



**Nursing Education Program of
Saskatchewan (NEPS) Exit Survey:**
*Graduates of the NEPS Program in the 2002-2003
Academic Year – 5 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 2002-03

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Executive Summary

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Executive Summary

This report summarizes the results of the 2008 Five-year Follow-Up survey of graduates of the Nursing Education Program of Saskatchewan (NEPS), class of 2003. 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 was collected from July 30 to September 27, 2008. Of the 192 graduates who completed the NEPS program in 2002, 189 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 110 completed the entire survey (61 online and 49 by phone), representing a 58.2% response rate. With this response rate, the error at 95% confidence is ± 6.1 percentage points.

Demographics

In total, four in ten respondents grew up in a community of less than 5000 in Saskatchewan (44.6%). Equal proportions grew up in Regina (18.2%), Saskatoon (18.2%), or a small city in Saskatchewan (17.3%).

Nine in ten respondents are female (90.0%), and 71.8% are currently married. Another 15.5% are single, while 9.1% are common law. The remaining 3.6% are either divorced or separated.

More than one half (57.3%) of respondents have at least one dependent child or adult. Of these dependents, two thirds are under the age of 5 (65.5%), which means they were likely born after the respondent graduated from the NEPS program. Furthermore, 10.3% are between the ages 5 and 9, which means they were likely born while the respondent was still in the program. Another quarter (24.1%) are 10 years old or older, which means they were likely born before the respondent entered the NEPS program.

Four respondents (4.5%) self-identified as being aboriginal. Two indicated that they are Status/Treaty and two identified themselves as Métis.

Current Employment

Overall, approximately 98.0% of respondents are currently working as a nurse. Of these, 51.8% are currently working on a regular full-time basis. Three in ten (25.9%) are working regular part-time, while 17.6% are on paid leave. Another 6.5% are working casual part-time, and 2 respondents (1.9%) are working casual full-time.

The majority of respondents (93.6%) are working in their preferred employment status. This number has remained virtually identical from previous years.

Of those who are not currently working in the nursing profession (2 respondents), one has been employed in the profession in the past 5 years, and intends to seek employment in nursing in the future. The other graduate has never worked in the field and does not intend to in the future.

Job Profile

Three quarters (79.6%) of respondents are currently working in Saskatchewan. Another 9.3% are in Alberta, while six respondents (3.7%) are in the United States. More than three quarters (76.9%) are working in an urban location.

Of the 22 respondents who are not currently working in Saskatchewan, 2 are at least considering returning to the province to work, while more than one half do not intend to return (12 respondents). The remaining eight graduates are unsure whether they will return to the province (36.4%).

Of those who are currently working in Saskatchewan (86 graduates), 80.2% definitely plan to stay in the province. This has increased from 70.2% last year, and 54% of the previous year's graduates. Five respondents (5.8%) plan to leave the province in the next five years.

The proportion of 2003 graduates currently working at more than one site is 16.7%, which is a slight decrease from 2002 graduates, at 23.1%.

In total, 58.3% of respondents work at a general hospital with more than 100 beds at one or more sites. A total of 19.4% work at a general hospital with less than 100 beds and 8.3% work in a community health centre at one or more sites. Another 2.8% work at an educational institution.

With regard to their position, 91.7% of respondents work as a staff nurse at their primary site. A total of 3.7% work as an educator at their primary site, and 3.7% work as a manager.

In terms of their main area of responsibility, 92.6% of respondents work in direct care and 6.5% work in education.

Work Hours

One quarter of 2003 graduates work forty hours per week (25.2%). Another two in ten work between 36 and 39 hours per week (22.4%). Working more than forty hours a week is also quite common among respondents (18.7%) while working less than thirty hours is least common (13.1%). On average, graduates work 37.2 hours per week, which is in line with previous years.

Over one half of graduates (55.6%) do not work any paid overtime per week. One in five (19.4%) work 1 to 4 hours of overtime and one quarter (25.0%) work 5 or more hours per week. Including

respondents who do not work overtime, the average hours of paid overtime work per week is 3.6, up from 2.1 one year ago.

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 56.4% listing it in their top three. Roughly four in ten (41.6%) 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 40.7% citing it as a major factor. Geographical location (33.3%), hours wanted (24.1%) and salary (15.8%) were also among the most important factors.

Approximately seven in ten graduates (69.4%) 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 50.6% indicating this was one of their top three reasons. Approximately three in ten mentioned family commitments (33.3%) or location (29.4%) in their top three.

Respondents were asked to indicate the top three reasons for staying in their current position. In total, 44.4% of respondents said that one of the top three reasons why they have stayed in their current position is because they like their workgroup. Another 41.6% said they like the work, while 31.5% said they like the client group and 28.8% said they like the hours.

Satisfaction with Current Job

Overall, 88.0% of respondents are satisfied or very satisfied with their current primary job. Eight respondents (7.4%) are dissatisfied and four respondents are very dissatisfied. The percentage of respondents who are very satisfied with their job has decreased from 37.0% of 2000 grads to 21.3% of 2003 grads.

Finances

The majority of respondents (86.1%) 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 between \$60,000 and \$65,000 per year. This has remained very similar over the past three years.

5-Year Follow-up Survey of the 2003 Graduates of the NEPS Program

Less than one half (43.6%) of respondents are still paying back student loans. This is in line with last year and 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 steadily increased from 14.6% of 2000 graduates to 30.9% of 2002 graduates but has since decreased to 27.3% of all graduates.

Work Missed Due to Health Problems

Of the 56 respondents who have been absent due to health problems, nearly one half (44.9%) have missed at least one week of work in the past year. In total, 13.7% have missed more than two weeks.

Of those who have been absent from work due to health problems (56 respondents), 40.0% (22 respondents) said that work or work environment was the primary or significant factor triggering their health problems. Less than one in six (15.6%) said their work or work environment had minimal impact on their health problems.

Career Goals

Just over one half (58.2%) of respondents would like to direct care/staff nurses in the future. Teaching clinical (35.5%), clients (42.7%) and students (57.3%) is also an aspiration for more than three in ten graduates. Other career aspirations include advanced practice (30.9%), management (22.7%) and research (21.8%).

Further Education

The proportion of 2003 graduates who have completed professional certifications is the lowest among all previous years' graduates, with less than one quarter completing a professional certification (24.5% decreasing significantly from last year at 39.6%). In addition, eight graduates surveyed (7.3%) have completed or are currently enrolled in a program leading to a higher degree. This proportion has decreased from 18.7% in the previous year.

Of the eight respondents who are currently enrolled or have completed a program, three are currently completing their Master of Nursing and two have already completed it. One is currently completing their Doctoral in Nursing and two are enrolled in a second undergraduate degree.

Satisfaction with Nursing

Nearly three quarters (70.9%) of respondents said their nursing education program prepared them well or very well for nursing practice.

5-Year Follow-up Survey of the 2003 Graduates of the NEPS Program

Overall, 90.8% of respondents are satisfied or very satisfied with nursing as a career. 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

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

Dr. Linda Ferguson obtained ethical approval for the individual phases of this project 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 2002-2003 academic year, with comparisons to the 2005, 2006 and 2007 five-year follow-up surveys for the graduates of the 1999-2000, 2000-2001 and 2001-2002 academic years.

Scope of Work

The College of Nursing at the University of Saskatchewan, the Nursing Division of the Saskatchewan Institute of Applied Science and Technology (SIAST), and Division of Health Sciences at the First Nations University of Canada contracted Insightrix Research, Inc. to conduct 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 as well as online.

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.

Insightrix utilized a technology specifically designed for graduate follow up surveys. This module, called "My Classmates", is driven by data provided in the University of Saskatchewan Alumni database and used to locate hard-to-find graduates. Upon completing the survey, graduates were asked to provide contact information for those they graduated with that Insightrix still needed to complete the survey. Alternatively, they were asked to have the graduate call Insightrix's toll free number and complete the survey at that time.

Response Rates and Confidence Intervals

Of the 192 graduates who completed the NEPS program in 2003, 189 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 110 completed the entire survey (61 online and 49 by phone) for a response rate of 57.3%. Given this overall response rate, we can be 95% sure that the results reported are within ± 6.1 percentage points of the actual population figures.

Study Results

Current Employment

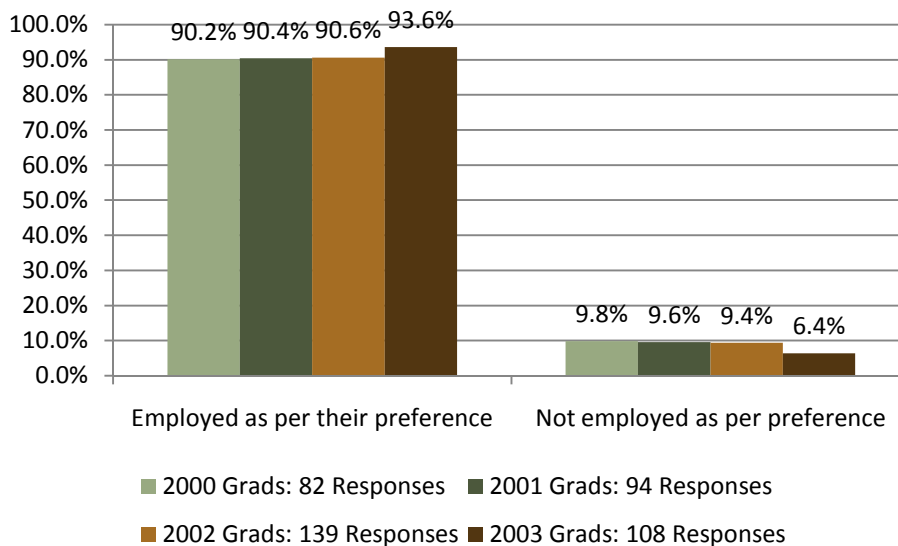
1. What is your current employment status?

