



**Nursing Education Program of
Saskatchewan (NEPS) Employment Survey:**

*Graduates of the NEPS Program in the 2004-2005 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 2004-2005*

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Dean Lorna Butler
College of Nursing
University of Saskatchewan

Dean Netha Dyck
Nursing Division
Saskatchewan Institute of Applied
Science and Technology

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Dept. of Health Sciences
First Nations University of Canada

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Project Coordination Team

Linda Ferguson, (CofN), Lois Berry (CofN), Don Froese (SIAST), and Anthony de Padua (First Nations University of Canada)



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*Executive Summary
Class of 2004-05*

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Executive Summary

In this report, we summarize the results of the 2010 Five-year Follow-Up survey of graduates of the Nursing Education Program of Saskatchewan (NEPS), class of 2005. 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 August 13th to November 25th, 2010. A total of 216 of the graduates who completed the NEPS program in 2005 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 92 completed the entire survey (70 online and 22 by phone), representing a 42.6% response rate. With this response rate, the error at 95% confidence is ± 7.76 percentage points.

Demographics

A majority of 2005 graduates (67.4%) grew up outside of Saskatchewan's two major urban areas. Nearly three in ten (28.3%) are from rural Saskatchewan, while one quarter (23.9%) are from a town in the province. Two in ten (18.5%) 2005 NEPS graduates are from Regina, while 14.1% are from Saskatoon.

Nearly all respondents are female (95.7%). Three quarters (75.0%) were married at the time of the survey, while 14.1% were single. A further 8.7% were in a common law relationship. One in twenty (5.4%) of the 2005 graduates hold Aboriginal status.

Sixty-two respondents care for dependent children or adults. Specifically, respondents have a total of 85 dependent children. On average, dependents of respondents are 5 years old. Two thirds (67.1%) of dependent children are under 5 years of age.

Current Employment

Nearly all (94.6%) respondents are currently working as a nurse or currently are on paid leave from their nursing position. One half (55.4%) are employed in a regular full time position, one quarter (25.0%) are employed in a regular part time role, one in ten (10.9%) in a casual part time role, and three respondents (3.3%) are employed in a casual part time role. Among both employed and unemployed graduates from 2005, over one in ten (13.0%) are not currently employed as per their preference.

Among the three respondents who are not currently employed in nursing, two have been employed in nursing the past, and one has not. Two of these respondents intend to seek employment in nursing in the future, while one does not.

Job Profile

Nearly nine in ten (87.6%) respondents who are employed in nursing are employed in Saskatchewan. One in twenty (5.6%) are employed in Alberta. Among the eleven graduates who are currently working out of province, three plan to eventually return to Saskatchewan, while five are not planning to return. The remaining three graduates are uncertain if they will return.

Of those graduates that are employed within Saskatchewan, a strong majority (79.5%) are not planning to leave Saskatchewan to work outside of the province. Only three 2005 graduates who are currently working in the province indicate that they plan to eventually relocate out of province.

A majority (71.9%) of employed respondents are working in an urban setting, while two in ten (20.2%) work in a rural setting. Most graduates (74.2%) are employed at one site, while the balance (25.9%) are employed at two or more sites.

One half of employed 2005 graduates (49.4%) work primarily at a general hospital with 100 beds or more. Two in ten (21.3%) are employed at a general hospital site with less than 100 beds at their primary site. Most graduates (84.3%) work primarily as a staff nurse or community health nurse, while one in twenty (5.6%) are primarily an instructor, professor, or educator. Direct care (87.6%) is the main area of responsibility of nearly nine in ten (87.6%). A total of one in twenty (4.5%) are employed by a First Nation organization and no graduates from 2005 work in a forensic setting.

Work Hours

Over one half (52.3%) of currently employed graduates work between 36 and 40 hours per week. Overall, graduates work an average of 1.9 hours of overtime per week. Over one half (56.8%) generally do not work any overtime.

Factors Affecting Job Choice

The single largest factor influencing job choice is family or community commitments, mentioned as a primary consideration by nearly one half (47.2%) of respondents and one of the top three considerations by two thirds (66.3%) of graduates. Working in the desired position was mentioned in the top three considerations by just over one half (56.2%) and working with the desired clinical or client group is a top three consideration for about one half (48.4%) of 2005 graduates.

Eight in ten (79.8%) graduates from 2005 have changed their work setting since graduation, while the balance (20.2%) have remained in their initial position.

Among those respondents who have changed their work setting, one quarter (25.4%) cite the major reason for leaving their previous position as needing a change. Over one half (53.6%) indicate that needing a change was one of the top three considerations for leaving their

previous position. One third (33.8%) reference family commitments in one of their top three reasons, while three in ten (29.6%) reference shift considerations, and one quarter (25.3%) reference an unpleasant work group in their top three reasons for change.

Respondents who have not changed positions were asked the reasons for staying in that position. The most common reason for staying in their current position since graduation, mentioned in the top three by one half of respondents (51.7%), is an affinity for the work. Three in ten (30.3%) indicate that the client group is the primary reason that they have stayed in their current position, and four in ten (41.5%) mention the client group among their top three reasons.

Satisfaction with Current Job

Overall, nine in ten (92.1%) are either very satisfied (29.2%) or satisfied (62.9%) with their current primary job. Conversely, only seven respondents (7.8%) are either dissatisfied or very dissatisfied. The proportion of satisfied and dissatisfied graduates is consistent with results collected from 2004 graduates.

Finances

Two in ten (21.3%) are very satisfied with their current gross annual salary for their primary job, while an additional seven in ten (70.8%) are satisfied. The median annual salary for nursing graduates five years out of their program is between \$65,000 and \$69,999 per year.

Over four in ten (43.5%) 2005 graduates are still paying back student loans, consistent with results from 2004 (44.1%), 2003 (43.6%), and 2002 (45.3%) graduates. However, the proportion of 2005 graduates who have never had a student loan (28.3%) is slightly higher than results from the 2009 survey of 2004 graduates (21.1%).

Work Missed Due to Health Problems

Six in ten (63.2%) employed 2005 graduates were not absent from work or unemployed as the result of health problems within the past year. Two in ten (17.2%) had a single week off for health related reasons, while one in ten each were off for either two weeks (9.2%) or three weeks or more (10.2%). Among those 2005 graduates who had taken any amount of time off for health related reasons, only a single respondent indicated that their work or their work environment was a primary factor that exacerbated their health problems. This represents a notable decrease from the three quarters (26.1%) of 2004 graduates who indicated that their work or work environment was a primary factor in their health problems.

Career Goals

One half (48.9%) of 2005 graduates cite providing direct care and/or working as a staff nurse is included in their career goals. An additional 43.5% of graduates include teaching students among their goals.

Further Education

One quarter (26.1%) of 2005 graduates have completed or are pursuing additional professional certifications, consistent with proportions from the 2009 (28.9%) and 2008 surveys (24.5%). The majority (73.9%) of graduates from this year have not completed any additional certifications.

Among those who have completed or are pursuing additional certifications, four respondents are currently pursuing a master's degree in nursing, one is pursuing a master's degree in another discipline, one is working towards a doctoral in a discipline other than nursing, and one is finishing another undergraduate degree. Five of those who are currently pursuing additional education are attending school part time, while one is attending full time.

Satisfaction with Nursing

The proportion of graduates who are very satisfied with nursing as a career (41.6%) has continued to increase from the proportions who are very satisfied among 2004 (34.7%) and 2003 graduates (27.8%). One in ten (9.8%) 2005 graduates feel that their program prepared them very well for their nursing practice, while an additional 57.6% feel their program prepared them well. These results are consistent with perceptions from previous years of research.

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Numbering corresponds to the questionnaire numbering and throughout the years some questions have been removed or added to the questionnaire.

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 2004-2005 academic year, with comparisons to the graduates of the 1999-2000, 2000-2001, 2001-2002, 2002-2003, and 2003-2004 academic years in their respective graduate five-year employment surveys.

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 Department 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, University of Saskatchewan. Insightrix telephone researchers attempted to contact each individual at least four times. If the respondent preferred to complete the survey online, they were sent an email invitation with a link to the survey which allowed them to fill it out at their convenience.

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

Response Rates and Confidence Intervals

Data was collected from August 13th to November 25th, 2010. A total of 216 of the graduates who completed the NEPS program in 2005 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 92 completed the entire survey (70 online and 22 by phone), representing a 42.6% response rate. With this response rate, the error at 95% confidence is ± 7.76 percentage points.

Study Results

Current Employment

1. What is your current employment status?

Over one half (55.4%) of respondents are currently working in a full time nursing capacity. One quarter (25.0%) are employed part time, while one in ten (10.9%) are casual nurses. Two respondents (2.2%) are employed in a field other than nursing.

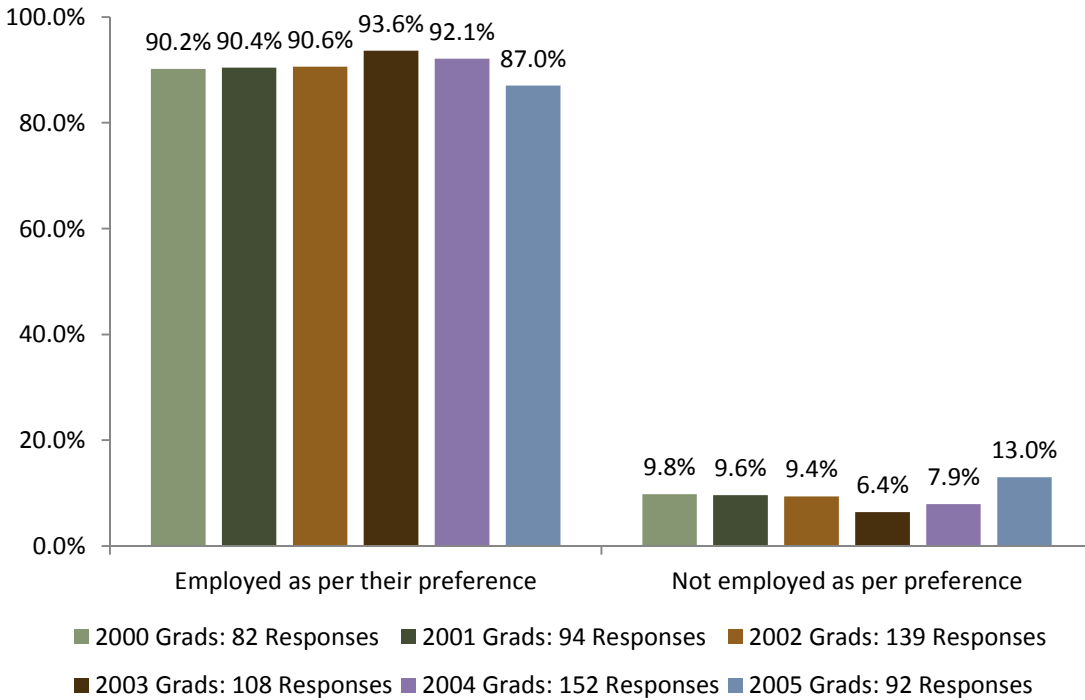
Description	Count	Percent
Regular full time (nursing)	51	55.4%
Casual full time (nursing)	3	3.3%
Regular part time (nursing)	23	25.0%
Casual part time (nursing)	10	10.9%
Total either employed or on leave from nursing	87	94.6%
Paid leave (e.g. Maternity, disability, education) (nursing)	9	9.8%
Employed in other than nursing (please specify)	2	2.2%
Unemployed (looking for work)	1	1.1%
Unemployed (not looking for work)	1	1.1%
Total	92	100.0%

Employment of respondents in a field other than nursing:

- (1) HR Manager
- (1) NEPS faculty

2. Is this employment status your preference?

Consistent with findings from previous waves of research, a strong majority (87.0%) are currently employed as per their preference.



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

The three respondents who are not currently employed in nursing were asked to indicate why they are not employed in this capacity. The following responses were provided.

Awarded major fellowship to go back to school to pursue a PhD.
No available positions in my geographic area. Indirectly oversee nurses in my current role.
No RN positions where I live. Employed as a casual RN. No hours in the last month and a half.

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

Of those three respondents who are not currently employed in the nursing profession, two have been employed in nursing in the past five years, while one has not been employed in nursing.

4b. Do you intend to seek employment in nursing in the future?

Two respondents intend to seek employment in nursing in the future, while one does not.

