



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

*Graduates of the NEPS Program in the 2005-2006 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 2005-2006*

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Acknowledgments

We wish to acknowledge the support and direction from the Deans of the Nursing Education Program of Saskatchewan:

Dean Lorna Butler
College of Nursing
University of Saskatchewan

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

Director Anthony de Padua
Dept. of Health Sciences
First Nations University of Canada

and the members of the Ad Hoc Advisory Team:

Lorna Butler, College of Nursing
Hope Bilinski, College of Nursing
Marlene Smadu, College of Nursing
Lois Berry, College of Nursing
Margaret Olfert, Nursing Division, SIAST
Netha Dyck, Nursing Division, SIAST
Chris Barlow, Nursing Division, SIAST
Carrie Lavallie, First Nations University of Canada

We also wish to acknowledge the Financial Support from the following:

Saskatchewan Health and Saskatchewan Learning
Saskatchewan Registered Nurses' Association
Saskatchewan Union of Nurses

The final report prepared by Insightrix, *Nursing Education Program of Saskatchewan (NEPS) Exit Survey: Graduates of the 2009-2010 Year Final Report*, is available from the College of Nursing, University of Saskatchewan, the Nursing Division, Saskatchewan Institute of Applied Science and Technology, or the Dept. of Health Sciences, First Nations University of Canada. These reports are available on the College of Nursing website at <http://www.usask.ca/nursing/NEPS/reports.htm>

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***Executive Summary
Class of 2005-06***

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Executive Summary

In this report, we summarize the results of the 2011 Five-year Follow-Up survey of graduates of the Nursing Education Program of Saskatchewan (NEPS), class of 2006. 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 May 6th to September 30th, 2011. A total of 281 of the graduates who completed the NEPS program in 2006 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 157 completed the entire survey (110 online and 47 by phone), representing a 55.9% response rate. With this response rate, the error at 95% confidence is ± 5.2 percentage points.

Demographics

Most (89.8%) of respondents in this year's survey are female, consistent with the results from previous years. The majority (63.7%) are married and another 15.3% are in common law relationships. Nearly one in ten (8.9%) hold aboriginal status. A slightly greater proportion (45.2%) indicated they do not have dependents than did so when the 2005 graduates (32.6%) were surveyed one year ago. When respondents did report dependents, they most commonly (20.4%) reported having only one and over one half (53.8%) of dependents were under the age of five years.

Current Employment

Nearly all (92.4%) respondents are currently employed as nurses. Six in ten (59.2%) are employed on a regular, full-time basis and one fifth (22.3%) work regular, part-time hours. Most respondents (91.1%) are employed as per their preference. Two respondents are employed in fields other than nursing and one is unemployed and looking for work.

Job Profile

A larger proportion of respondents (89.0%) are working in Saskatchewan than have done so since tracking began with the graduates of 2000. Most (75.4%) intend to stay in the province, 5.8% intend to leave eventually and 18.8% are uncertain. Respondents employed outside of Saskatchewan most commonly (47.1%) have no intention of returning, but 41.2% reported they were uncertain if they would return to province.

The majority (71.6%) of respondents currently work in an urban location. One fifth (21.3%) work in a rural site and the remaining 7.1% divide their time between rural and urban workplaces. As in previous years, three quarters (75.5%) of respondents work at only one site. For six in ten (62.6%) of those surveyed, at least one site is a general hospital with one hundred or more beds. Another

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

15.5% are employed at general hospitals with under 100 beds and 11.0% work at a community health centre. One tenth (10.3%) of respondents' employers are First Nation organizations.

Most (91.0%) respondents are currently employed as staff or community health nurses. Nearly all (96.1%) provide direct care at one or more of their work sites and this most commonly (34.8%) occurs in the medical or surgical areas. However, nearly one fifth (17.4%) are employed in emergency care. Fifteen educate students, clients and employees, two work in administration and three perform research.

Work Hours

On average, the 2006 graduates work 34.5 hours per week. Over one half (53.5%) reported working between 36 and 40 hours per week and 16.8% exceeded that. The majority (68.4%) of respondents worked no overtime hours, but those that did received an average of 1.8 extra hours per week.