One half of all graduates are currently employed in nursing on a regular full-time basis (50.9%). Another one quarter work regular part-time in nursing (25.5%) and 6.4% are casual part-time.

Description	Count	% of Responses
Regular full time (nursing)	56	50.9%
Regular part time (nursing)	28	25.5%
Paid leave (e.g. Maternity, disability, education) (nursing)	19	17.3%
Casual part time (nursing)	7	6.4%
Casual full time (nursing)	2	1.8%
Unemployed (not looking for work)	2	1.8%
Total	110	100%

2. Is this employment status your preference?

The majority of 2002-2003 graduates are working in their preferred employment status (93.6%).



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

The two respondents who said they are not currently employed nor looking, gave the following reasons:

(1) End stage renal failure.
 (1) I am going back to school.

3b. In the past 5 years, have you been employed in the nursing profession?

Of the two respondents who are not currently employed in the field of nursing, one has been employed in the nursing profession in the past five years and plans to seek out employment in this field in the future while one has not and does not intend to seek work in the nursing profession.

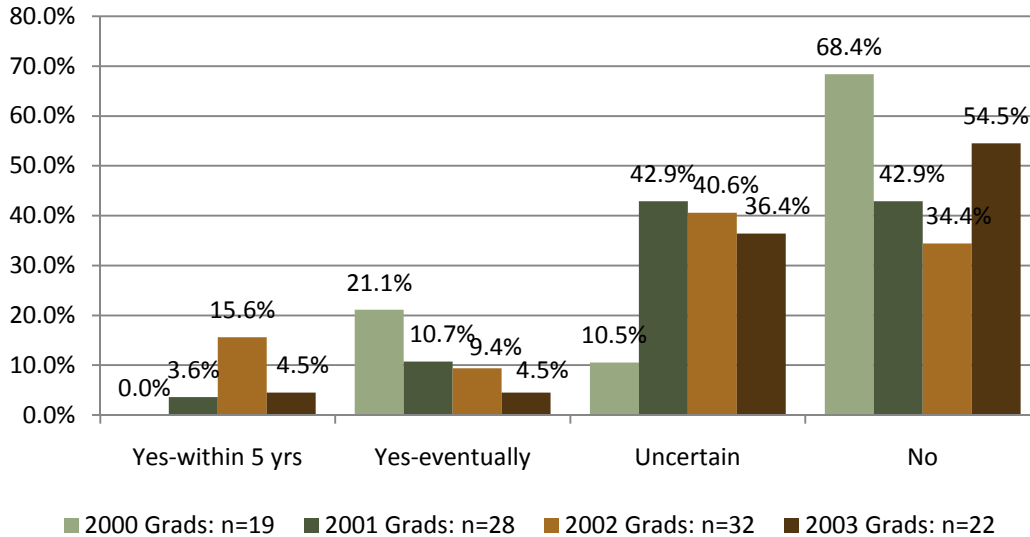
5. What is the geographical location of your current job?

Nearly eight in ten graduates of the 2002-2003 program work in Saskatchewan (79.6%), while 9.3% chose positions in Alberta.

Location	2000 Grads		2001 Grads		2002 Grads		2003 Grads	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Saskatchewan	63	76.8%	63	69.2%	104	76.5%	86	79.6%
Alberta	11	13.4%	16	17.6%	16	11.8%	10	9.3%
USA	4	4.9%	3	3.3%	6	4.4%	4	3.7%
Manitoba	0	0.0%	1	1.1%	3	2.2%	2	1.9%
British Columbia	2	2.4%	4	4.4%	2	1.5%	2	1.9%
Ontario	2	2.4%	2	2.2%	1	0.7%	3	2.8%
Yukon	0	0.0%	0	0.0%	0	0.0%	1	0.9%
North West Territories	0	0.0%	1	1.1%	1	0.7%	0	0.0%
New Brunswick	0	0.0%	0	0.0%	1	0.7%	0	0.0%
Nova Scotia	0	0.0%	0	0.0%	1	0.7%	0	0.0%
Other	0	0.0%	1	1.1%	1	0.7%	0	0.0%
	82	100%	91	100%	136	100%	108	100%

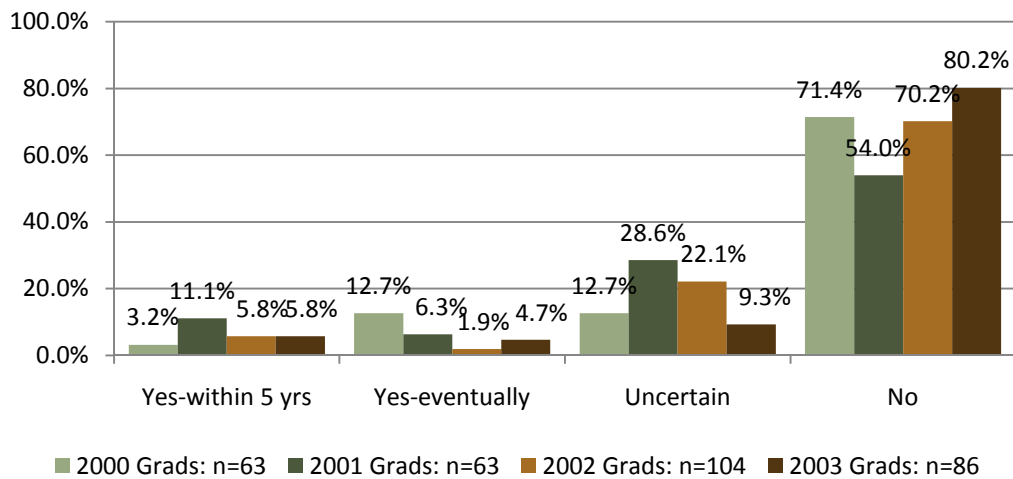
6. Do you plan to return to Saskatchewan to work?

Of the 22 respondents who are not currently employed in Saskatchewan, more than one half indicate they have no plans to return to the province (54.5%) while one third are uncertain (36.4%). Two respondents indicate intentions on returning to the province at some time in the future (one within 5 years and one “eventually”).



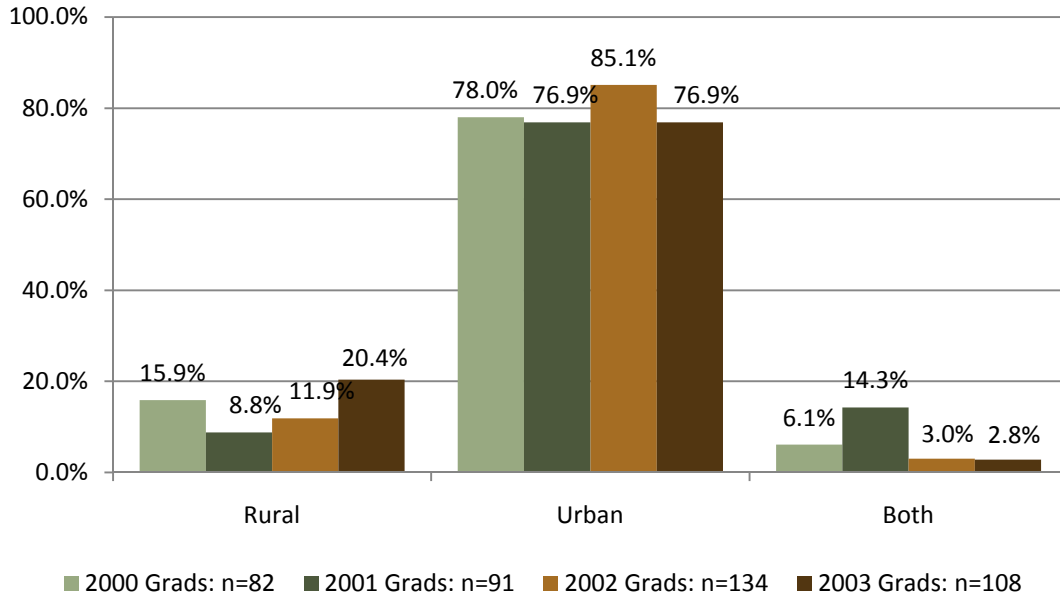
7. Do you plan to leave Saskatchewan to work elsewhere?

Of those currently working in Saskatchewan (86 respondents), 80.2% do not plan to leave to work elsewhere, up 10 percentage points from last year. One in ten believe they will leave the province at some time in the future to work elsewhere (5.8% within five years and 4.7% say “eventually”).



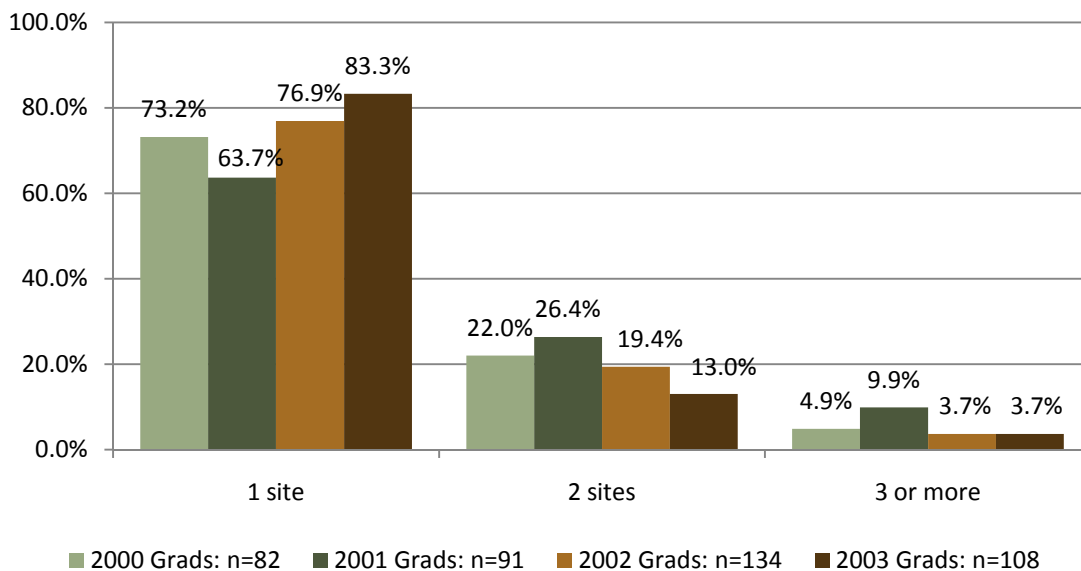
8. Please specify whether the location of your current job is:

Currently, just over three quarters of the graduates of the 2002-2003 class are working in an urban location (76.9%); this is in-line with the findings of the 2005 and 2006 surveys but a decrease from the 2007 survey.