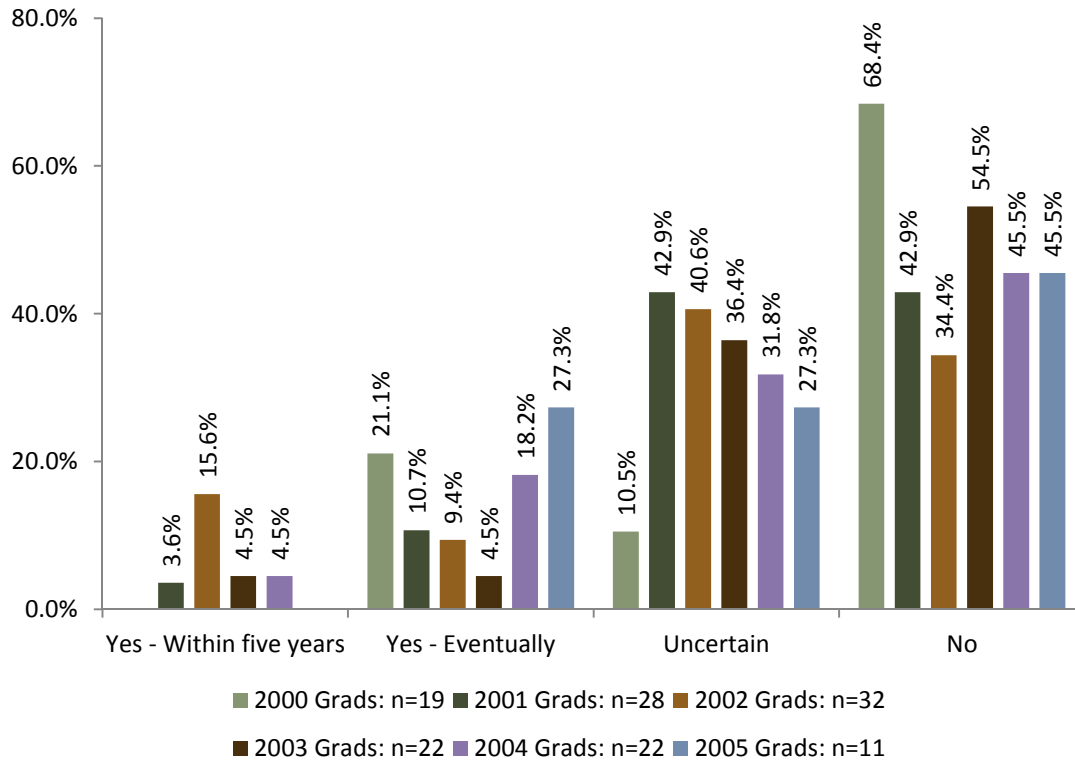
5. What is the geographical location of your current job?

A majority of respondents (87.6%) are employed in Saskatchewan, representing an increase over 2001 (69.2%), 2002 (76.5%), and 2003 (79.6%). Findings are consistent with results from 2004. One in twenty (5.6%) are employed in Alberta.

Location	2000 Grads		2001 Grads		2002 Grads		2003 Grads		2004 Grads		2005 Grads	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Saskatchewan	63	76.8%	63	69.2%	104	76.5%	86	79.6%	128	85.3%	78	87.6%
Alberta	11	13.4%	16	17.6%	16	11.8%	10	9.3%	10	6.7%	5	5.6%
British Columbia	2	2.4%	4	4.4%	2	1.5%	2	1.9%	4	2.7%	2	2.2%
Manitoba	0	0.0%	1	1.1%	3	2.2%	2	1.9%	2	1.3%	0	0.0%
USA	4	4.9%	3	3.3%	6	4.4%	4	3.7%	1	0.7%	1	1.1%
Ontario	2	2.4%	2	2.2%	1	0.7%	3	2.8%	1	0.7%	1	1.1%
Yukon	0	0.0%	0	0.0%	0	0.0%	1	0.9%	0	0.0%	0	0.0%
North West Territories	0	0.0%	1	1.1%	1	0.7%	0	0.0%	0	0.0%	0	0.0%
New Brunswick	0	0.0%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	0	0.0%
Nova Scotia	0	0.0%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	0	0.0%
Other	0	0.0%	1	1.1%	1	0.7%	0	0.0%	4	2.6%	2	2.2%
Total	82	100.0%	91	100.0%	136	100.0%	108	100.0%	150	100.0%	89	100.0%

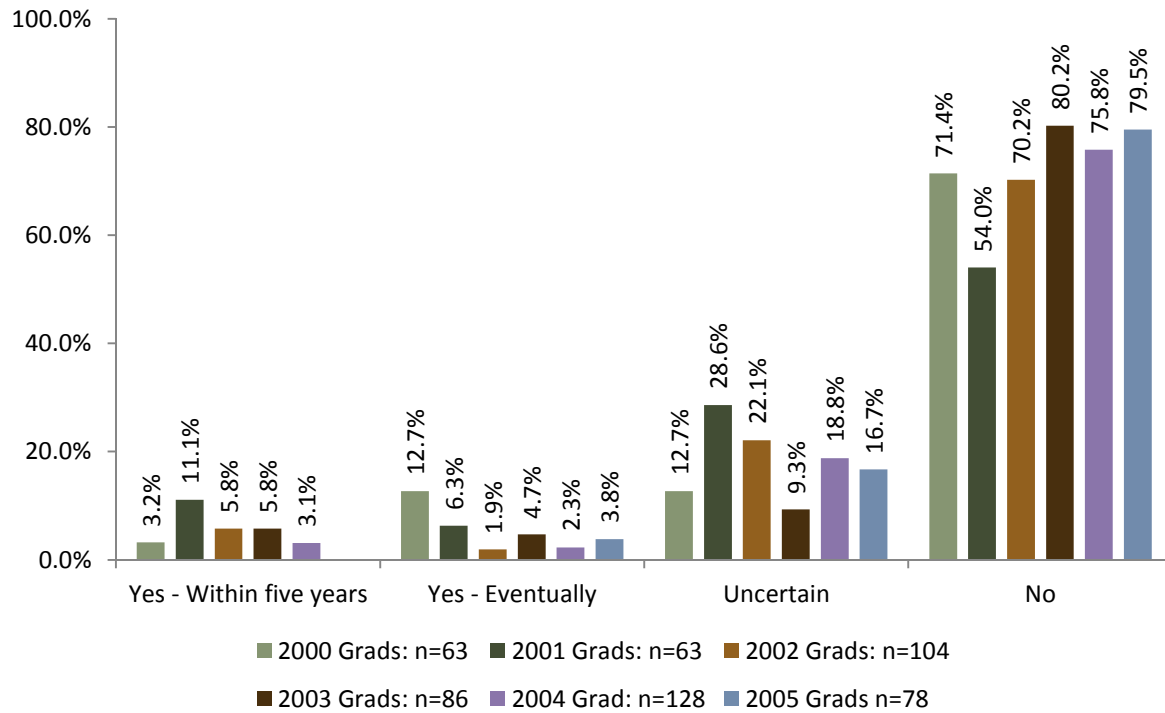
6. Do you plan to return to Saskatchewan to work?

Among the eleven graduates who work out of province, one respondent plans to return to Saskatchewan within five years to work, while three respondents (27.3%) plan to eventually return to the province. About one half (45.5%) do not plan to return to Saskatchewan to work.



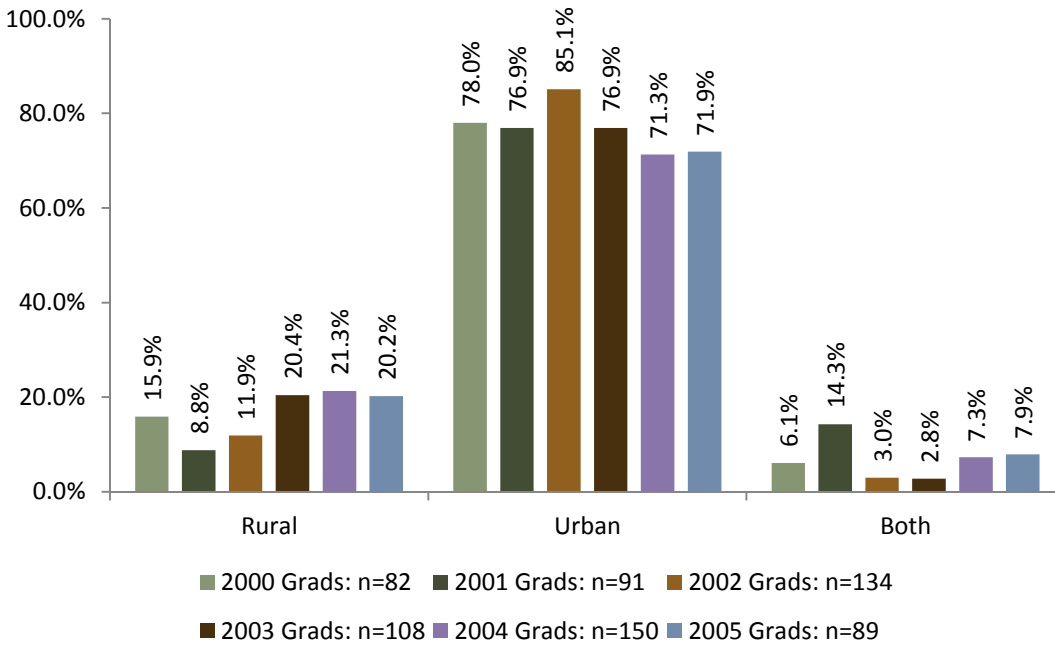
7. Do you plan to leave Saskatchewan to work elsewhere?

Among those respondents who currently work in Saskatchewan, eight in ten (79.5%) do not plan to leave the province to work elsewhere. None plan to move within five years, while one respondent plans to eventually relocate.



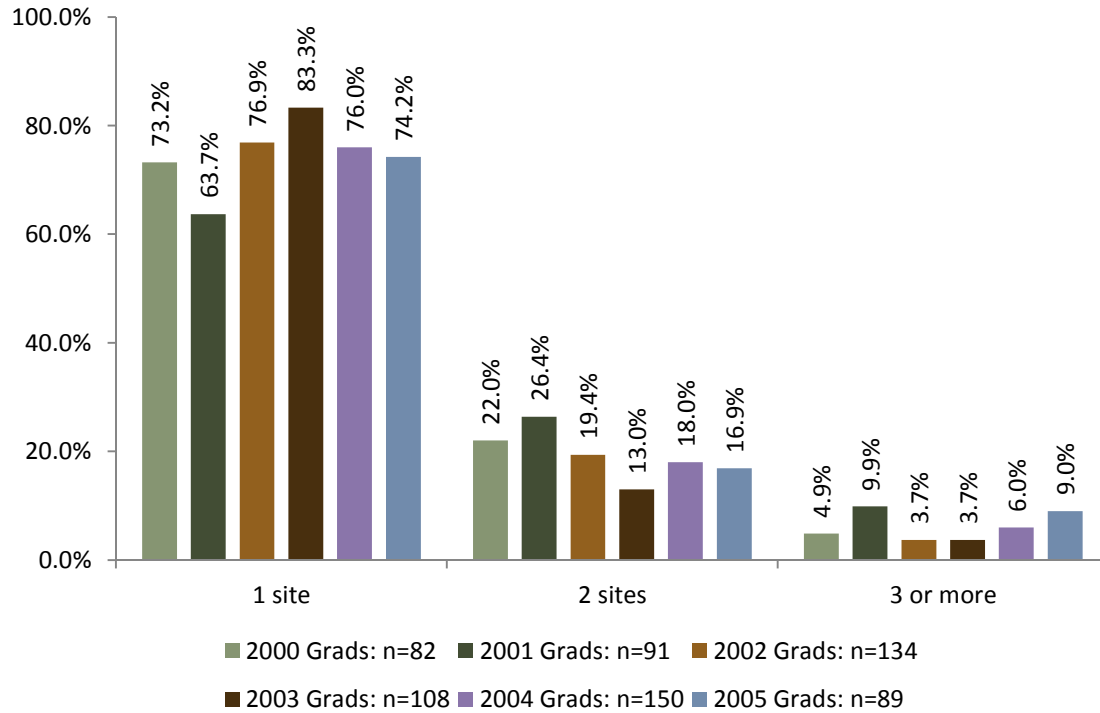
8. Please specify whether the location of your current job is:

Similar to results collected from 2004 graduates, seven in ten (71.9%) 2005 graduates who are currently employed work in an urban area. Two in ten (20.2%) are employed in a rural area.



9. At how many sites do you currently work?

Three quarters (74.2%) are currently employed at a single location. Less than two in ten (16.9%) 2005 graduates work at two sites, while one in ten (9.0%) work at three or more sites.