Factors Affecting Job Choice

The three factors most commonly identified as influential when selecting a work location were: family or community commitments (60.7% of the total selections), desired position (43.1% of the total selections) and the preferred clinical or client group (41.3% of the total selections). The first of these factors (family or community commitments) was also identified as the most important factor by the greatest proportion (46.5%) of respondents.

Satisfaction with Current Job

Two thirds (66.5%) of respondents changed their work settings or work area since they graduated in 2006. The most common (56.3%) reason for this was a need for change.

Those who stayed in their jobs did so for a variety of reasons. These included: liking their work (39.3% of total responses), enjoying their client group (38.7% of total responses), satisfaction with their hours (36.2% of total selections), fondness for their workgroup (34.8% of total selections) and opportunities for continuous learning (32.9% of total selections).

Nearly all (91.7%) reported satisfaction with their current employment. Two thirds (66.5%) were satisfied and 25.3% were very satisfied.

Finances

Two thirds (65.8%) of respondents reported satisfaction with their salaries and another 26.5% indicated they are very satisfied. The majority (60.8%) have a gross income of \$70,000 or more per year. While 41.4% reported they are still paying back student loans, 58.6% either never had a loan (25.5%) or have repaid their loan in full (33.1%).

Work Missed Due to Health Problems

In the last year, over one half (55.3%) have not been absent from work or unemployed because of health problems. One in five (20.4%) reported that health problems caused them to miss one week and one in ten (9.9%) were absent for two weeks due to illness. Ill health caused the remaining 14.5% to miss three weeks or more.

Among those who missed work because of health problems, just under one quarter (24.1%) reported that their work or work environment was a primary factor in their illness. An additional 27.6% listed it as a significant factor and 25.9% felt their work was one of several factors that contributed to their illness.

Career Goals

Respondents most commonly (45.9%) cited working in direct care as a career goal, but there is also considerable interest in education. Four in ten (42.0%) indicate that teaching students is a career goal. Another one third (33.1%) are interested in educating clients and finally, 27.4% expressed an interest in teaching other nurses.

Further Education

Over one quarter (27.4%) of those surveyed have completed a professional certification. Another 12.7% have completed or are currently enrolled in a program leading to a higher degree. Of those, eight have completed their programs: five completed a Masters Degree in Nursing, three finished a Masters Degree in another field and one obtained another undergraduate degree. Fourteen are currently enrolled in educational programs: ten are pursuing a Masters Degree in Nursing, three are working on a Master degree in another field and one is finishing another undergraduate degree.

Satisfaction with Nursing

A small minority (5.2%) are dissatisfied with nursing as a career. The rest are either satisfied (56.8%) or very satisfied (38.1%) with their profession. The 2006 graduates were also asked to evaluate how well the NEPS program prepared them for nursing practice. The majority (65.6%) believe the program well-prepared them for their profession. However, approximately one quarter (22.3%) feel that they were either not well or poorly prepared.

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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:

- To establish employment profiles of graduates.
- To determine whether respondents have pursued further studies since graduating.
- To obtain basic demographic information about the graduates.

Dr. Linda Ferguson obtained ethical approval for the individual phases of this project from the University of Saskatchewan Advisory Committee on Ethics in Behavioral Science Research. This report includes the results of the five-year follow-up survey for the graduates of the 2005-2006 academic year, with comparisons to the graduates of the 1999-2000, 2000-2001, 2001-2002, 2002-2003, 2003-2004 and 2004-2005 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 (SIASST), 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.

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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 May 6th to September 30th, 2011. A total of 281 of the graduates who completed the NEPS program in 2006 agreed to be contacted and their contact information was provided to Insightrix. Of these potential respondents, 157 completed the entire survey (110 online and 47 by phone), representing a 55.9% response rate. With this response rate, the error at 95% confidence is ± 5.2 percentage points.

Study Results

Current Employment

1. What is your current employment status?

The majority (59.2%) of respondents is employed on a regular, full-time basis and another 22.3% work regular, part-time jobs. Over one-tenth (12.7%) are on a paid leave. Two reported working in a field other than nursing and one is unemployed and looking for work.