9. At how many sites do you currently work?

Over the year, the proportion of graduates working at two sites has decreased by roughly six percentage points (down to 13.0% from 19.4% last year). Conversely, the proportion of graduates from the 2002-2003 class who work at only one site has increased by roughly the same (up 6.4% from the previous cohort).



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

When considering their primary site (where the most hours are worked per week), nearly six in ten 2002-2003 graduates work at a general hospital with more than 100 beds. This proportion is down somewhat from previous cohorts while the proportion of graduates who work in a general hospital with less than 100 beds has increase from a low of 8.2% last year to 19.4% this year.

Description	2000 Grads		2001 Grads		2002 Grads		2003 Grads	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
General hospital, 100 beds and over	50	61.0%	62	68.1%	88	65.7%	63	58.3%
General hospital, less than 100 beds	10	12.2%	9	9.9%	11	8.2%	21	19.4%
Community Health/Health Centre	8	9.8%	10	11.0%	12	9.0%	9	8.3%
Nursing Home/Long Term Care Facility	3	3.7%	2	2.2%	3	2.2%	3	2.8%
Educational Institution	2	2.4%	2	2.2%	8	6.0%	3	2.8%
Mental Health Centre / Hospital	2	2.4%	0	0.0%	0	0.0%	2	1.9%
Primary Health Care Centre	0	0.0%	0	0.0%	2	1.5%	2	1.9%
Private Nursing Agency/Private Duty	0	0.0%	0	0.0%	0	0.0%	1	0.9%
Home Care Agency	1	1.2%	0	0.0%	1	0.7%	1	0.9%
Nursing Stations (Outpost or clinics)	0	0.0%	0	0.0%	3	2.2%	0	0.0%
Rehabilitation/Convalescent Centre	0	0.0%	1	1.1%	1	0.7%	0	0.0%
Physician's Office/Family Practice Unit	1	1.2%	0	0.0%	0	0.0%	0	0.0%
Association/Government	3	3.7%	3	3.3%	2	1.5%	0	0.0%
Other, (please specify)	2	2.4%	2	2.2%	3	2.2%	3	2.8%
Total	82	100%	91	100%	134	100%	108	100%

Sites include:

- Different work sites but same employer
- Different units but same employer
- Different employers with same or different units
- For community-based nurses, many schools/homes would be one unit

5-Year Follow-up Survey of the 2002-03 Graduates of the NEPS Program

In total, 61.1% of respondents work at a general hospital with more than 100 beds at one or more sites. A total of 20.4% work at a general hospital with less than 100 beds, 10.2% at a community health centre at one or more sites, and 4.6% at an educational institution or nursing home.

Description	Count	Net % at one or more sites
General hospital, 100 beds and over	66	61.1%
General hospital, less than 100 beds	22	20.4%
Community Health/Health Centre	11	10.2%
Educational Institution	5	4.6%
Nursing Home/Long Term Care Facility	5	4.6%
Home Care Agency	4	3.7%
Other, (please specify)	3	2.8%
Mental Health Centre / Hospital	3	2.8%
Primary Health Care Centre	2	1.9%
Private Nursing Agency/Private Duty	1	0.9%
Self-employed	1	0.9%
Nursing Stations (Outpost or clinics)	1	0.9%
Total	108	100%

11. Is your employer a First Nation organization?

Two respondents (1.9%) say that they work for a First Nation organization at their primary location. Of respondents who work at more than one site, one works for a First Nations organization in their second site and one works for a First Nations organization in their third site.

12. What is your position?

Nine in ten respondents work as staff nurses at their primary location (91.7%), a notable increase from last year (75.1%), but returning to proportions seen in previous cohorts. Another 3.7% have positions related to education and the remaining 0.9% work as a manager.

Description	2000 Grads		2001 Grads		2002 Grads		2003 Grads	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Staff Nurse/Community Health Nurse	68	84.0%	84	92.3%	102	76.1%	99	91.7%
Director/Assistant Director	0	0.0%	0	0.0%	1	0.7%	0	0.0%
Manager/Assistant Manager	4	4.9%	0	0.0%	4	3.0%	1	0.9%
Clinical Nurse Specialist	1	1.2%	3	3.3%	3	2.2%	0	0.0%
Instructor/Professor/Educator	2	2.5%	2	2.2%	8	6.0%	4	3.7%
Consultant	0	0.0%	2	2.2%	0	0.0%	0	0.0%
Nursing Practitioner	3	3.7%	0	0.0%	9	6.7%	0	0.0%
Outpost or Primary Care Nurse	0	0.0%	0	0.0%	3	2.2%	0	0.0%
Other, (please specify)	3	3.7%	0	0.0%	4	3.0%	4	3.7%
Total	81	100%	91	100%	134	100%	108	100%

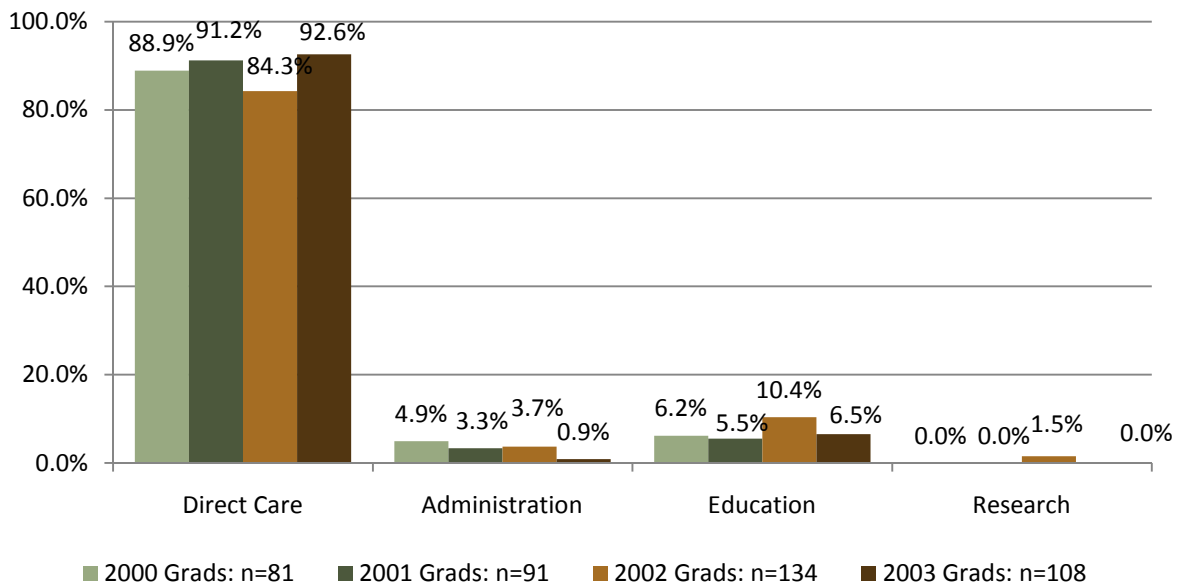
5-Year Follow-up Survey of the 2002-03 Graduates of the NEPS Program

In total, 92.6% of respondents work as a staff nurse at one or more sites. A total of 6.5% work as an educator at one or more sites, 3.7% work in "other", 0.9% as a Primary Care Nurse, and 0.9% as a manager.

	Count	Net % at one or more sites
Staff Nurse/Community Health Nurse	100	92.6%
Instructor/Professor/Educator	7	6.5%
Other, (please specify)	4	3.7%
Outpost or Primary Care Nurse	1	0.9%
Manager/Assistant Manager	1	0.9%

13. What is your main area of responsibility?

Again, while considering only their primary site, nine in ten indicate Direct Care is their main area of responsibility (92.6%). Education (6.5%) and Administration (0.9%) comprise the remaining proportion of respondents.



In total, 93.5% of respondents work in direct care at one or more sites, 8.3% work in education and 1.9% work in administration.

Area	Count	Net % at one or more sites
Direct Care	101	93.5%
Education	10	9.3%
Administration	2	1.9%
Research	0	0.0%
Total	108	100%

14. In what area do you provide:

Combining all sites, nearly one half of respondents work in one or more sites specifically in the Medical/surgical area of Direct Care (45.4%) Emergency Care (18.5%), Paediatrics (8.3%) and Maternal/Newborn (8.3%) are also common areas respondents work in at one or more sites.