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

One half (49.4%) of employed respondents work at a general hospital with 100 beds or more in their primary site, while two in ten (21.3%) work at a general hospital with less than 100 beds.

Primary Site

Description	2000 n=82	2001 n=91	2002 n=134	2003 n=108	2004 n=152	2005 n=89
General hospital, 100 beds and over	61.0%	68.1%	65.7%	58.3%	55.9%	49.4%
General hospital, less than 100 beds	12.2%	9.9%	8.2%	19.4%	13.2%	21.3%
Community Health/Health Centre	9.8%	11.0%	9.0%	8.3%	9.2%	7.9%
Nursing Home/Long Term Care Facility	3.7%	2.2%	2.2%	2.8%	4.6%	1.1%
Educational Institution	2.4%	2.2%	6.0%	2.8%	3.3%	5.6%
Association/Government	3.7%	3.3%	1.5%	0.0%	2.0%	2.2%
Primary Health Care Centre	0.0%	0.0%	1.5%	1.9%	1.3%	1.1%
Home Care Agency	1.2%	0.0%	0.7%	0.9%	2.0%	3.4%
Nursing Stations (Outpost or clinics)	0.0%	0.0%	2.2%	0.0%	1.3%	1.1%
Occupational Health	0.0%	0.0%	0.0%	0.0%	0.7%	1.1%
Mental Health Centre / Hospital	2.4%	0.0%	0.0%	1.9%	0.0%	1.1%
Private Nursing Agency/Private Duty	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%
Rehabilitation/Convalescent Centre	0.0%	1.1%	0.7%	0.0%	0.0%	0.0%
Physician's Office/Family Practice Unit	1.2%	0.0%	0.0%	0.0%	0.0%	1.1%
Other	2.4%	2.2%	2.2%	2.8%	7.2%	3.4%

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

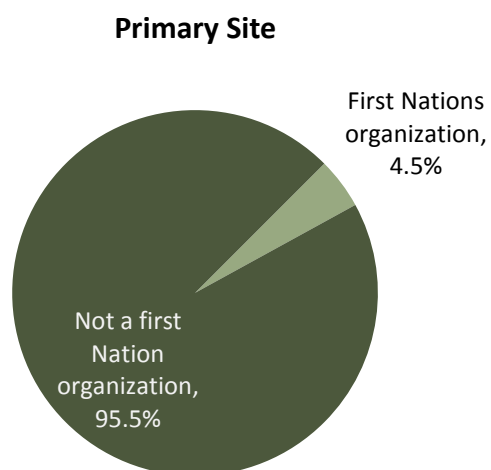
5-Year Follow-up Survey of the 2005 Graduates of the NEPS Program

Taking into account all of respondents' work sites, six in ten overall (59.6%) work at a general hospital with 100 beds or more in at least one of their work sites.

Description	Count	Net % at one or more sites
General hospital, 100 beds and over	53	59.6%
General hospital, less than 100 beds	20	22.5%
Community Health/Health Centre	10	11.2%
Educational Institution	9	10.1%
Home Care Agency	3	3.4%
Association/Government	2	2.2%
Nursing Home/Long Term Care Facility	2	2.2%
Primary Health Care Centre	1	1.1%
Physician's Office/Family Practice Unit	1	1.1%
Mental Health Centre / Hospital	1	1.1%
Nursing Stations (Outpost or clinics)	1	1.1%
Rehabilitation/Convalescent Centre	1	1.1%
Business/Industry/Occupational Health	1	1.1%
Other	4	4.5%
Total	89	100.0%

11. Is your employer a First Nation organization?

One in twenty (4.5%) work for a First Nation organization at their primary site. No respondents work for a First Nation organization in their secondary or third worksite.



12. What is your position?

Over eight in ten (84.3%) are employed as a staff nurse or community health nurse at their primary worksite. One in twenty (5.6%) are employed in an educational capacity, while one respondent (1.1%) is employed in management. Two respondents each are employed as a clinical nurse specialist or a nursing practitioner and one is a consultant.

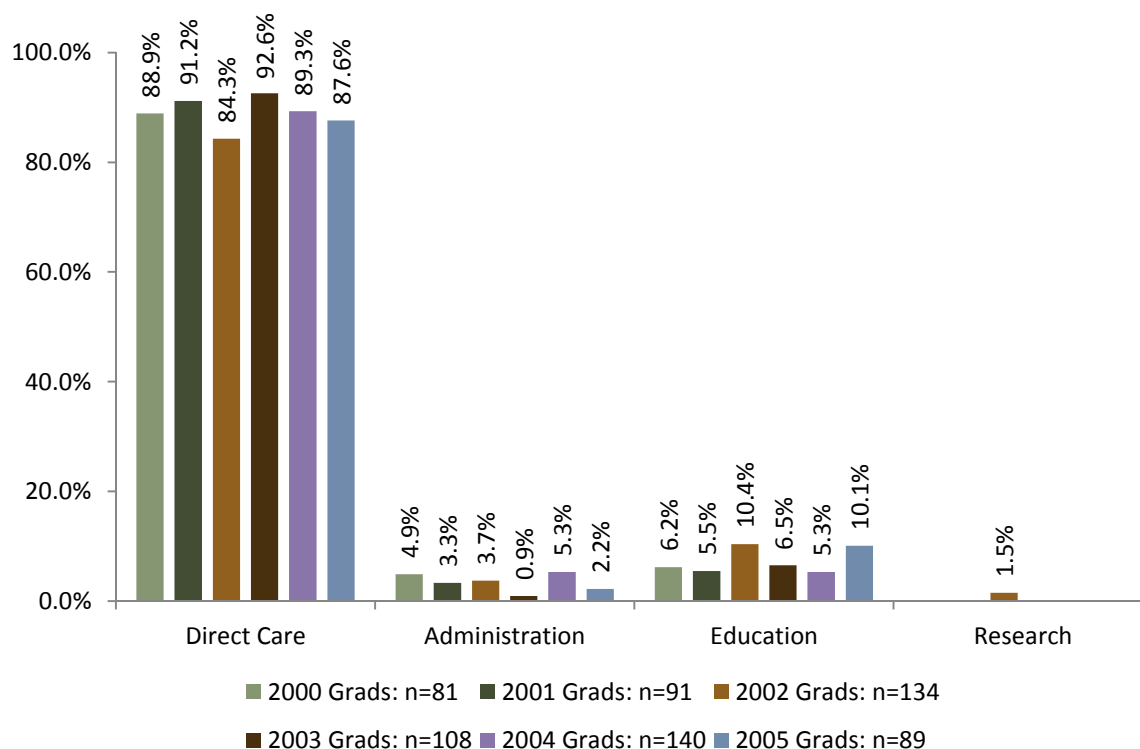
Description	2000 n=81	2001 n=91	2002 n=134	2003 n=108	2004 n=150	2005 n=89
Staff Nurse/Community Health Nurse	84.0%	92.3%	76.1%	91.7%	86.7%	84.3%
Instructor/Professor/Educator	2.5%	2.2%	6.0%	3.7%	3.3%	5.6%
Manager/Assistant Manager	4.9%	0.0%	3.0%	0.9%	2.7%	1.1%
Outpost or Primary Care Nurse	0.0%	0.0%	2.2%	0.0%	1.3%	0.0%
Director/Assistant Director	0.0%	0.0%	0.7%	0.0%	0.7%	0.0%
Consultant	0.0%	2.2%	0.0%	0.0%	0.7%	1.1%
Clinical Nurse Specialist	1.2%	3.3%	2.2%	0.0%	0.0%	2.2%
Nursing Practitioner	3.7%	0.0%	6.7%	0.0%	0.0%	2.2%
Other	3.7%	0.0%	3.0%	3.7%	4.7%	3.4%

Taking into consideration roles at all three sites, over nine in ten (93.3%) are employed as a staff nurse or community health nurse in at least one of their sites.

Description	Count	Net % at one or more sites
Staff Nurse/Community Health Nurse	83	93.3%
Instructor/Professor/Educator	8	9.0%
Nursing Practitioner	2	2.2%
Clinical Nurse Specialist	2	2.2%
Manager/Assistant Manager	1	1.1%
Consultant	1	1.1%
Other	3	3.4%
Total	89	100.0%

13. What is your main area of responsibility?

A strong majority of respondents (87.6%) are involved in direct care as their main area of responsibility. One in ten (10.1%) are primarily involved in education.



Considering all roles, nearly all 2005 graduates (95.5%) are responsible for direct care in at least one of their roles. Over one in ten (13.5%) work in education, while two (2.2%) work in administration.

Area	Count	Net % at one or more sites
Direct Care	85	95.5%
Education	12	13.5%
Administration	2	2.2%
Total	89	100.0%

14. In what area do you provide:

Most commonly (25.6%), respondents work in the medical or surgical area. The proportion who are working in the psychiatric or mental health area (20.5%) is notably higher compared to the 2009 results.

Main Area	Specific Area	2009		2010	
		Count	Percent	Count	Percent
Direct Care	Medical/Surgical	45	29.9%	10	25.6%
	Psychiatric/Mental Health	5	3.0%	8	20.5%
	Maternal/Newborn	22	14.9%	4	10.3%
	Pediatric	18	11.9%	4	10.3%
	Emergency care	30	20.1%	3	7.7%
	Palliative Care	12	8.2%	3	7.7%
	Community Health	15	9.7%	2	5.1%
	Geriatric/Long term care	19	12.7%	2	5.1%
	Several clinical areas	9	6.0%	2	5.1%
	Several clinical care	0	0.0%	2	5.1%
	Critical Care	20	13.4%	1	2.6%
	Home care	1	0.7%	1	2.6%
	Occupational Health	0	0.0%	1	2.6%
	Oncology	6	3.7%	1	2.6%
	Operating Room/RR	14	9.0%	1	2.6%
	Rehabilitation	3	2.2%	1	2.6%
	Ambulatory Care	3	2.2%	0	0.0%
Post Anaesthesia	1	0.7%	0	0.0%	
Other	10	6.7%	6	15.4%	
Education	Teaching - Students	5	3.0%	3	7.7%
	Teaching - Clients	3	2.2%	0	0.0%
	Teaching - Employees	1	0.7%	0	0.0%
Administration	Education	3	2.2%	1	2.6%
	Direct Care	3	2.2%	0	0.0%
	Other	5	3.0%	0	0.0%
Total		150	100.0%	39	100.0%

**Please note that this question was re-fielded due to a database anomaly.*

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

The majority (51.7%) of employed respondents work between 36 and 40 hours per week. One quarter (24.7%) work less than 30 hours per week on average, while 12.4% commonly work more than 40 hours per week. On average, respondents work 34.5 hours per week.

Hours worked per week	Count	Percent
Less than 30	22	24.7%
30 to 35	10	11.2%
36 to 40	46	51.7%
More than 40	11	12.4%
Total	89	100.0%

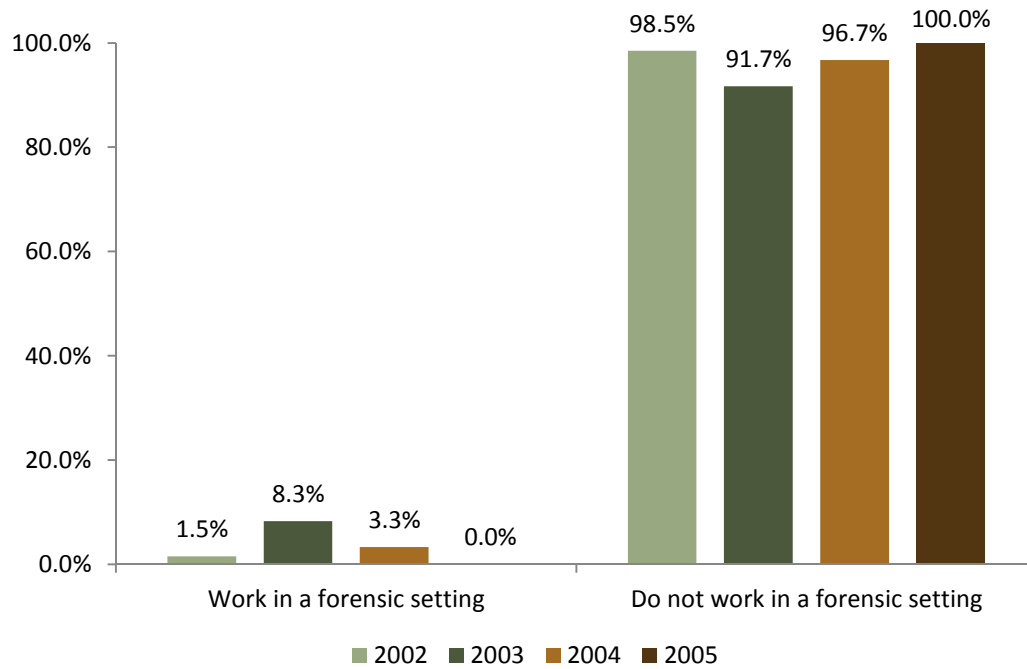
15b. On average, how many total hours of paid overtime do you work per week?

