makes it appear that graduates have fewer career ambitions, however it could also suggest that graduates are just focusing more on one or two career goals.

Career Goals	2000 Grads		2001 Grads		2002 Grads	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Teaching - Students	55	67.1	59	62.8	73	52.5
Direct care / Staff nurse	61	74.4	55	58.5	63	45.3
Teaching - Clinical (other nurses)	47	57.3	41	43.6	48	34.5
Teaching - Clients	56	68.3	51	54.3	48	34.5
Advanced practice - Nurse practitioner	38	46.3	22	23.4	39	28.1
Research	20	24.4	20	21.3	31	22.3
Advanced practice - Clinical nurse specialist	32	39.0	24	25.5	22	15.8
Management / Administration	25	30.5	20	21.3	19	13.7
Advanced practice - Nurse Midwife	6	7.3	12	12.8	10	7.2
Advanced practice - Nurse anaesthetist	12	14.6	8	8.5	10	7.2
Advanced practice - First assist	4	4.9	7	7.4	8	5.8
Advanced practice - Other	4	4.9	6	6.4	3	2.2
Other	5	6.1	6	6.4	10	7.2
Not sure	0	0.0	3	3.2	8	5.8
	<b>82</b>	<b>100</b>	<b>94</b>	<b>100</b>	<b>139</b>	<b>100</b>

Entries under 'other':

- (3) Occupational Health.
- (2) Public Health.
- (1) I am leaving nursing to pursue career in engineering.
- (1) Insurance.
- (1) Not going back.
- (1) Nurse Epidemiologist
- (1) To finish my Masters.

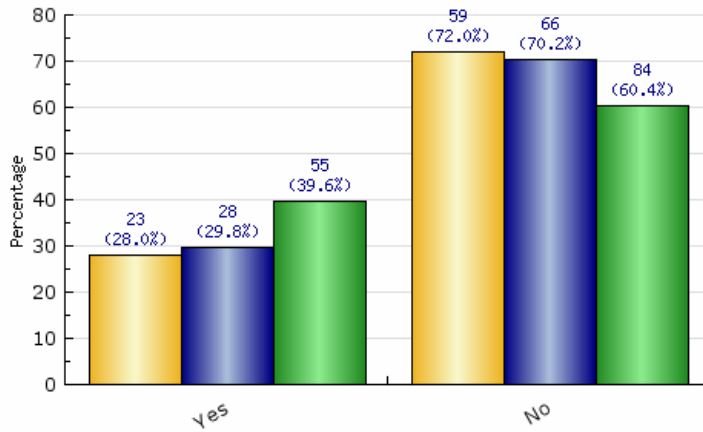
Entries under Advanced 'other':

- (1) Critical care.
- (1) I am currently working on my Masters Degree in nursing.
- (1) I am developing my own primary care site specializing in men's health.

**Further Education**

**26. Have you completed any professional certifications (e.g. Certified Cardiovascular Nurse, Certified Emergency Nurse)?**

- Four in ten (39.6%) have completed professional certifications, an increase of 10 percentage points from previous years' graduates.