Main Area	Specific Area	Net % of total respondents at one or more sites
Direct Care	Medical/Surgical	45.4%
	Emergency care	18.5%
	Paediatric	8.3%
	Maternal/Newborn	8.3%
	Community Health	8.3%
	Critical Care	7.4%
	Psychiatric/Mental Health	6.5%
	Home care	5.6%
	Oncology	4.6%
	Geriatric/Long term care	3.7%
	Occupational Health	3.0%
	Ambulatory Care	2.8%
	Several clinical areas	1.9%
	Palliative Care	1.9%
	Operating Room/RR	0.9%
Other, (please specify)	4.5%	
Education	Teaching - Students	4.6%
	Teaching - Employees	2.8%
	Teaching - Clients	0.9%
Administration	Direct Care	0.9%
	Education	0.9%
	Other	0.7%
Research	Other	0.7%

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

One quarter of 2003 graduates work forty hours a week (25.2%). Another two in ten work between 36 and 39 hours per week including overtime (22.4%). Working more than forty hours a week is also quite common among respondents (18.7%). On average, graduates work 37.2 hours per week, which is in line with previous years.

Hours worked per week	Count	Percent
Less than 30	14	13.1%
30-35	22	20.6%
36-40	51	47.6%
More than 40	20	18.7%

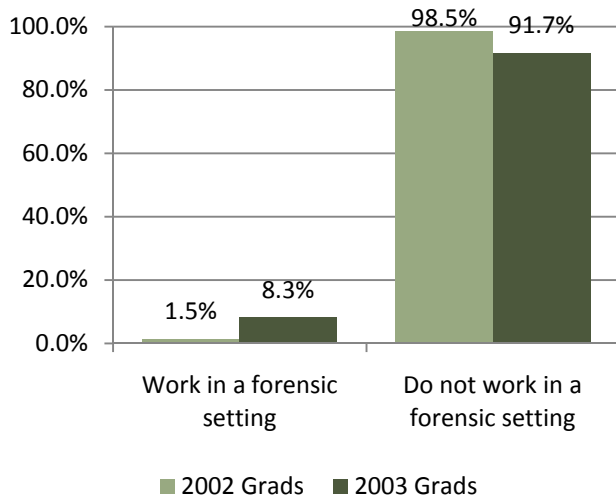
15b. On average, how many total hours of paid overtime do you work per week?

More than one half (55.6%) of respondents do not work any paid overtime per week. One in five (19.4%) work 1 to 4 hours of overtime and one quarter (25.0%) work 5 or more overtime hours per week. Only including those who work overtime, the average hours of paid overtime worked per week is 8.1 but reduces to 3.6 hours if those who do not work overtime are included in the average.

Hours of paid OT per week	Count	Percent
None	60	55.6%
1 to 4	21	19.4%
5 or more	27	25.0%
Total	108	100.0%

15c. Do you work in a forensic setting?

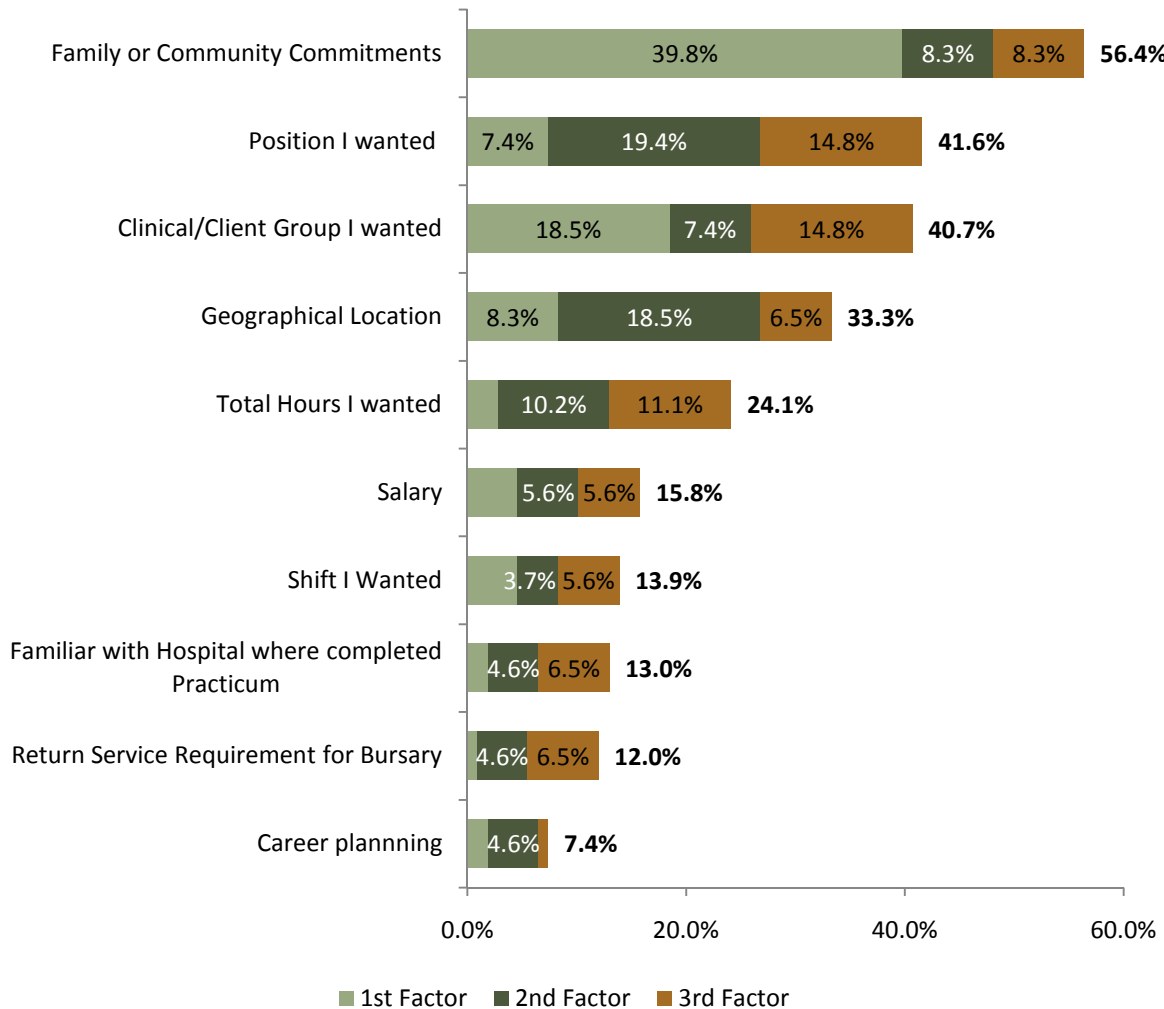
Nine respondents work in a forensic setting (8.3%).



Base: all respondents (2002; n=139, 2003; n=110)

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 top three influencing factors when choosing work location among all nurses are family or community commitments (56.4%), receiving the position they wanted (41.6%), and the location had the clinical or client group they wanted (40.7%).



***Totals Bolded**

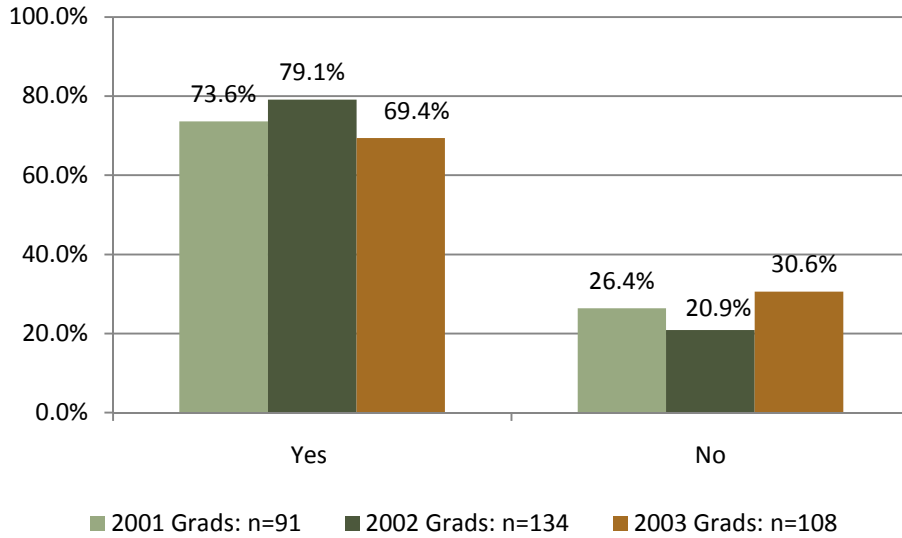
5-Year Follow-up Survey of the 2002-03 Graduates of the NEPS Program

Family or community commitments is the top mention of graduates in all cohorts.