Most commonly, respondents do not work overtime in an average week (68.5%). Respondents who do work overtime work about 6 hours of overtime per week on average. Including all respondents, the average amount of weekly overtime is 1.9 hours.

Hours of paid OT per week	Count	Percent
None	61	68.5%
1 to 4	16	18.0%
5 or more	12	13.5%
Total	88	100.0%

15c. Do you work in a forensic setting?

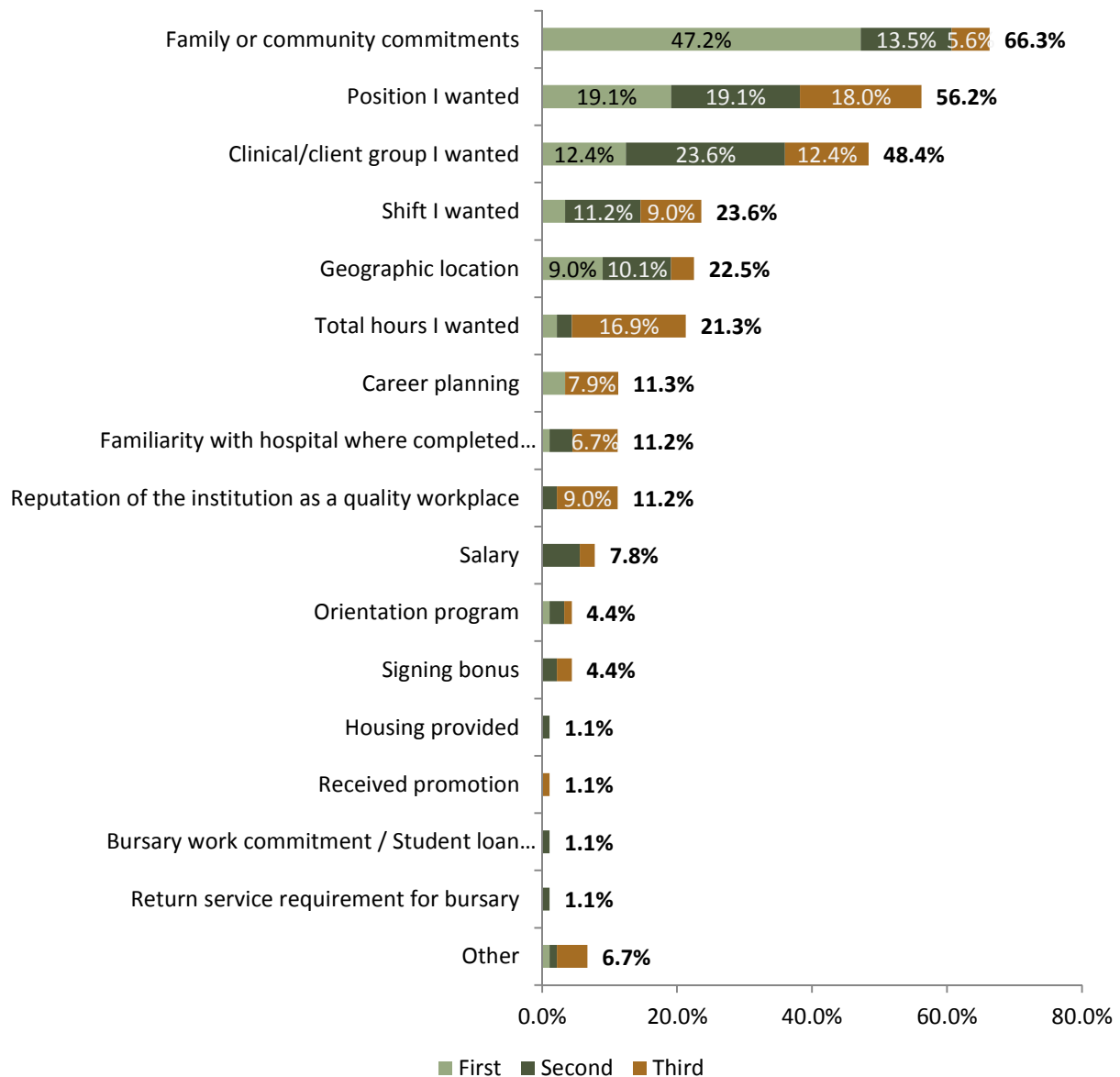
No respondents are employed in a forensic setting.



Base: all respondents (2002; n=139, 2003; n=110, 2004; n=150, 2005; n=89)

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:

Respondents were asked chose their top three considerations in terms of their work location as a nurse. About one half (47.2%) indicated that family or community commitments is the most important factor, and a total of two thirds (66.3%) of respondents selected this consideration in their top three. Working in their desired position was chose in the top three by a majority (56.2%), while about one half (48.4%) indicate that receiving the clinical group they wanted is among their top three considerations.



***Totals Bolded**

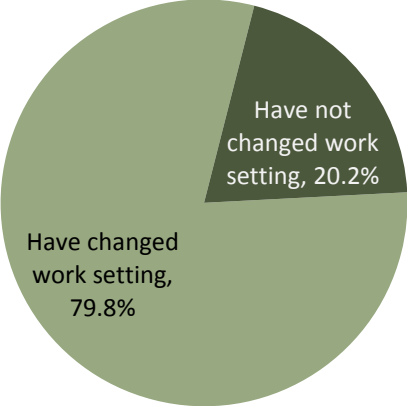
5-Year Follow-up Survey of the 2005 Graduates of the NEPS Program

A full summary of responses compared to previous waves of research can be found in the table below. Overall, a higher proportion of graduates from 2005 mention family or community commitments and receiving the position they wanted compared to results from previous years. Returning a service requirement for a bursary is not as evident compared to results in years previous.

	2000 Grads	2001 Grads	2002 Grads	2003 Grads	2004 Grads	2005 Grads
Family or community commitments	53.1%	57.1%	56.0%	56.4%	58.0%	66.3%
Position I wanted	44.4%	45.1%	51.5%	41.6%	45.3%	56.2%
Clinical/client group I wanted	29.6%	36.3%	41.0%	40.7%	46.0%	48.4%
Shift I wanted	17.3%	19.8%	21.6%	13.9%	22.7%	23.6%
Geographic location	50.6%	26.4%	29.9%	33.3%	25.3%	22.5%
Total hours I wanted	18.5%	27.5%	16.4%	24.1%	18.7%	21.3%
Career planning	7.4%	7.7%	9.0%	7.4%	12.0%	11.3%
Familiarity with hospital where completed practicum	12.3%	12.1%	11.2%	13.0%	12.0%	11.2%
Reputation of the institution as a quality workplace	9.9%	13.2%	6.0%	6.5%	10.7%	11.2%
Salary	16.0%	12.1%	14.2%	15.8%	10.7%	7.8%
Signing bonus	3.7%	8.8%	6.0%	4.6%	6.0%	4.4%
Orientation program	1.2%	6.6%	4.5%	6.5%	3.4%	4.4%
Return service requirement for bursary	2.5%	2.2%	3.7%	12.0%	11.3%	1.1%
Bursary work commitment / Student loan assistance	2.5%	2.2%	3.7%	1.8%	2.7%	1.1%
Received promotion	1.2%	0.0%	2.2%	2.8%	1.3%	1.1%
Housing provided	-	-	2.2%	1.8%	0.0%	1.1%
College friends	1.2%	4.4%	3.7%	3.8%	2.7%	0.0%
Mentorship opportunities	2.5%	5.5%	1.5%	2.8%	2.1%	0.0%
Desire to travel	2.5%	3.3%	4.5%	5.6%	2.0%	0.0%
Graduate school assistance	0.0%	3.3%	3.7%	0.9%	0.0%	0.0%
Other	11.1%	8.8%	7.5%	4.7%	7.3%	6.7%

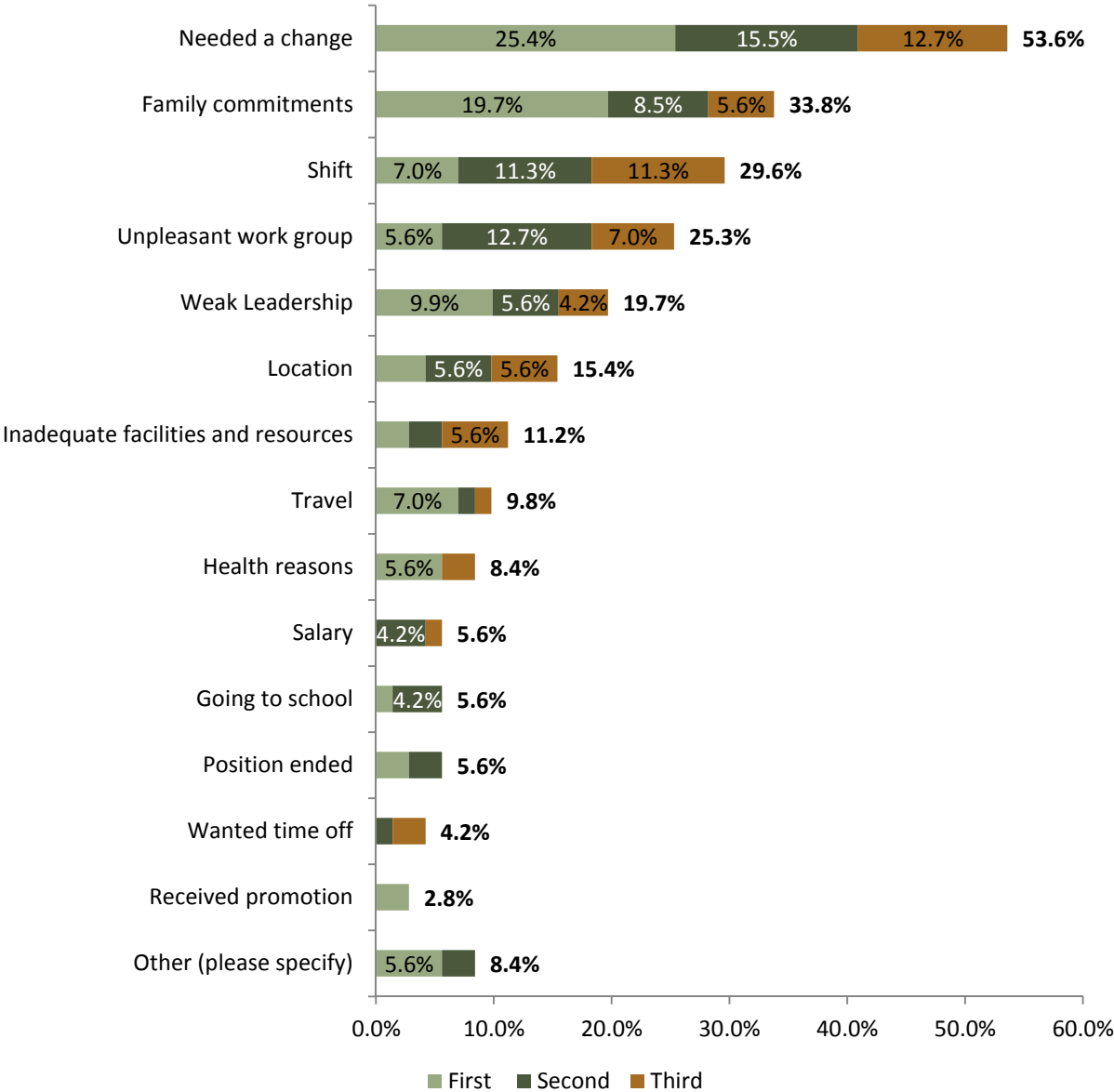
16a. Have you changed your work setting or work area since graduation?

A majority of 2005 graduates (79.8%) have changed their work setting since graduation. The balance (20.2%) have not changed their work setting.



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

One quarter (25.4%) of 2005 graduates indicate that needing a change was the primary reason for leaving their previous position. This reason was cited in the top three by over one half (53.6%) of respondents overall. Family commitments were a primary reason for change for two in ten (19.7%), with a total of one third (33.8%) of graduates from 2005 citing this reason overall. Three in ten in total (29.6%) mention the shift work, while one quarter (25.3%) mention the prevalence of an unpleasant work group.