2000: 82 responses    2001: 94 responses    2002 Grads: 139 responses

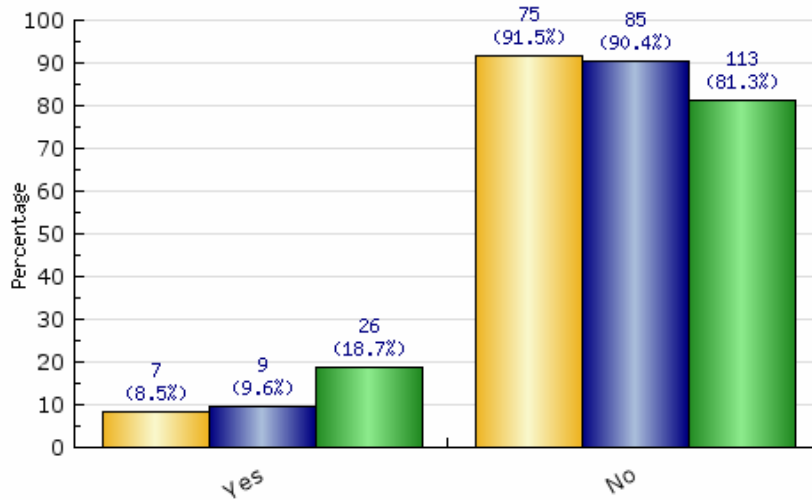
**Specific Certifications:**

- |  |   |
|--|---|
| (11) Certified Critical Care Nurse   | (3) Certified Emergency Nurse             |
| (3) Neonatal Resuscitation Program   | (3) Peri-Operative Nursing Program        |
| (2) ACLS, PALS   | (2) Advanced Studies in Critical Care     |
| (2) Certified Cardiovascular Nurse   | (2) Certified Perinatal Nurse             |
| (1) Acute Burn Life Support  | (1) ACLS                                  |
| (1) ACLS, Emergency training   | (1) ACLS, TNCC, Diabetes Educator, CTAS   |
| (1) ACNP, ANP  | (1) Acute Medical Specialty Program       |
| (1) BCCN   | (1) Certification for STD Nurse Clinician |
| (1) Certified Community Health Nurse   | (1) Certified Geriatric Nurse             |
| (1) Certified Oncology Nurse   | (1) CNA Perinatal Nurse                   |
| (1) Credentialed School Nurse  | (1) Critical Care, HIV Care               |
| (1) ENPC, TNCC   | (1) Hospice Palliative Care Nursing       |
| (1) IBCLC  | (1) Inoculist                             |
| (1) Masters of Nursing   | (1) MORE Program                          |
| (1) NRP  | (1) NRP, ACLS                             |
| (1) OR Certification   | (1) ORT Course                            |
| (1) Basic Critical Care Program, CNA Certification in Neuroscience Nursing               |   |
| (1) Pediatric Advanced Life Support, Acute Critical Life Support, Certified Trauma Nurse |   |
| (1) Pediatric Emergency Nursing Course, Neonatal Resuscitation Program                   |   |



**27. Have you completed or are you currently enrolled in a program leading to a higher degree?**

- Nearly one in five graduates surveyed (18.7%) have completed or are currently enrolled in a program leading to a higher degree. This proportion has doubled from 2000 and 2001 graduates.



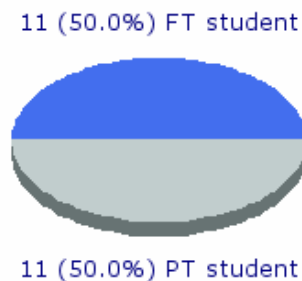
2000: 82 responses    2001: 94 responses    2002 Grads: 139 responses

**27a. Please indicate which program you are currently enrolled in or have completed:**

- Of the 26 respondents who are currently enrolled or have completed a program, 18 are currently completing their **Master of Nursing** and 5 have already completed it. Two are currently completing their **Doctoral in Nursing** and two are in another masters program.

**27b. And are you going to school full-time or part-time?**

- Of those who are currently enrolled in a program, one half are part-time students and one half are full-time.

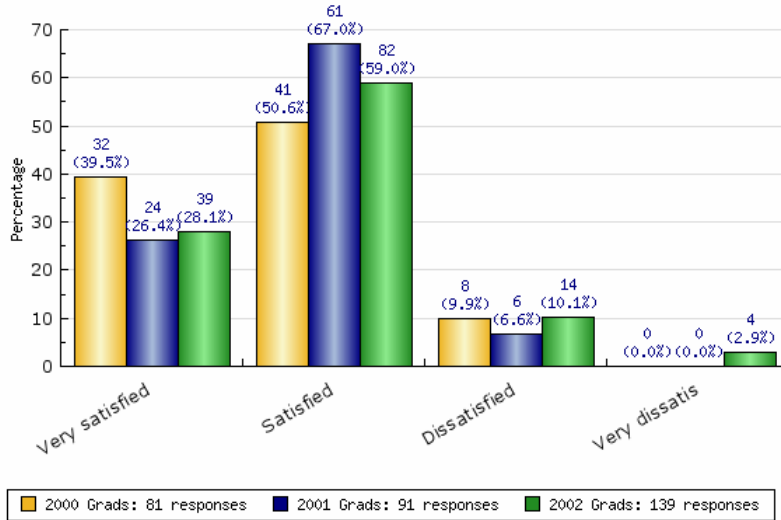


22 responses

### Satisfaction with Nursing

#### 28. How satisfied are you with nursing as a career?

- Overall, 87.1% of respondents are satisfied or very satisfied with nursing as a career. 2002 graduates appear to be slightly less satisfied with nursing as a career than previous classes.



- The following table shows that those who are satisfied with their current job tend to be satisfied with nursing as a career.