Description	2006 Grads	
	Count	Percent
Regular full time (nursing)	93	59.2%
Casual full time (nursing)	7	4.5%
Regular part time (nursing)	35	22.3%
Casual part time (nursing)	10	6.4%
Total either employed or on leave from nursing	145	92.4%
Paid leave (e.g. Maternity, disability, education) (nursing)*	20	12.7%
Unpaid leave (nursing)*	1	0.6%
Employed in other than nursing (please specify)	2	1.3%
Unemployed (looking for work)	1	0.6%
Unemployed (not looking for work)	0	0.0%
Total	157	100.0%

*Also included in employment total

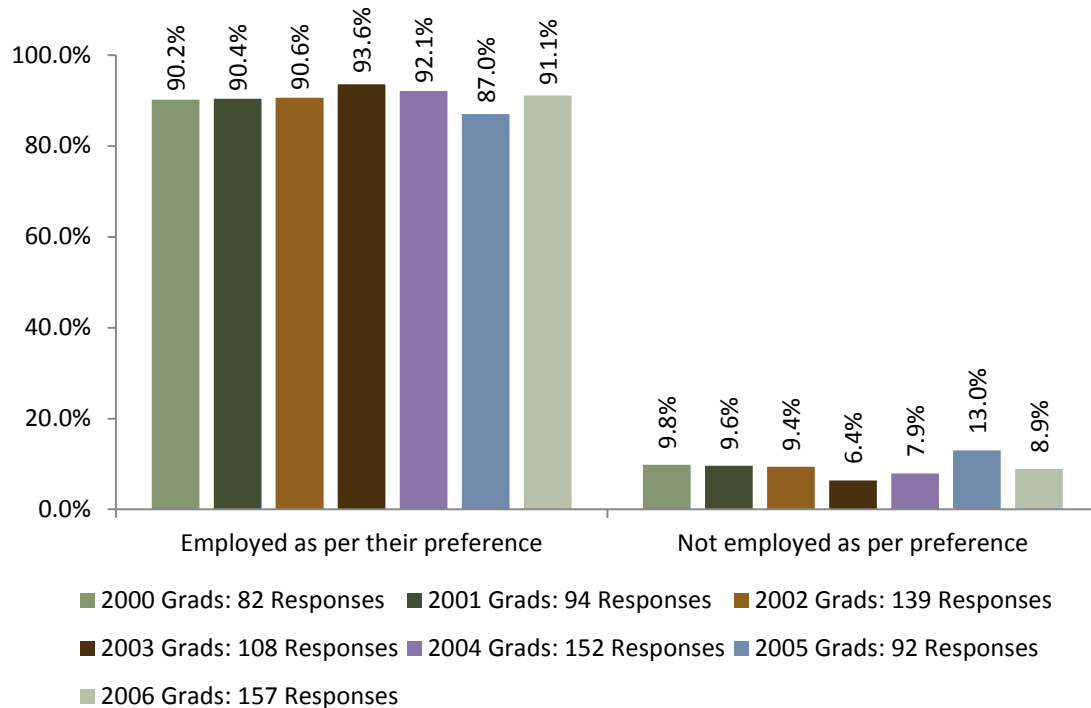
Employment of respondents in a field other than nursing:

(1) Regular full time nurse and part time small business owner

(1) Social development

2. Is this employment status your preference?

As in the previous survey data, nearly all (91.1%) are employed as per their preference.



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

The two 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.

I am employed Full time as an RN; I have decided to begin development of my own business for future career pathing.

Can't find work as a nurse in the province of BC

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

Both respondents who are not currently employed in the nursing profession, were employed in nursing in the past five years.