***Totals bolded**

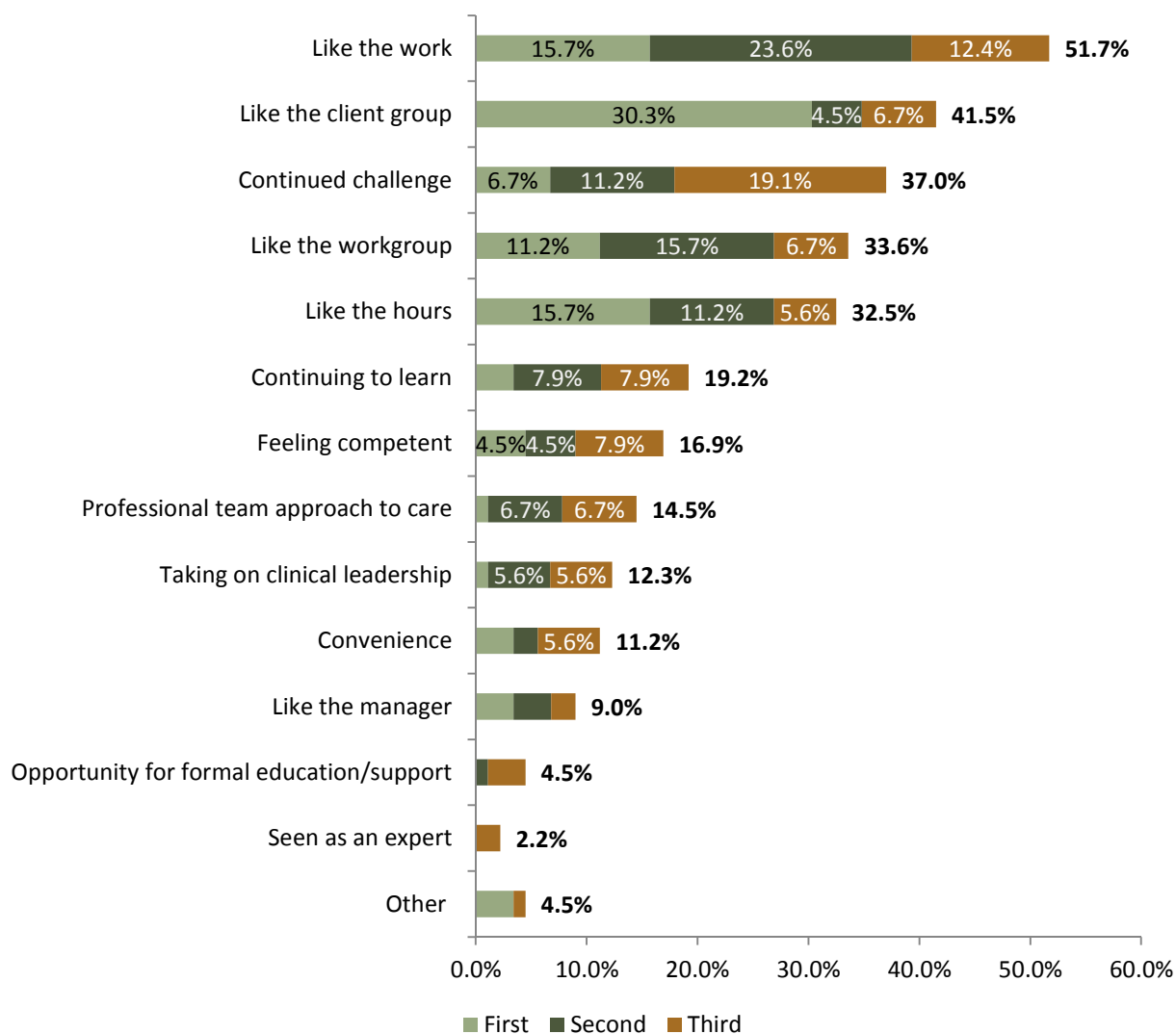
5-Year Follow-up Survey of the 2005 Graduates of the NEPS Program

When comparing results from 2005 graduates to results from previous years, the proportion of graduates from 2005 who indicated that they changed their position because they needed a change (53.6%) is notably higher than the proportion of 2004 graduates (44.7%). Similarly, the prevalence of family commitments in their reasons for changing positions among 2005 graduates (33.8%) compared to 2004 graduates (14.0%) is also notably higher.

	2000 Grads	2001 Grads	2002 Grads	2003 Grads	2004 Grads	2005 Grads
Needed a change	44.8%	55.2%	62.3%	50.6%	44.7%	53.6%
Family commitments	32.8%	37.3%	27.4%	33.4%	14.0%	33.8%
Shift	19.0%	26.9%	25.5%	20.0%	21.5%	29.6%
Unpleasant work group	22.4%	10.4%	17.9%	14.6%	29.7%	25.3%
Weak Leadership	10.3%	13.4%	16.0%	21.3%	18.3%	19.7%
Location	27.6%	29.8%	23.6%	29.4%	20.6%	15.4%
Inadequate facilities and resources	13.8%	8.9%	17.9%	12.0%	19.8%	11.2%
Travel	6.9%	14.9%	11.3%	10.7%	4.9%	9.8%
Health reasons	5.2%	7.5%	5.7%	5.3%	1.7%	8.4%
Salary	17.2%	19.4%	11.3%	10.7%	5.9%	5.6%
Going to school	3.4%	7.5%	9.4%	9.4%	3.3%	5.6%
Position ended	3.4%	7.5%	7.5%	6.4%	1.7%	5.6%
Wanted time off	5.2%	3.0%	5.7%	5.3%	3.3%	4.2%
Received promotion	0.0%	3.0%	4.7%	4.0%	2.4%	2.8%
Other	13.8%	25.4%	17.9%	14.7%	15.8%	8.4%

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

Respondents who had not changed their work setting since their first position after graduation were asked to rank their top three reasons for remaining in this position. Three in ten (30.3%) respondents cite an affinity for the client group as the primary reason for remaining in the same work setting. Liking the work (15.7%) and liking the hours (15.7%) are other commonly mentioned factors of primary importance. Overall, one half (51.7%) of 2005 graduates who have remained in their current position cite liking the work among their top three reasons, four in ten (41.5%) cite liking the client group among their top reasons, and nearly four in ten (37.0%) cited continued challenge as one of the top three reasons.



*Totals bolded

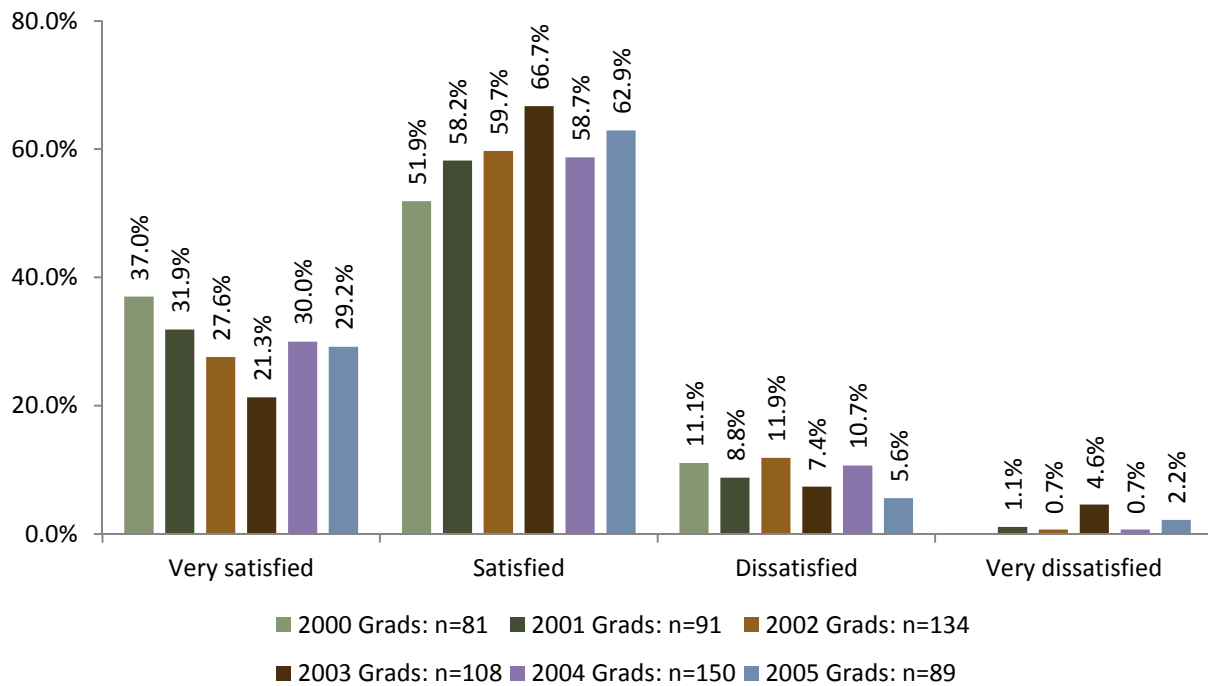
5-Year Follow-up Survey of the 2005 Graduates of the NEPS Program

Among those graduates who have continued in their current position since graduation, the reasons for remaining in this position are consistent with results from graduates in previous years.

	2000 Grads	2001 Grads	2002 Grads	2003 Grads	2004 Grads	2005 Grads
Like the work	45.7%	40.7%	38.8%	41.6%	45.4%	51.7%
Like the client group	27.2%	57.1%	44.0%	31.5%	46.0%	41.5%
Continued challenge	24.7%	33.0%	30.6%	25.0%	32.7%	37.0%
Like the workgroup	35.8%	29.7%	33.6%	44.4%	26.0%	33.6%
Like the hours	33.3%	33.0%	28.4%	28.8%	34.7%	32.5%
Continuing to learn	13.6%	22.0%	32.1%	25.0%	31.3%	19.2%
Feeling competent	9.9%	14.3%	18.7%	14.8%	12.7%	16.9%
Professional team approach to care	7.4%	8.8%	6.7%	16.8%	13.3%	14.5%
Taking on clinical leadership	4.9%	5.5%	7.5%	5.7%	5.3%	12.3%
Convenience	17.3%	12.1%	13.4%	16.6%	12.7%	11.2%
Like the manager	16.0%	16.5%	11.2%	13.9%	9.3%	9.0%
Opportunity for formal education/support	6.2%	7.7%	9.0%	5.6%	6.0%	4.5%
Other	18.5%	5.5%	7.5%	7.4%	8.7%	4.5%
Seen as an expert	3.7%	5.5%	6.7%	6.5%	4.1%	2.2%
No choice	8.6%	5.5%	6.7%	8.3%	4.0%	0.0%
Have a mentor in the setting	1.2%	3.3%	5.2%	3.8%	0.7%	0.0%

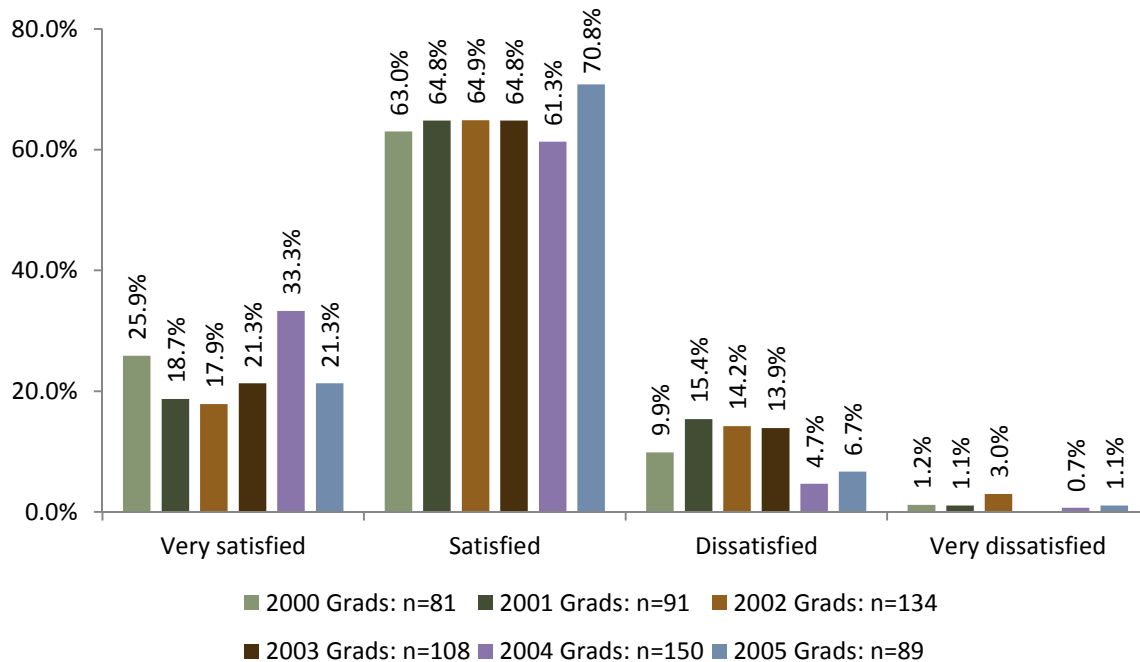
19. How satisfied are you with your current primary job?