	2000 Grads	2001 Grads	2002 Grads	2003 Grads
Family or community commitments	53.1%	57.1%	56.0%	56.4%
Position I wanted	44.4%	45.1%	51.5%	41.6%
Clinical/client group I wanted	29.6%	36.3%	41.0%	40.7%
Geographic location	50.6%	26.4%	29.9%	33.3%
Shift I wanted	17.3%	19.8%	21.6%	13.9%
Total hours I wanted	18.5%	27.5%	16.4%	24.1%
Salary	16.0%	12.1%	14.2%	15.8%
Familiarity with hospital where completed practicum	12.3%	12.1%	11.2%	13.0%
Career planning	7.4%	7.7%	9.0%	7.4%
Other	11.1%	8.8%	7.5%	4.7%
Signing bonus	3.7%	8.8%	6.0%	4.6%
Reputation of the institution as a quality workplace	9.9%	13.2%	6.0%	6.5%
Desire to travel	2.5%	3.3%	4.5%	5.6%
Orientation program	1.2%	6.6%	4.5%	6.5%
Graduate school assistance	0.0%	3.3%	3.7%	0.9%
Return service requirement for bursary	2.5%	2.2%	3.7%	12.0%
Bursary work commitment / Student loan assistance	2.5%	2.2%	3.7%	1.8%
College friends	1.2%	4.4%	3.7%	3.8%
Housing provided	-	-	2.2%	1.8%
Received promotion	1.2%	0.0%	2.2%	2.8%
Mentorship opportunities	2.5%	5.5%	1.5%	2.8%

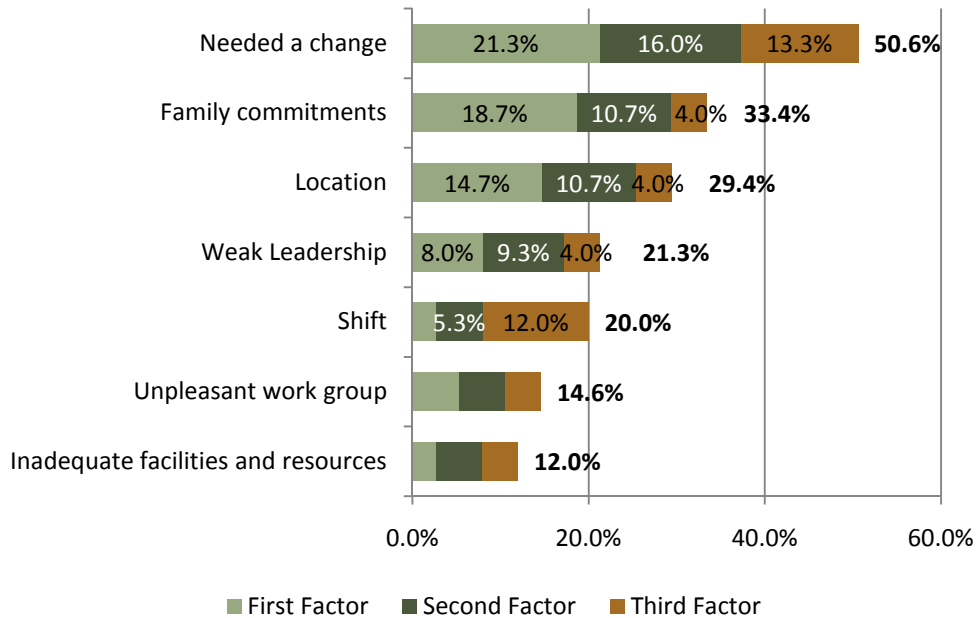
16a. Have you changed your work setting or work area since graduation?

The proportion of graduates who have changed their work setting or work area since graduation has decreased notably since last year. Nearly eight in ten 2002 graduates reported a change last year (79.1%) compared to seven in ten 2003 graduates (69.4%).



17. Please indicate the top 3 reasons for leaving your previous position

Of those who have changed their work setting or work area since graduation, one half said they did so because they needed a change (50.6%), thus making “the need for change” the most common of the top three reasons for leaving a position. Other commonly mentioned reasons for leaving include: family commitments (33.4%), location (29.4%) and weak leadership (21.3%).



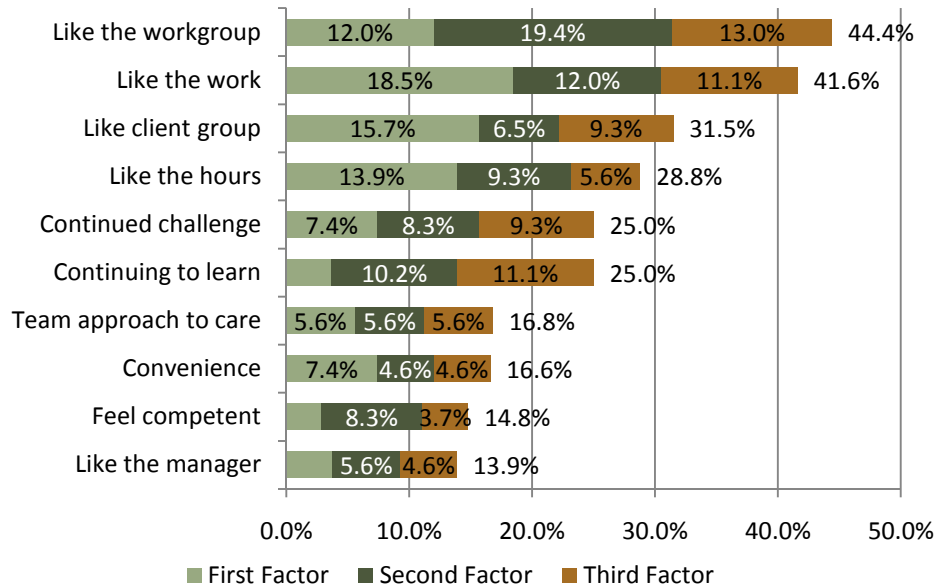
***Totals bolded**

The following table shows the percentage who mentioned each area in their top three reasons. Needing a change is the top mention for all four cohorts.

	2000 Grads	2001 Grads	2002 Grads	2003 Grads
Needed a change	44.8%	55.2%	62.3%	50.6%
Family commitments	32.8%	37.3%	27.4%	33.4%
Shift	19.0%	26.9%	25.5%	20.0%
Location	27.6%	29.8%	23.6%	29.4%
Unpleasant work group	22.4%	10.4%	17.9%	14.6%
Inadequate facilities and resources	13.8%	8.9%	17.9%	12.0%
Other	13.8%	25.4%	17.9%	14.7%
Weak Leadership	10.3%	13.4%	16.0%	21.3%
Travel	6.9%	14.9%	11.3%	10.7%
Salary	17.2%	19.4%	11.3%	10.7%
Going to school	3.4%	7.5%	9.4%	9.4%
Position ended	3.4%	7.5%	7.5%	6.4%
Health reasons	5.2%	7.5%	5.7%	5.3%
Wanted time off	5.2%	3.0%	5.7%	5.3%
Received promotion	0.0%	3.0%	4.7%	4.0%

18. Please indicate the top 3 reasons for staying in your current position.

Among graduates of the 2002-2003 class, the most common reason to stay in their current position is an affinity for their workgroup, with 44.4% indicating this as one of their top three reasons to stay. A total of 41.6% say they like the work and 31.5% like their client group. Other top reasons for staying in their current position include good hours (28.8%), continued challenge (25.0%) and the ability to continue learning (25.0%).

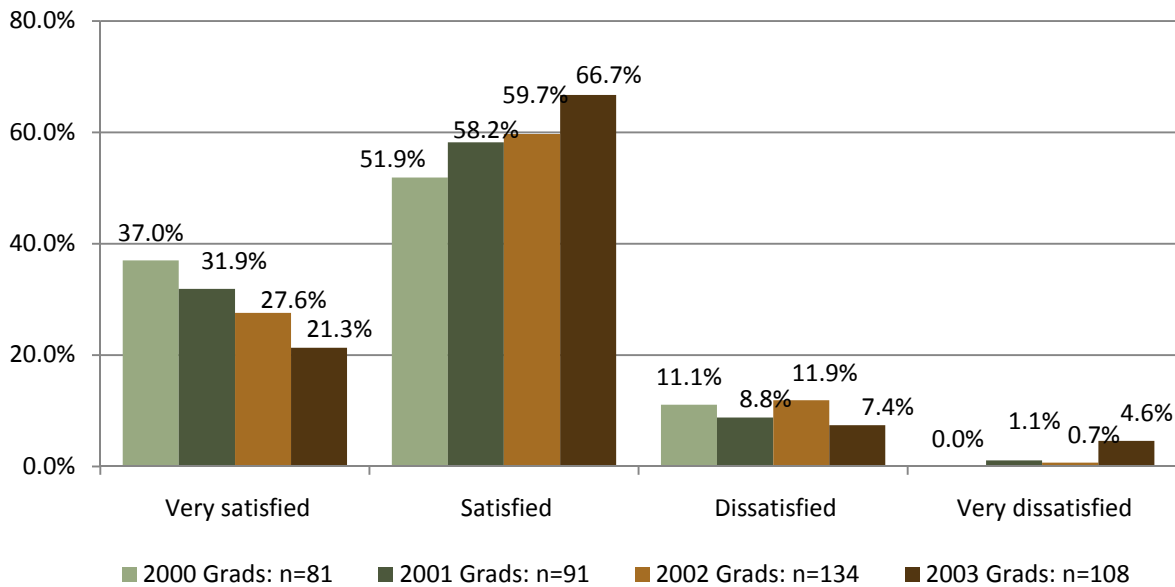


Of all the top reasons indicated for staying in their current position, liking the client group has shown a notable decrease in the proportion of respondents who selected it in their top three reasons (31.5%; down from 44.0% last year). Liking the workgroup, however, has seen an increase (44.4%; up from 33.6% last year).