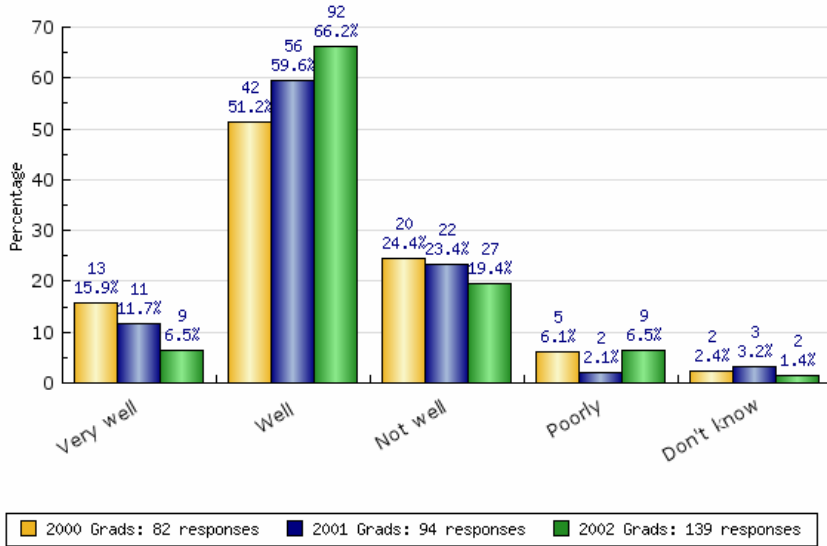
Satisfaction with your current primary job		Satisfaction with nursing as a career			
		Dissatisfied or very dissatisfied	Satisfied	Very satisfied	Total
Dissatisfied or very dissatisfied	Count	6	6	5	17
	Row N %	35.3%	35.3%	29.4%	100.0%
Satisfied	Count	11	57	12	80
	Row N %	13.8%	71.3%	15.0%	100.0%
Very satisfied	Count	0	15	22	37
	Row N %	.0%	40.5%	59.5%	100.0%
Total	Count	17	78	39	134
	Row N %	12.7%	58.2%	29.1%	100.0%

- The more prepared respondents feel the more satisfied they are with nursing as a career.

How well did your nursing education program prepare you for nursing practice		Satisfaction with nursing as a career			
		Dissatisfied or very dissatisfied	Satisfied	Very satisfied	Total
Poor	Count	5	3	1	9
	Row N %	55.6%	33.3%	11.1%	100.0%
Not well	Count	8	17	2	27
	Row N %	29.6%	63.0%	7.4%	100.0%
Well	Count	5	56	31	92
	Row N %	5.4%	60.9%	33.7%	100.0%
Very well	Count	0	5	4	9
	Row N %	.0%	55.6%	44.4%	100.0%
Total	Count	18	81	38	137
	Row N %	13.1%	59.1%	27.7%	100.0%

**29. How well did your nursing education program prepare you for nursing practice?**

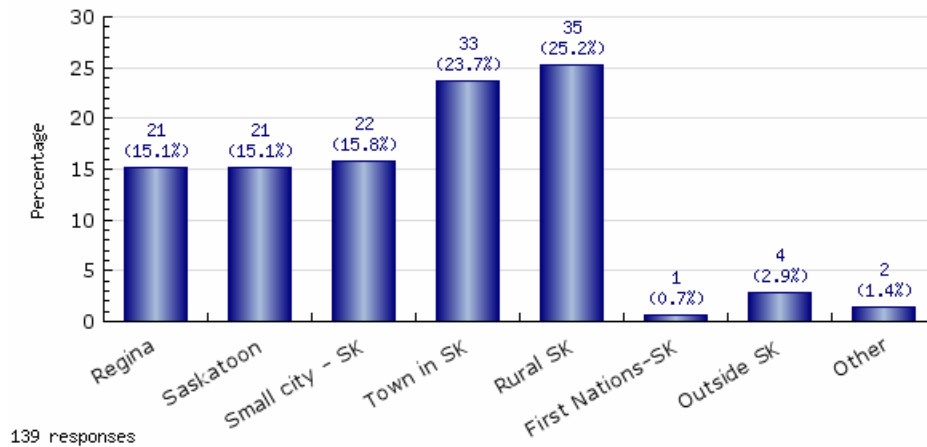
- Nearly three quarters (72.7%) of respondents said their nursing education program prepared them well or very well for nursing practice. The percentage who believe that it very well prepared them has decreased steadily from the past two years.