Three in ten (29.2%) 2005 graduates are very satisfied with their current primary job. An additional six in ten (62.9%) are satisfied with their current primary job for a total of 92.1%. Only seven respondents (7.8%) are either dissatisfied or very dissatisfied with their current job.



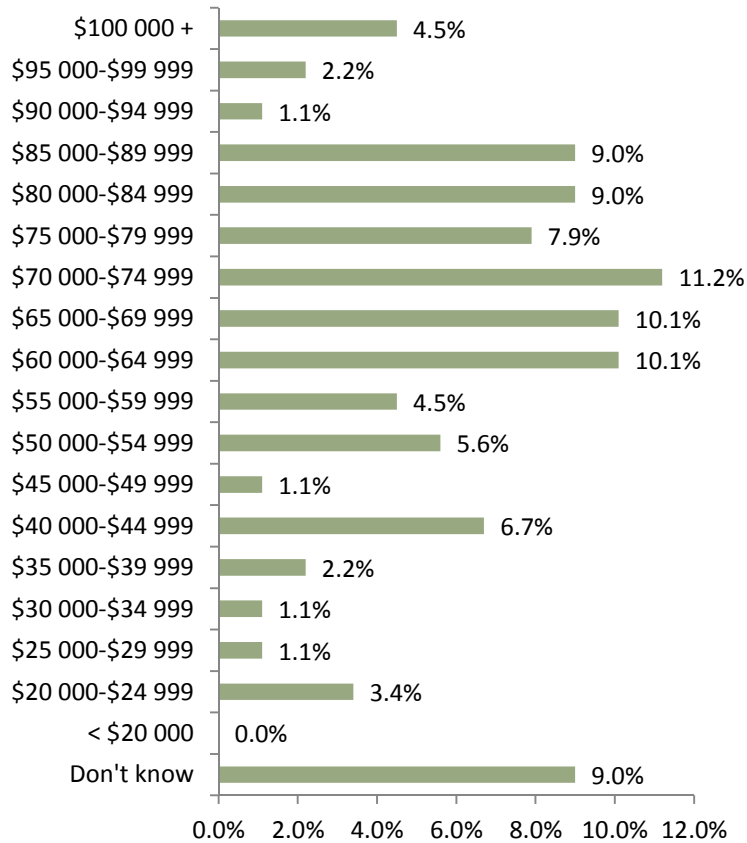
20. How satisfied are you with your current gross annual salary for your primary job?

Two in ten (21.3%) 2005 graduates are very satisfied with their gross annual salary for their primary job, while seven in ten (70.8%) are satisfied. Conversely, six graduates (6.7%) are dissatisfied and one graduate (1.1%) is very dissatisfied with their current gross annual salary.



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

The following table illustrates the current total annual earnings of employed 2005 graduates. The median earning range is between \$65,000 and \$69,999.



Base: All respondents, n=89

5-Year Follow-up Survey of the 2005 Graduates of the NEPS Program

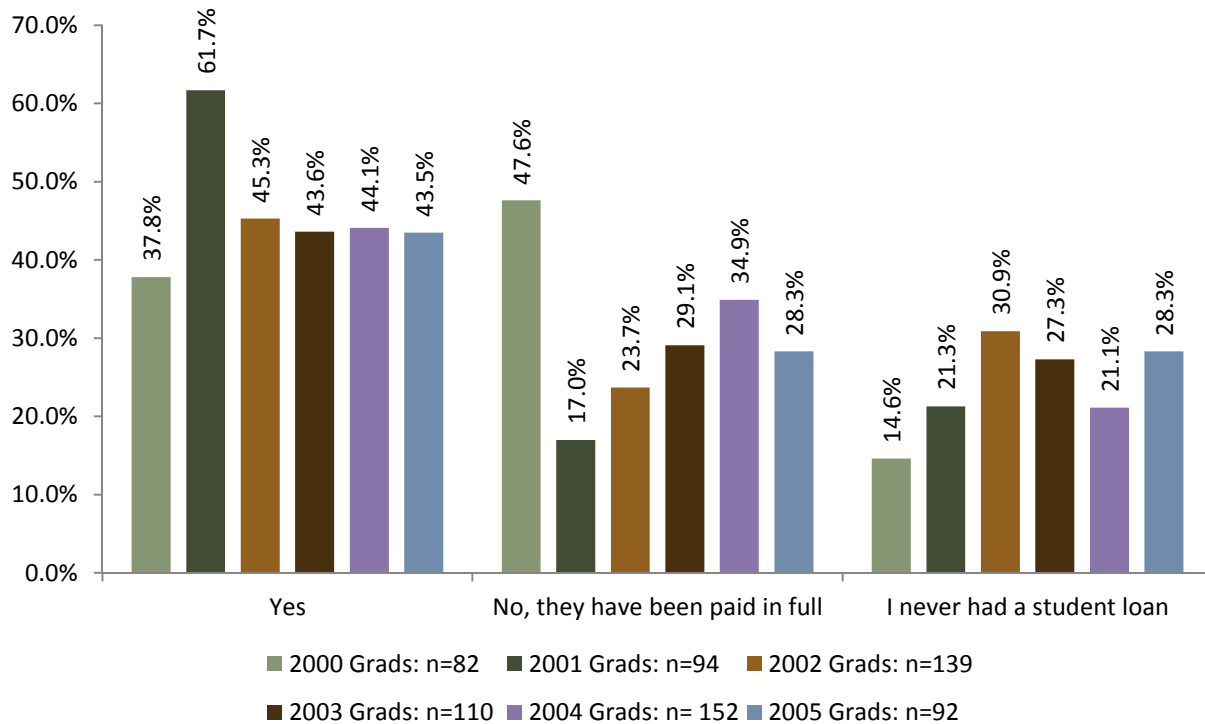
The proportion of 2005 graduates earning \$70,000 or more has remained consistent with results collected from 2004 graduates.

	2000 n=76	2001 n=89	2002 n=126	2003 n=105	2004 n=138	2005 n=81
Less than \$40,000	15.8%	10.1%	7.9%	9.3%	8.0%	8.6%
\$40,000 to \$49,999	13.2%	9.0%	12.7%	6.5%	6.5%	8.6%
\$50,000 to \$59,999	23.7%	36.0%	30.2%	17.6%	10.1%	11.1%
\$60,000 to \$69,999	26.3%	32.6%	28.6%	35.2%	20.3%	22.2%
\$70,000 or more	21.1%	12.4%	20.6%	31.7%	55.1%	49.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

*Excludes “don’t know” responses

22. Are you still paying back student loans?

The proportion of 2005 graduates that are paying back student loans has remained consistent compared to results from previous years. Three in ten (28.3%) have never had a student loan, representing a slight increase from 2004 graduate results (21.1%).



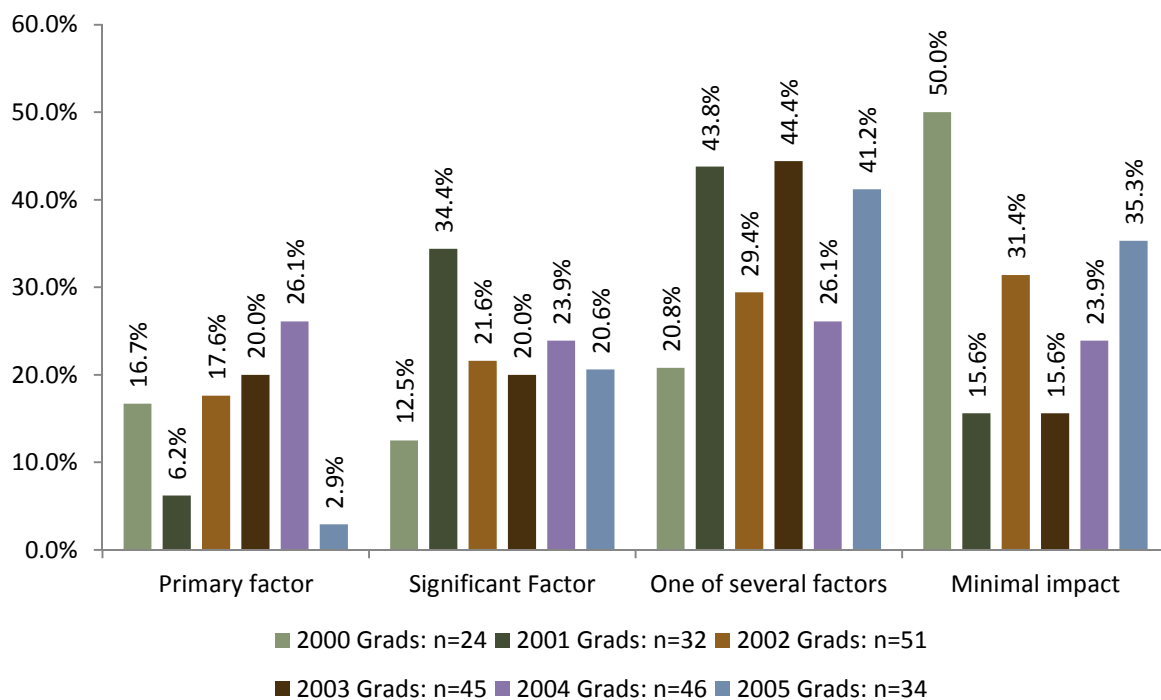
23. In the past year, what is the total number of weeks that you have been absent from work or unemployed as the result of health problems?

Six in ten (63.2%) employed 2005 graduates were not absent from work or unemployed as the result of health problems at all in the past year. Two in ten (17.2%) were absent for a single week, while one in ten each were absent for either two weeks (9.2%) or three weeks or more (10.2%). About one in twenty (5.7%) were absent for more than 20 weeks within the past year.

Time missed due to health problems	2000 n =81	2001 n=92	2002 n=138	2003 n=110	2004 n=152	2005 n = 87
0 weeks	63.0%	50.0%	55.1%	49.1%	59.9%	63.2%
1 week	11.1%	23.9%	22.5%	20.0%	20.4%	17.2%
2 weeks	14.8%	7.6%	8.7%	13.6%	9.2%	9.2%
3 weeks	3.7%	6.5%	2.9%	2.7%	3.9%	1.1%
4 weeks	1.2%	3.3%	5.8%	2.7%	1.3%	0.0%
5 weeks	0.0%	0.0%	0.0%	1.8%	1.3%	1.1%
6 weeks	1.2%	3.3%	2.2%	1.8%	0.7%	2.3%
7 -20 weeks	2.4%	4.4%	0.7%	1.8%	2.6%	0.0%
21-52 weeks	2.5%	1.1%	2.2%	6.4%	0.7%	5.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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

Among those respondents who previously indicated taking time off in the previous year for a health related purpose, only one respondent (2.9%) feels that their work or work environment was a primary factor. Two in ten (20.6%) feel that it was a significant factor, while four in ten (41.2%) feel their work environment was one of several factors and one third (35.3%) feel that their work was of minimal impact on their health problems. Findings among 2005 graduates are notably different from results from 2004 and 2003 graduates. In particular, one quarter (26.1%) of 2004 and two in ten (20.0%) 2003 graduates previously indicated that their work was a primary factor that exacerbated their health problems, compared to only one graduate from 2005 (2.9%).