	2000 Grads	2001 Grads	2002 Grads	2003 Grads
Like the client group	27.2%	57.1%	44.0%	31.5%
Like the work	45.7%	40.7%	38.8%	41.6%
Like the workgroup	35.8%	29.7%	33.6%	44.4%
Continuing to learn	13.6%	22.0%	32.1%	25.0%
Continued challenge	24.7%	33.0%	30.6%	25.0%
Like the hours	33.3%	33.0%	28.4%	28.8%
Feeling competent	9.9%	14.3%	18.7%	14.8%
Convenience	17.3%	12.1%	13.4%	16.6%
Like the manager	16.0%	16.5%	11.2%	13.9%
Opportunity for formal education/support	6.2%	7.7%	9.0%	5.6%
Taking on clinical leadership	4.9%	5.5%	7.5%	5.7%
Other	18.5%	5.5%	7.5%	7.4%
No choice	8.6%	5.5%	6.7%	8.3%
Professional team approach to care	7.4%	8.8%	6.7%	16.8%
Seen as an expert	3.7%	5.5%	6.7%	6.5%
Have a mentor in the setting	1.2%	3.3%	5.2%	3.8%

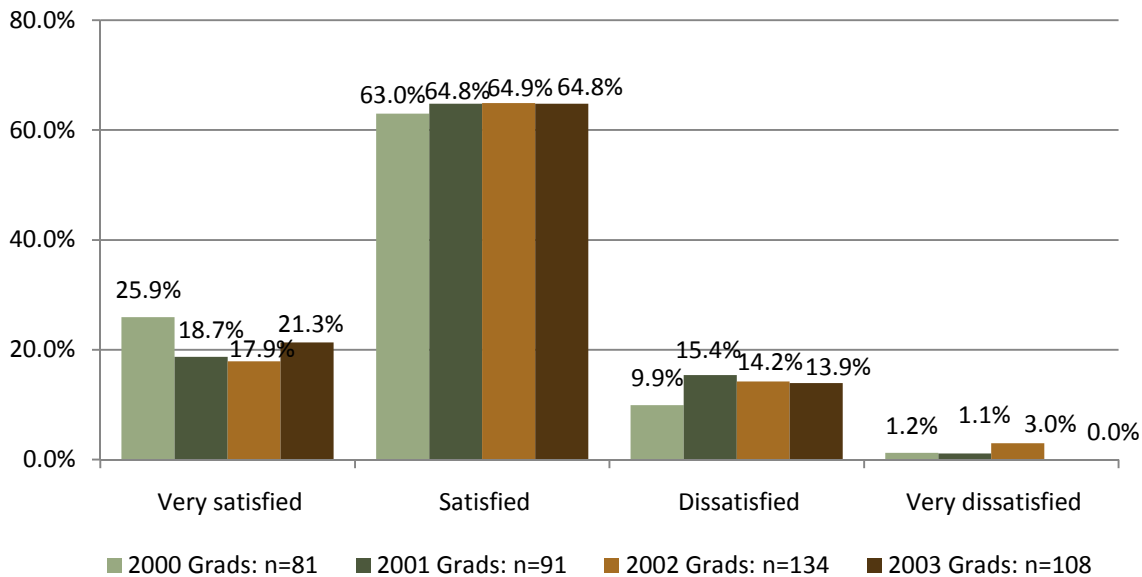
19. How satisfied are you with your current primary job?

Nearly nine in ten 2003 graduates are satisfied or very satisfied with their current primary job (88.0%). Eight respondents indicate that they are dissatisfied (7.4%) and four say they are very dissatisfied (4.6%). The proportion of those who are very satisfied has continued to decline, while the proportion of those who are satisfied has increased by roughly the same proportion. This trend is consistent through all cohorts.



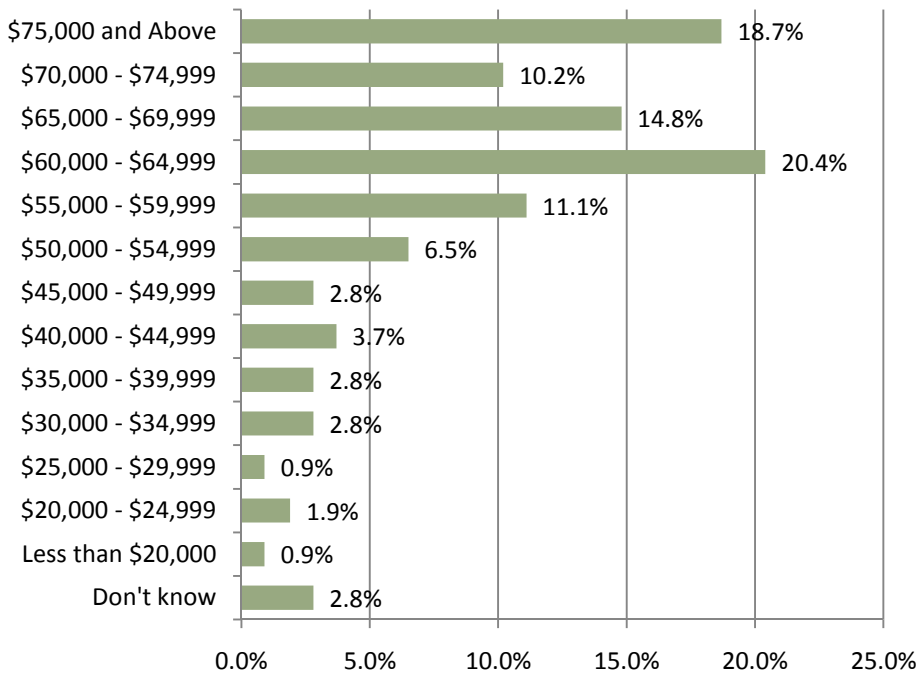
20. How satisfied are you with your current gross annual salary for your primary job?

In line with previous graduating classes, 86.1% of 2003 graduates are either satisfied or very satisfied with the gross annual salary received in their current primary job.



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

The median annual earnings for nursing graduates is between \$60,000 and \$65,000.

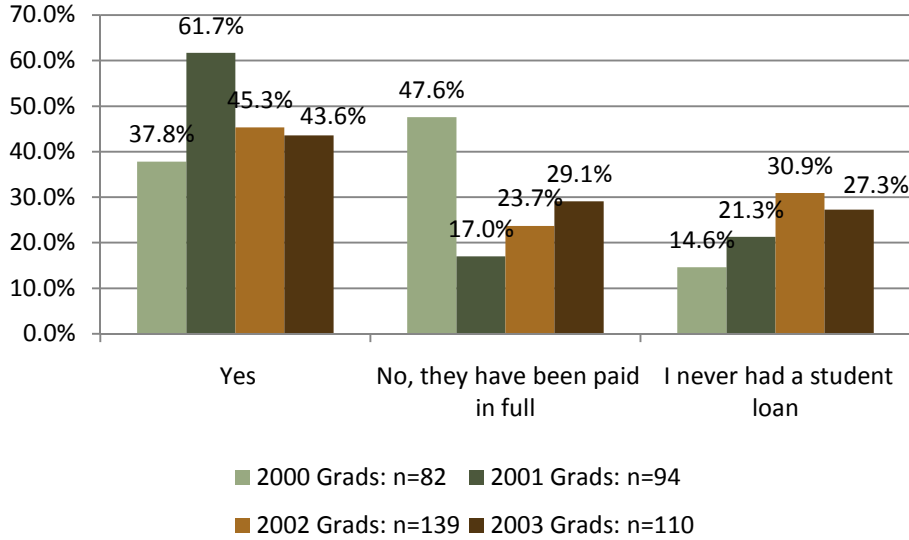


The proportion earning \$70,000 or more has increased notably from previous cohorts.

	2000 Grads		2001 Grads		2002 Grads		2003 Grads	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Less than \$40,000	12	15.8%	9	10.1%	10	7.9%	10	9.3%
\$40,000 to \$49,999	10	13.2%	8	9.0%	16	12.7%	7	6.5%
\$50,000 to \$59,999	18	23.7%	32	36.0%	38	30.2%	19	17.6%
\$60,000 to \$69,999	20	26.3%	29	32.6%	36	28.6%	38	35.2%
\$70,000 or more	16	21.1%	11	12.4%	26	20.6%	34	31.7%
Total	76	100.0%	89	100.0%	126	100.0%	105	100.0%

22. Are you still paying back student loans?

Just over four in ten graduates are still paying back a student loan (43.6%) five years after graduating from their nursing program, while 29.1% say they have paid back their loan in full. Fewer than three in ten graduates never had a student loan to repay (27.3%).



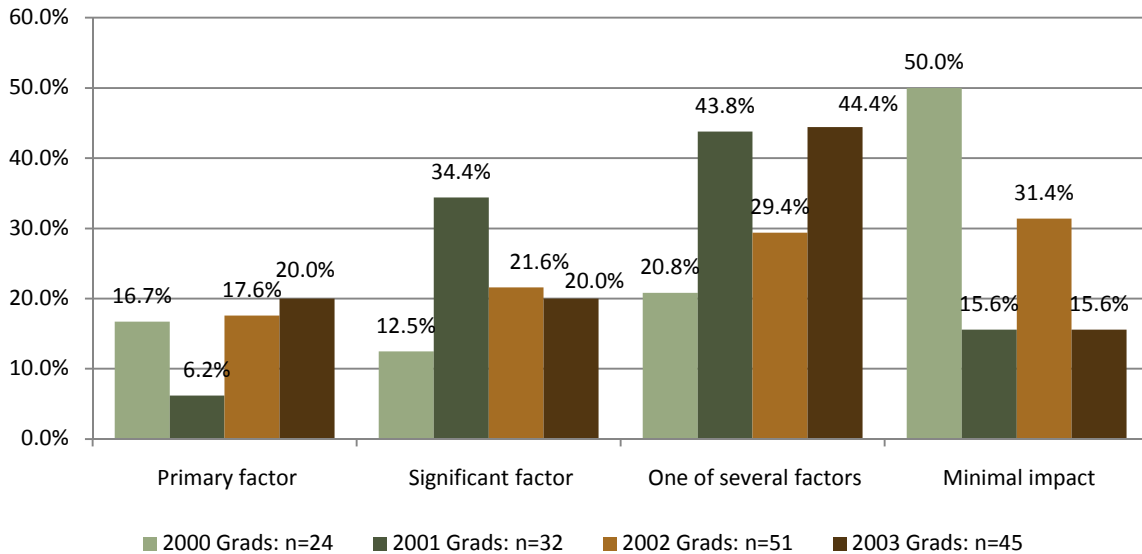
23. In the past year, what is the total number of weeks that you have been absent from work or unemployed as the result of health problems?

In total, just over one half of respondents have missed at least one week of work in the past year due to health problems (50.9%). Slightly fewer than two in ten respondents have missed three weeks or more (17.2%).