**Demographics**

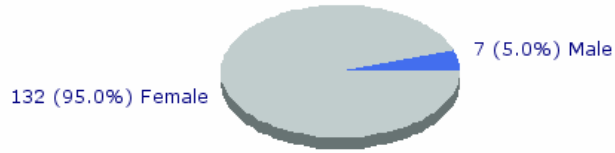
**30. Where did you grow up?**

- In total, one half of respondents grew up in a community of less than 5000 in Saskatchewan. Equal proportions grew up in Regina (15.1%), Saskatoon (15.1%), or a small city in Saskatchewan (15.8%).



**31. Gender:**

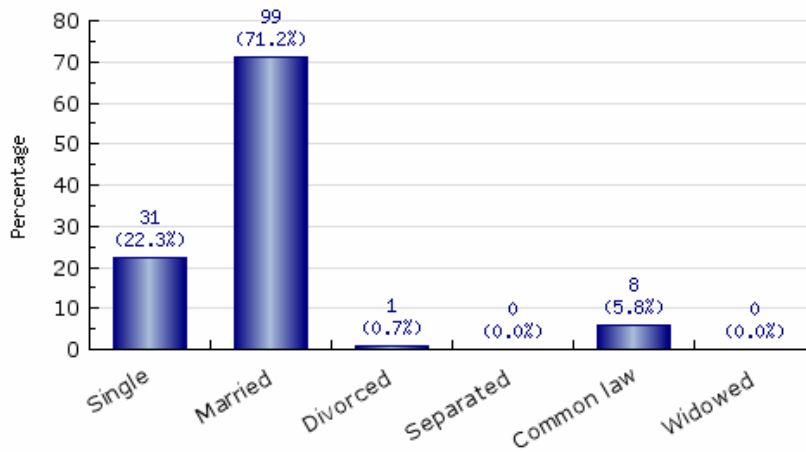
- Nineteen in twenty respondents are female.



139 responses

**32. Current marital status:**

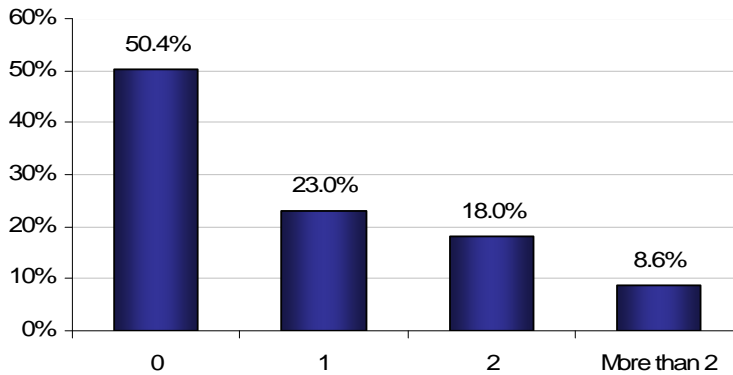
- 71.2% of respondents are currently married. Another 22.3% are single, while 5.8% (8 respondents) are common law.



139 responses

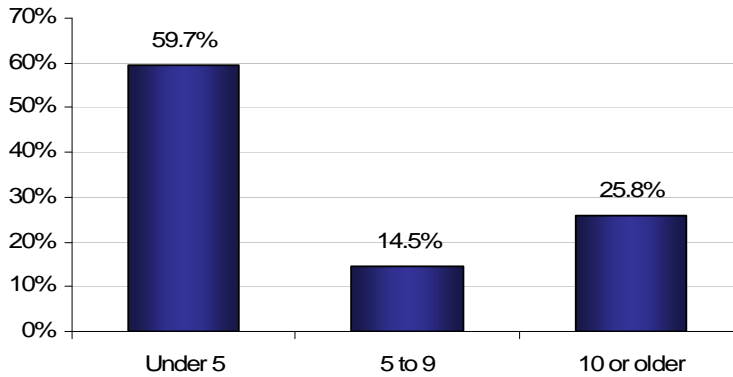
**33. Number of dependent children and adults:**

- One half (49.6%) of respondents have at least one dependent child or adult.



**34. What are the ages of your dependent children?**

- In total, there are 124 dependents among all respondents. Of these dependents, 59.7% are under the age of 5, which means they were likely born after the respondent graduated from the NEPS program. 14.5% are between 5 and 9, which means they were likely born while the respondent was still in the program. 25.8% are 10 years old or older, which means they were likely born before the respondent entered the NEPS program.



**35. Do you self-identify as:**

- Eleven respondents (7.9%) self-identified as being aboriginal. Five indicated that they are Non-status, four identified themselves as Status/Treaty, and two identified themselves as Métis.