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

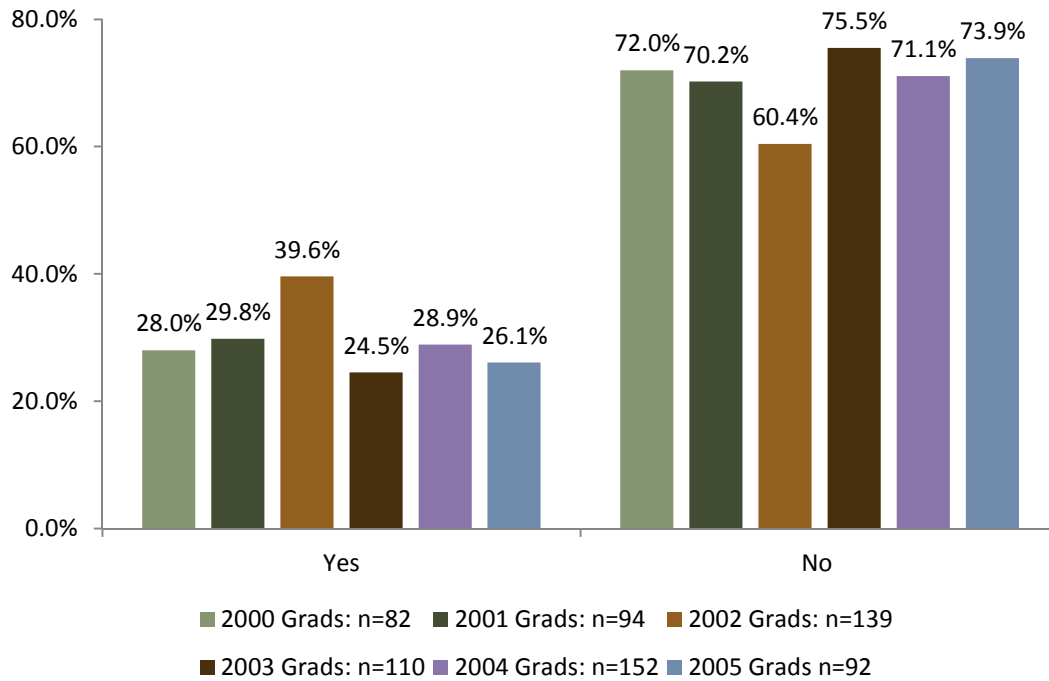
One half (48.9%) of 2005 graduates include providing direct care or being a staff nurse in their career goals, while an additional 43.5% include teaching students among their goals. These goals are largely consistent with results from previous years.

Career Goals	2000 n=82	2001 n=94	2002 n=139	2003 n=110	2004 n=152	2005 n=92
Direct care / Staff nurse	74.4%	58.5%	45.3%	58.2%	53.3%	48.9%
Teaching - Students	67.1%	62.8%	52.5%	57.3%	46.1%	43.5%
Teaching - Clients	68.3%	54.3%	34.5%	42.7%	35.5%	27.2%
Teaching - Clinical (other nurses)	57.3%	43.6%	34.5%	35.5%	31.6%	27.2%
Advanced practice - Nurse practitioner	46.3%	23.4%	28.1%	30.9%	30.9%	14.1%
Advanced practice - Clinical nurse specialist	39.0%	25.5%	15.8%	13.6%	20.4%	13.0%
Management / Administration	30.5%	21.3%	13.7%	22.7%	18.4%	12.0%
Research	24.4%	21.3%	22.3%	21.8%	13.2%	12.0%
Advanced practice - Nurse Midwife	7.3%	12.8%	7.2%	10.0%	5.9%	7.6%
Advanced practice - Other	4.9%	6.4%	2.2%	0.9%	2.6%	5.4%
Advanced practice - First assist	4.9%	7.4%	5.8%	6.4%	4.6%	3.3%
Advanced practice - Nurse anaesthetist	14.6%	8.5%	7.2%	8.2%	8.6%	2.2%
Not sure	0.0%	3.2%	5.8%	5.5%	7.2%	9.8%
Other (please specify)	6.1%	6.4%	7.2%	6.4%	7.9%	10.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Further Education

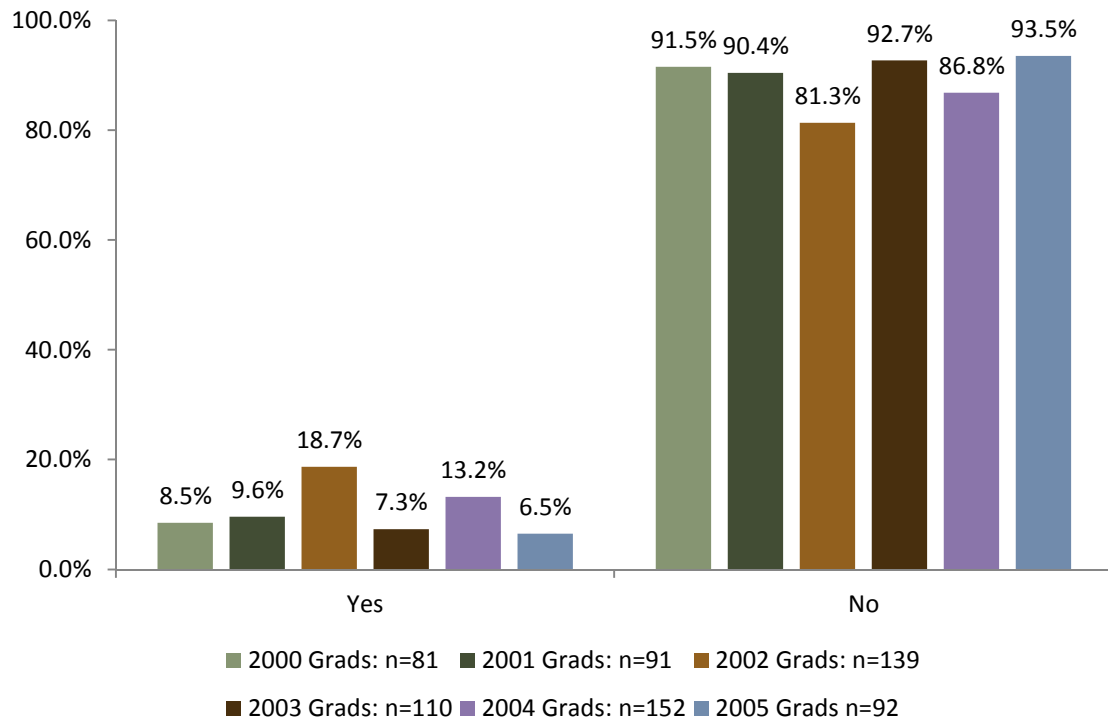
26. Have you completed any professional certifications (e.g. Certified Cardiovascular Nurse, Certified Emergency Nurse)?

One quarter (26.1%) of 2005 graduates have completed additional professional certifications, consistent with proportions from 2009 (28.9%) and 2008 (24.5%).



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

About one in twenty (6.5%) 2005 graduates have completed or are currently enrolled in a program leading to a higher degree. This proportion represents a slight decrease from 2004 (13.2%) and 2002 (18.7%) graduates, but is consistent with the proportion of 2003 graduates (7.3%).



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

Four graduates from 2005 are currently pursuing a master's degree in nursing, one is pursuing a master's degree in a discipline other than nursing, one is working towards a doctorate in a discipline other than nursing, and one is finishing another undergraduate degree.

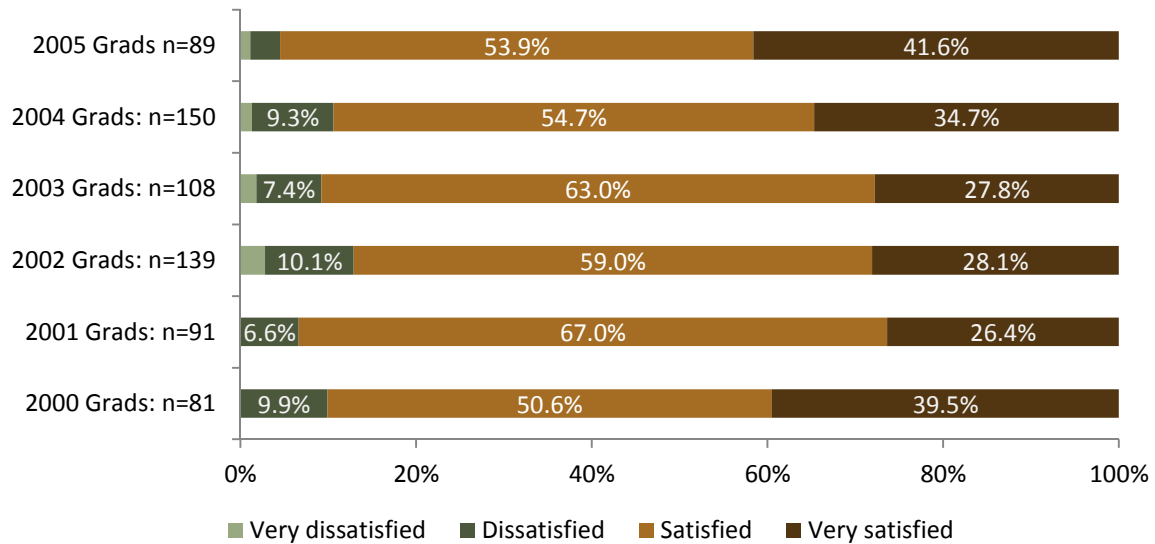
27b. And are you going to school full-time or part-time?

Among those 2005 graduates who are pursuing a program leading to a higher degree, one respondent is going to school full time, while five are attending part time.

Satisfaction with Nursing

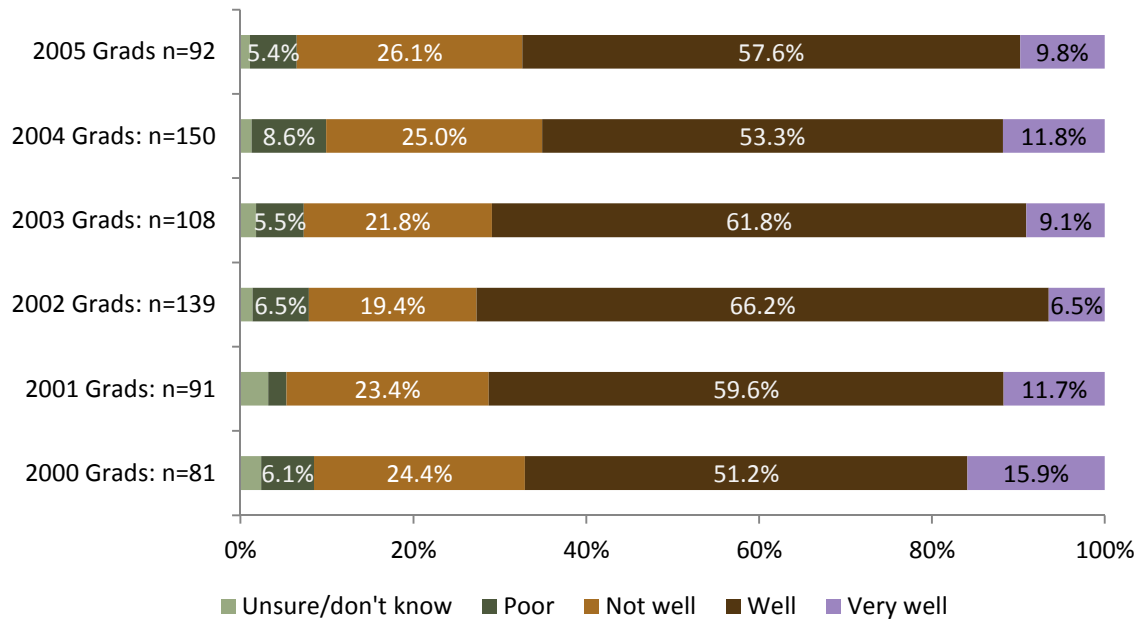
28. How satisfied are you with nursing as a career?

Four in ten (41.6%) 2005 graduates are very satisfied with nursing as a career. The proportion of respondents who are very satisfied has continued to increase within the past few years from a low of 26.4% among 2001 graduates.