Time missed due to health problems	2000 Grads		2001 Grads		2002 Grads		2003 Grads	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
0 weeks	51	63.0%	46	50.0%	76	55.1%	54	49.1%
1 week	9	11.1%	22	23.9%	31	22.5%	22	20.0%
2 weeks	12	14.8%	7	7.6%	12	8.7%	15	13.6%
3 weeks	3	3.7%	6	6.5%	4	2.9%	3	2.7%
4 weeks	1	1.2%	3	3.3%	8	5.8%	3	2.7%
5 weeks	0	0.0%	0	0.0%	0	0.0%	2	1.8%
6 weeks	1	1.2%	3	3.3%	3	2.2%	2	1.8%
7 -20 weeks	2	2.4%	4	4.4%	1	0.7%	2	1.8%
21-52 weeks	2	2.5%	1	1.1%	3	2.2%	7	6.4%
Total	81	100%	92	100%	138	100%	110	100.0%

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, 44.4% feel work or work environment was only one of several factors exacerbating health problems for them. Forty percent said work or work environment was a significant (20.0%) or primary factor (20.0%) in the health issues that kept them from going to work, while the remaining 15.6% say work had only a minimal impact on their health problems.



25. Which of the following would you include in your career goals?

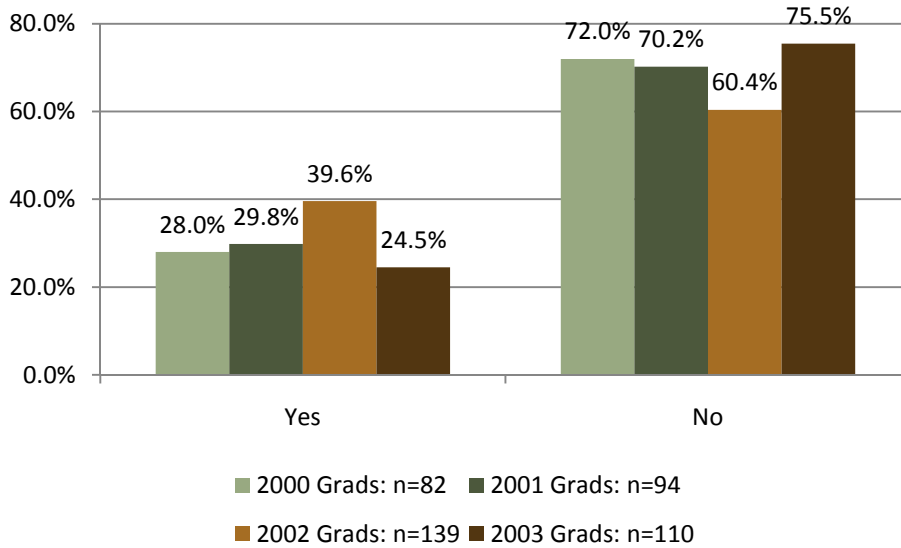
Six in ten graduates of the 2002-2003 program aspire to direct care/staff nurses (58.2%), up more than ten percent from the 2001-2002 graduates. Teaching students (57.3%), clients (42.7%) and other nurses (35.5%) are among the most frequent goals selected by graduates.

Career Goals	2000 Grads		2001 Grads		2002 Grads		2003 Grads	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Direct care / Staff nurse	61	74.4%	55	58.5%	63	45.3%	64	58.2%
Teaching - Students	55	67.1%	59	62.8%	73	52.5%	63	57.3%
Teaching - Clients	56	68.3%	51	54.3%	48	34.5%	47	42.7%
Teaching - Clinical (other nurses)	47	57.3%	41	43.6%	48	34.5%	39	35.5%
Advanced practice - Nurse practitioner	38	46.3%	22	23.4%	39	28.1%	34	30.9%
Management / Administration	25	30.5%	20	21.3%	19	13.7%	25	22.7%
Research	20	24.4%	20	21.3%	31	22.3%	24	21.8%
Advanced practice - Clinical nurse specialist	32	39.0%	24	25.5%	22	15.8%	15	13.6%
Advanced practice - Nurse Midwife	6	7.3%	12	12.8%	10	7.2%	11	10.0%
Advanced practice - Nurse anaesthetist	12	14.6%	8	8.5%	10	7.2%	9	8.2%
Advanced practice - First assist	4	4.9%	7	7.4%	8	5.8%	7	6.4%
Advanced practice - Other	4	4.9%	6	6.4%	3	2.2%	1	0.9%
Other (please specify)	5	6.1%	6	6.4%	10	7.2%	7	6.4%
Not sure	0	0.0%	3	3.2%	8	5.8%	6	5.5%
Total	82	100%	94	100%	139	100%	110	100%

Further Education

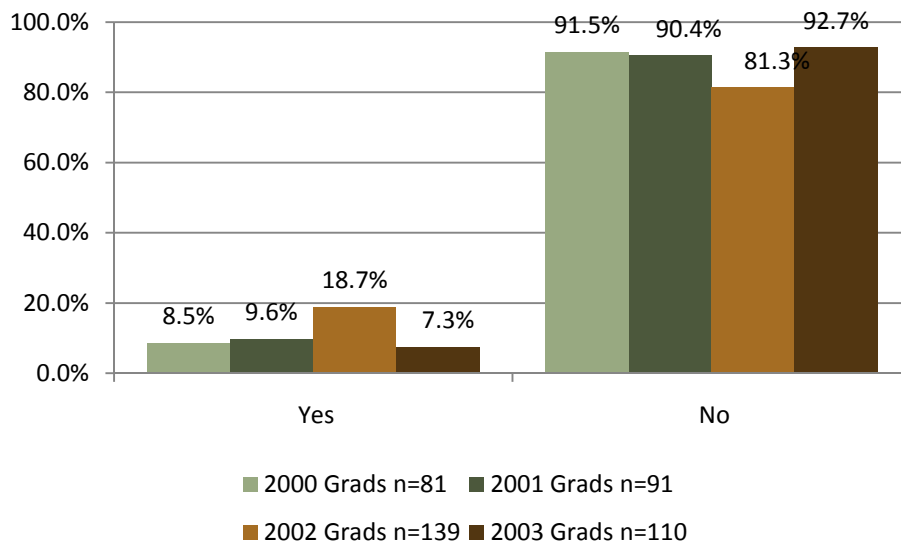
26. Have you completed any professional certifications (e.g. Certified Cardiovascular Nurse, Certified Emergency Nurse)?

One quarter completed a professional certification (24.5%). This result is notably lower than for the 2002 graduates but in line with the results from the surveys of 2001 and 2000 graduates.



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

Fewer than one in ten have completed or are enrolled in a program leading to a higher degree (7.3%). This proportion is a decrease from the results of last year's survey but in line with the two prior years.



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

Of the eight respondents who are currently enrolled or have completed a program leading to a higher degree, five took a Master's in Nursing (3 still in progress and 2 graduated in 2006 and 2007). One is in the process of acquiring a Master's, though not in Nursing. Another respondent is working on a Doctoral Degree in Nursing and two are enrolled in a second undergraduate degree.

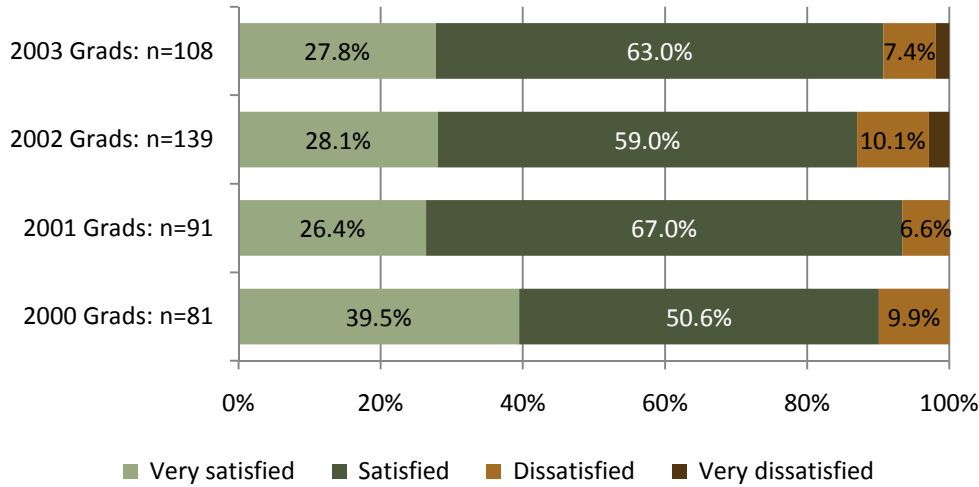
27b. And are you going to school full-time or part-time?

Of those who are currently enrolled (6 respondents) three are enrolled in part-time studies and three are in full-time studies.

Satisfaction with Nursing

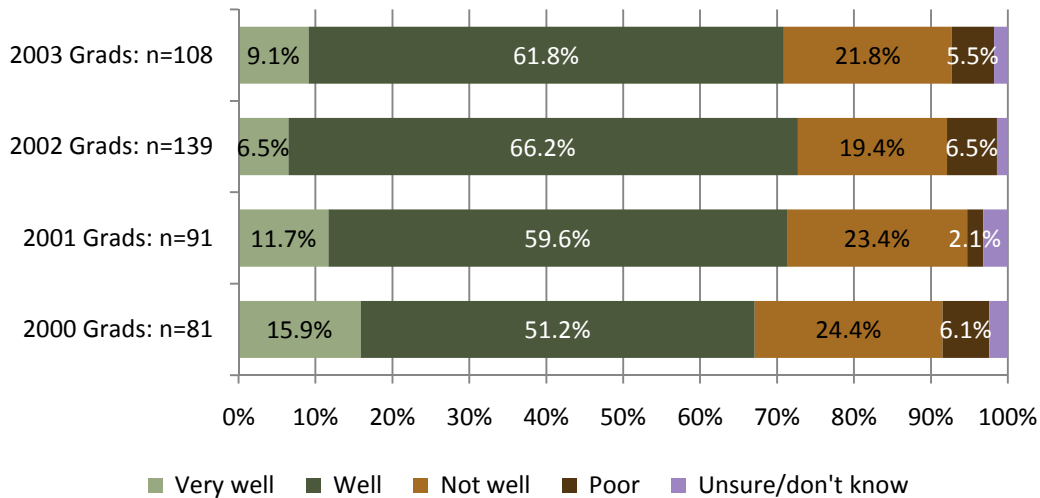
28. How satisfied are you with nursing as a career?