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

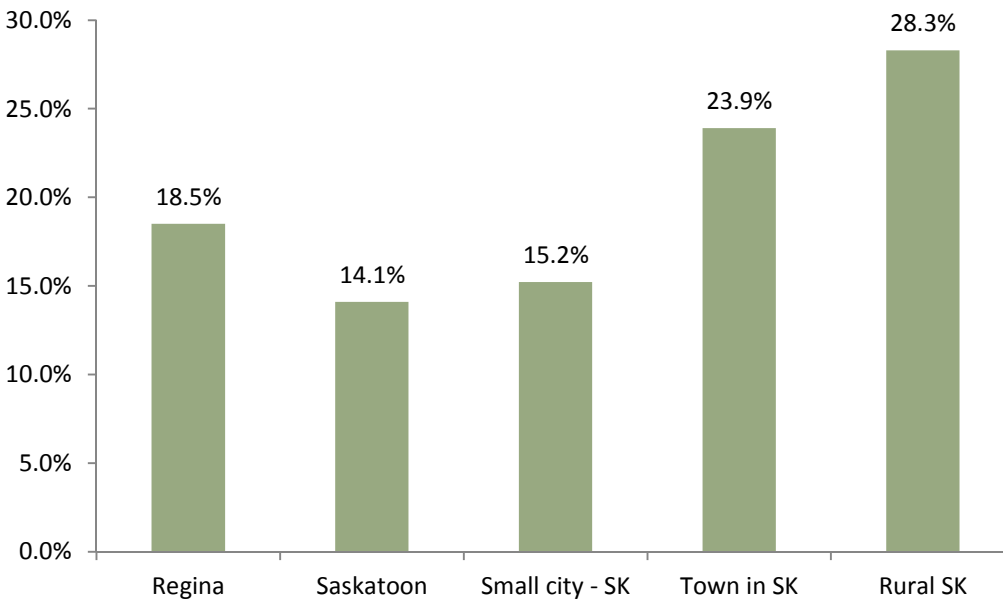
One in ten (9.8%) graduates from 2005 feel that their program prepared them very well for their nursing practice. An additional six in ten (57.6%) feel their program prepared them well. Conversely, three in ten overall (31.5%) feel that their program prepared them either not well (26.1%) or poorly (5.4%) for their nursing practice. These results are consistent with previous years.



Demographics

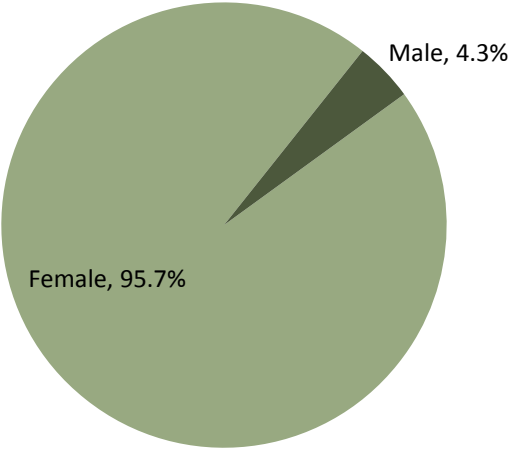
30. Where did you grow up?

Most commonly, respondents grew up in a rural area or a town in Saskatchewan. Three in ten (28.3%) graduates in particular are from a rural area, while one quarter (23.9%) are from a town in Saskatchewan. Two in ten (18.5%) are from Regina, while 14.1% are from Saskatoon. None grew up out-of-province.



31. Gender:

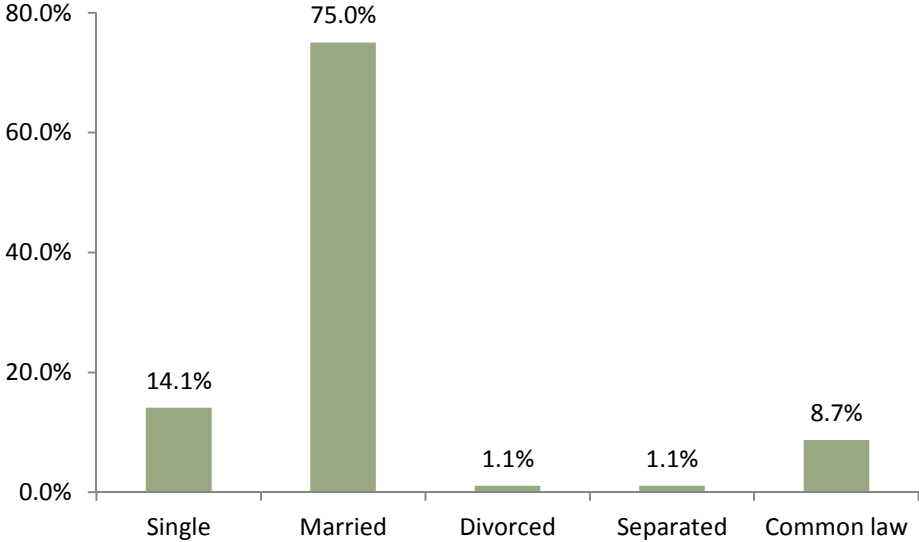
The strong majority (95.7%) of 2005 graduates surveyed are female, while one in twenty (4.3%) are male.



Base: all respondents (n=92)

32. Current marital status

Three quarters (75.0%) of 2005 graduates are married, while 14.1% are single and 8.7% are living in a common law relationship.



Base: all respondents (n=92)

33. Number of dependent children and adults

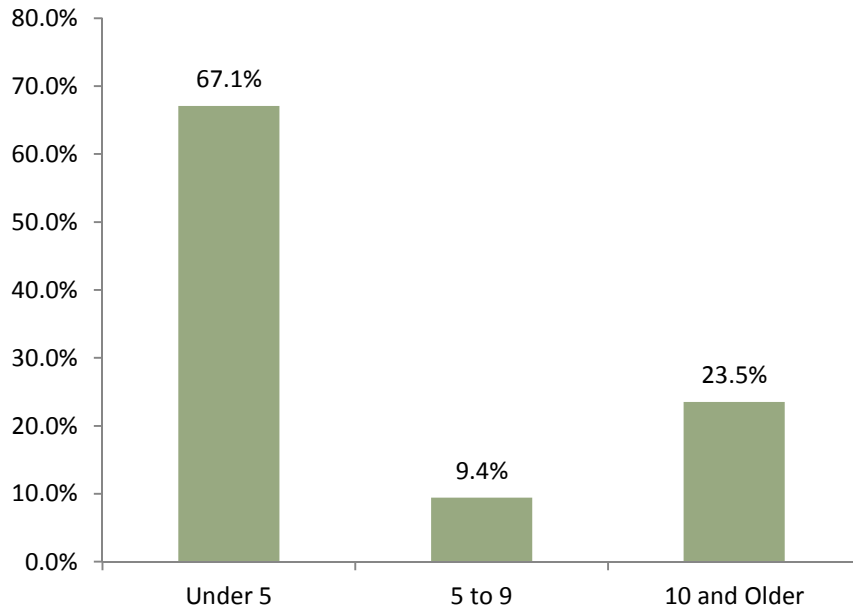
One third (33.7%) of 2005 graduates have one dependent, while nearly one quarter (22.8%) have two dependents. Only one in ten (10.9%) have three or more dependents. One third (32.6%) of graduates have no dependents.

	Count	Percent
None	30	32.6%
One dependent	31	33.7%
Two dependents	21	22.8%
Three or more dependents	10	10.9%
Total	92	100.0%

Base: all respondents (n=92)

34. What are the ages of your dependent children?

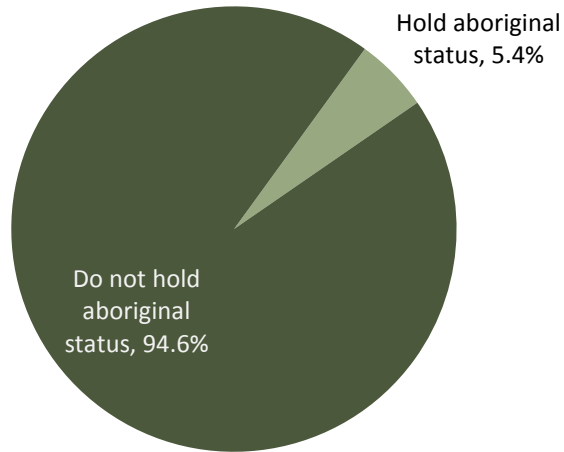
Among the 62 graduates from 2005 who have dependents, a total of 85 dependent children are reported. The average age of children is 5.4 years old, while the majority of children are under 5 years of age (67.1%).



Base: those with dependents (n= 62)

35. Do you hold aboriginal status?

One in twenty (5.4%) graduates from 2005 hold aboriginal status. Among the five respondents who hold aboriginal status, two (40.0%) self-identify as Métis, two identify as Non-status, and one (20.0%) is Status/Treaty.



Base: all respondents (n=92)

Appendix A

What is your current employment status?

Other

<ul style="list-style-type: none">• HR Manager
<ul style="list-style-type: none">• NEPS faculty
<ul style="list-style-type: none">• PhD student full-time

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

Other

<ul style="list-style-type: none">• Awarded major fellowship to go back to school to pursue a PhD.
<ul style="list-style-type: none">• No available positions in my geographic area. indirectly oversee nurses in my current role
<ul style="list-style-type: none">• No RN positions where I live. Employed as a casual RN. No hours in the last month and a half.

What is the geographical location of your current job?

Other

<ul style="list-style-type: none">• Australia (2)

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

Primary Site:

Other

<ul style="list-style-type: none">• Cancer Agency
<ul style="list-style-type: none">• Children's Hospital
<ul style="list-style-type: none">• Non-profit

Secondary Site:

Other

<ul style="list-style-type: none">• Canadian Blood Services

What is your position?

Primary Site:

Other

<ul style="list-style-type: none">• Diabetes Nurse Educator
<ul style="list-style-type: none">• Health Initiatives Coordinator
<ul style="list-style-type: none">• Supportive care. Project coordinator for long term care

Secondary Site:

Other

- | |
|---|
| <ul style="list-style-type: none">• Critical care nurse |
| <ul style="list-style-type: none">• Public Health Nurse |

Third Site:

Other

- | |
|---|
| <ul style="list-style-type: none">• Public health nurse |
|---|

In what area do you provide?

Primary Site: Other

Secondary Site: Other

Third Site: Other

Please rank the top 3 factors that influenced your choice of work location as a nurse:

- | |
|--|
| <ul style="list-style-type: none">• Colleagues. |
| <ul style="list-style-type: none">• Loved the staff workplace environment - is very trusting and supportive. |
| <ul style="list-style-type: none">• New learning opportunities. |
| <ul style="list-style-type: none">• Nicest facility, most modern, friendliest. |
| <ul style="list-style-type: none">• Physical demands. I have had six back surgeries. |
| <ul style="list-style-type: none">• Worked as a senior assist. |

Please indicate the top 3 reasons for leaving your previous position:

- | |
|--|
| <ul style="list-style-type: none">• Became a nurse practitioner. |
| <ul style="list-style-type: none">• Didn't like the specialty. |
| <ul style="list-style-type: none">• Good opportunity. |
| <ul style="list-style-type: none">• Husband's job and education. |
| <ul style="list-style-type: none">• Moved to BC for lifestyle. |
| <ul style="list-style-type: none">• My ward left the hospital. |
| <ul style="list-style-type: none">• To fulfill career goals. |

*Please indicate the **top 3 reasons** for **staying** in your current position:*

• Good physical match.
• I like the staff.
• Like staff.
• No other nurse practitioner jobs close to where I live.

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

Advanced Other

• Clinical Education.
• International Board Certified Lactation Consultant.
• Lactation Consultant.
• Teaching student nurses.
• Unsure of specialty.

Other

• Additional skill sets and certifications in my specific field
• Community Health Nursing.
• Master's Degree.
• Medical Sales.
• Mentor.
• Occupational Health Nursing.
• Operating Assistant Technician.
• Private Consulting.
• Procedure Development.
• Public Health or Community Nurse in an international setting.

Have you completed any professional certifications?

Other

• ACLS(3)
• Certified Cardiovascular Nurse(2)
• Neonatal Resuscitation Program(2)
• Advanced Certificate in Basic Critical Care Course.
• All Labour/Maternal.
• Basic Critical Care Nursing program.
• Certified Critical Care Nurse.

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<ul style="list-style-type: none">• Certified Neuroscience Nurse.
<ul style="list-style-type: none">• Certified PICC nurse
<ul style="list-style-type: none">• Certified Respiratory Educator.
<ul style="list-style-type: none">• CNA Emergency Nursing Certified, PNCC, CTAS.
<ul style="list-style-type: none">• Critical Care course. ACLS, Lean White Belt training.
<ul style="list-style-type: none">• Critical Care Nurse.
<ul style="list-style-type: none">• Enterstomal Therapy.
<ul style="list-style-type: none">• Occupational Health Nursing.
<ul style="list-style-type: none">• ONDEC.
<ul style="list-style-type: none">• Operating Room Course.
<ul style="list-style-type: none">• Perioperative Nursing.
<ul style="list-style-type: none">• Trauma course, ACLS, Emergency workshop.
<ul style="list-style-type: none">• Working on attaining Certified Geriatric Nurse.

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

Another Undergraduate degree