Nine in ten respondents are either satisfied or very satisfied with nursing as their career choice (90.8%); this is in line with results from previous graduating classes.



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

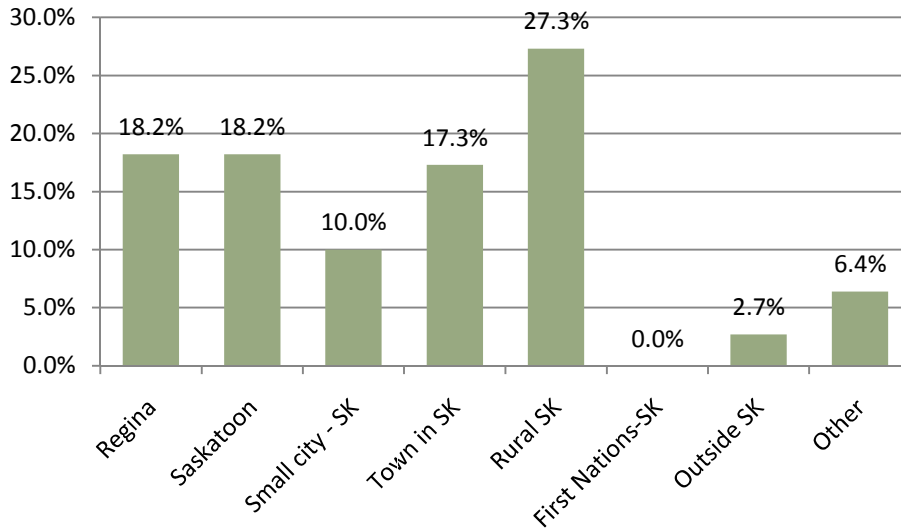
The majority of respondents feel their nursing program prepared them well (61.8%) or very well (9.1%) for their nursing practice.



Demographics

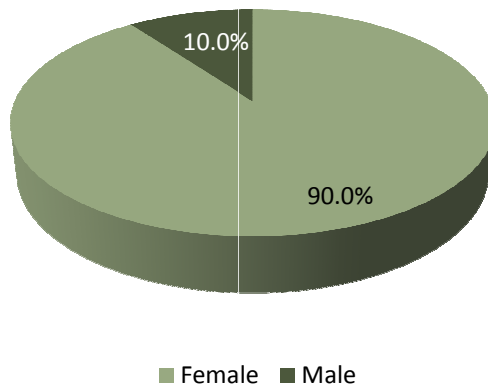
30. Where did you grow up?

More than one quarter of respondents grew up in a rural community in Saskatchewan (27.3%). Similar proportions grew up in either Regina (18.2%) or Saskatoon (18.2%). Those from small cities in Saskatchewan comprise 10.0% of all respondents, and those from outside the province make-up another 2.7%.



31. Gender:

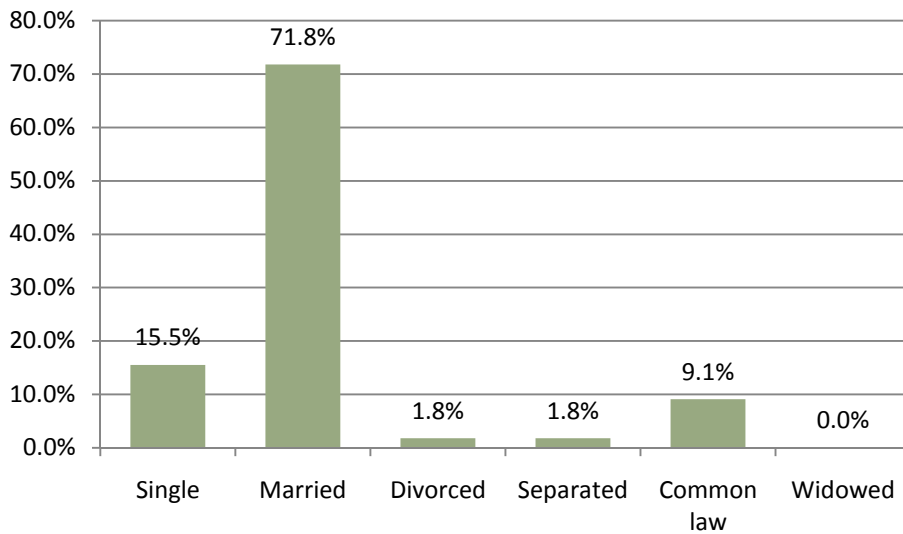
Nine in ten respondents are female (90.0%).



Base: all respondents (n=110)

32. Current marital status

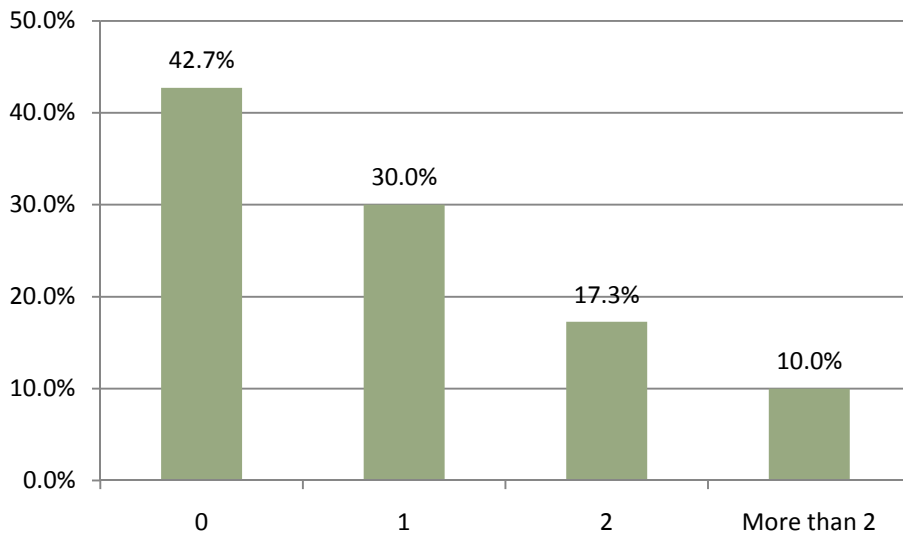
More than eight in ten respondents are currently married (71.8%) or have a common law partner (9.1%), one in six are single (15.5%) and the remaining 3.6% are divorced or separated.



Base: all respondents (n=110)

33. Number of dependent children and adults

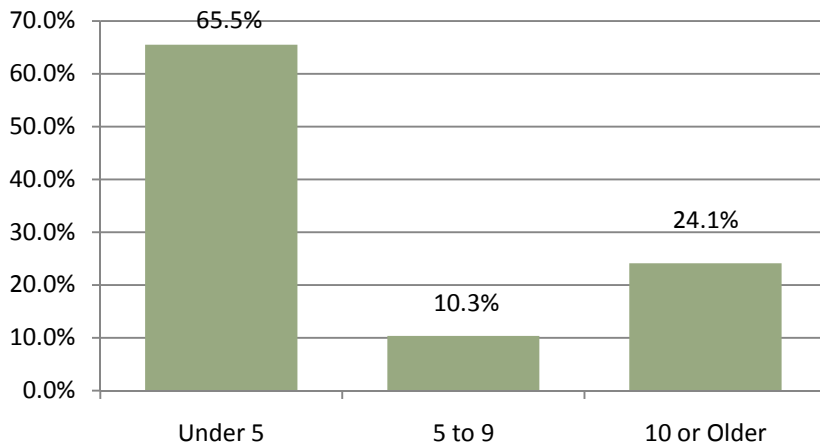
More than one half of respondents have at least one dependent adult or child (57.3%).



Base: all respondents (n=110)

34. What are the ages of your dependent children?

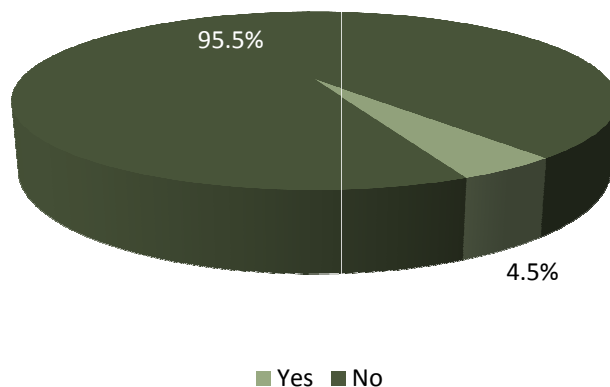
In total, among all respondents there are 87 dependents with an average age of 5.3 years. Two thirds are under the age of five, indicating that they were born after completion of the nursing program (65.5%). Another one quarter is older than ten years of age or older (24.1%) and the remaining 10.3% of dependents are between five and nine years old.



Base: all respondents (n=110)

35. Do you hold aboriginal status? Base: All Respondents (n=110)

Just fewer than five percent of respondents hold an aboriginal status (4.5%). Of the four respondents who hold aboriginal status, two self-identified as Status/Treaty (50.0%) and the remaining two are Métis (50.0%).



Base: all respondents (n=110)