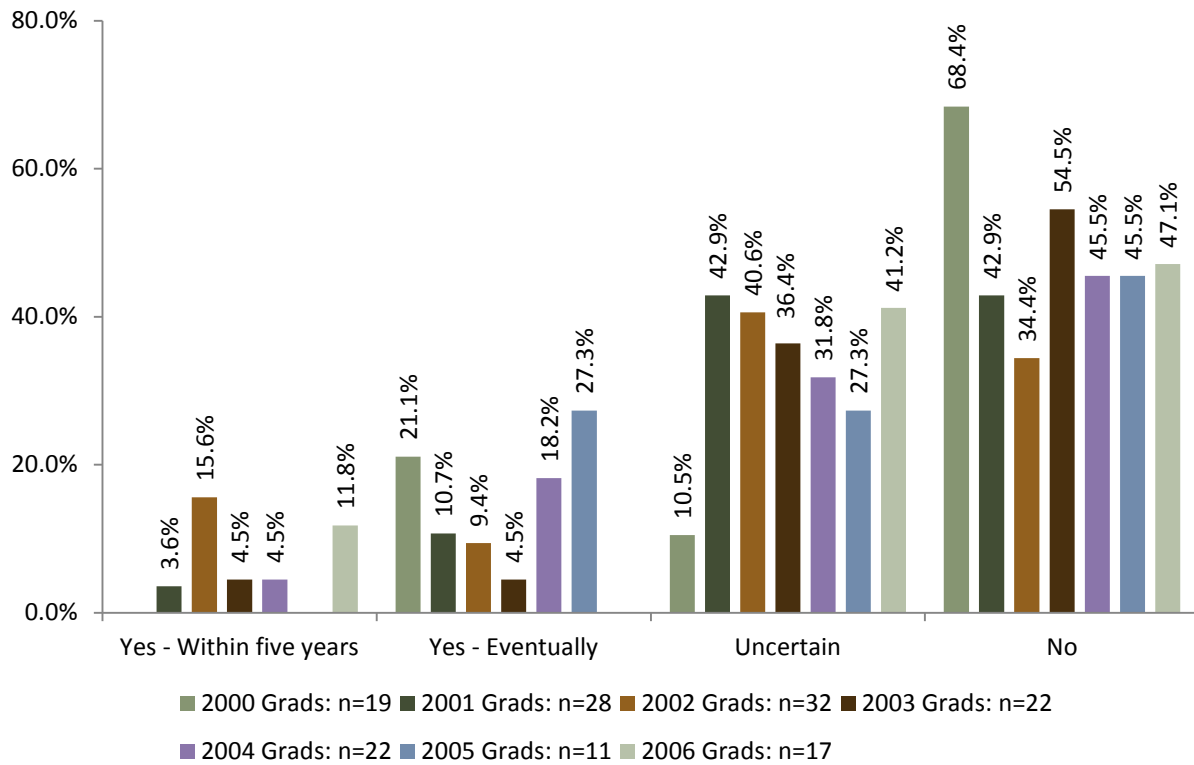
5. What is the geographical location of your current job?

Since reaching a low point (69.2%) among the 2001 graduates, the proportion of respondents working in Saskatchewan has consistently increased approaching nine-tenths (89.0%) in the present survey. Over the same time period, the proportion of respondents employed in Alberta has dropped from 17.6% of the 2001 graduating class to 4.5% in the current survey.

Location	2000 Grads: n=83	2001 Grads: n=91	2002 Grads: n=136	2003 Grads: n=108	2004 Grads: n=150	2005 Grads: n=89	2006 Grads: n=155
Saskatchewan	76.8%	69.2%	76.5%	79.6%	85.3%	87.6%	89.0%
Alberta	13.4%	17.6%	11.8%	9.3%	6.7%	5.6%	4.5%
British Columbia	2.4%	4.4%	1.5%	1.9%	2.7%	2.2%	3.9%
Manitoba	0.0%	1.1%	2.2%	1.9%	1.3%	0.0%	1.3%
USA	4.9%	3.3%	4.4%	3.7%	0.7%	1.1%	0.6%
North West Territories	0.0%	1.1%	0.7%	0.0%	0.0%	0.0%	0.6%
Ontario	2.4%	2.2%	0.7%	2.8%	0.7%	1.1%	0.0%
Yukon	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
New Brunswick	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%
Nova Scotia	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%
Other	0.0%	1.1%	0.7%	0.0%	2.6%	2.2%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

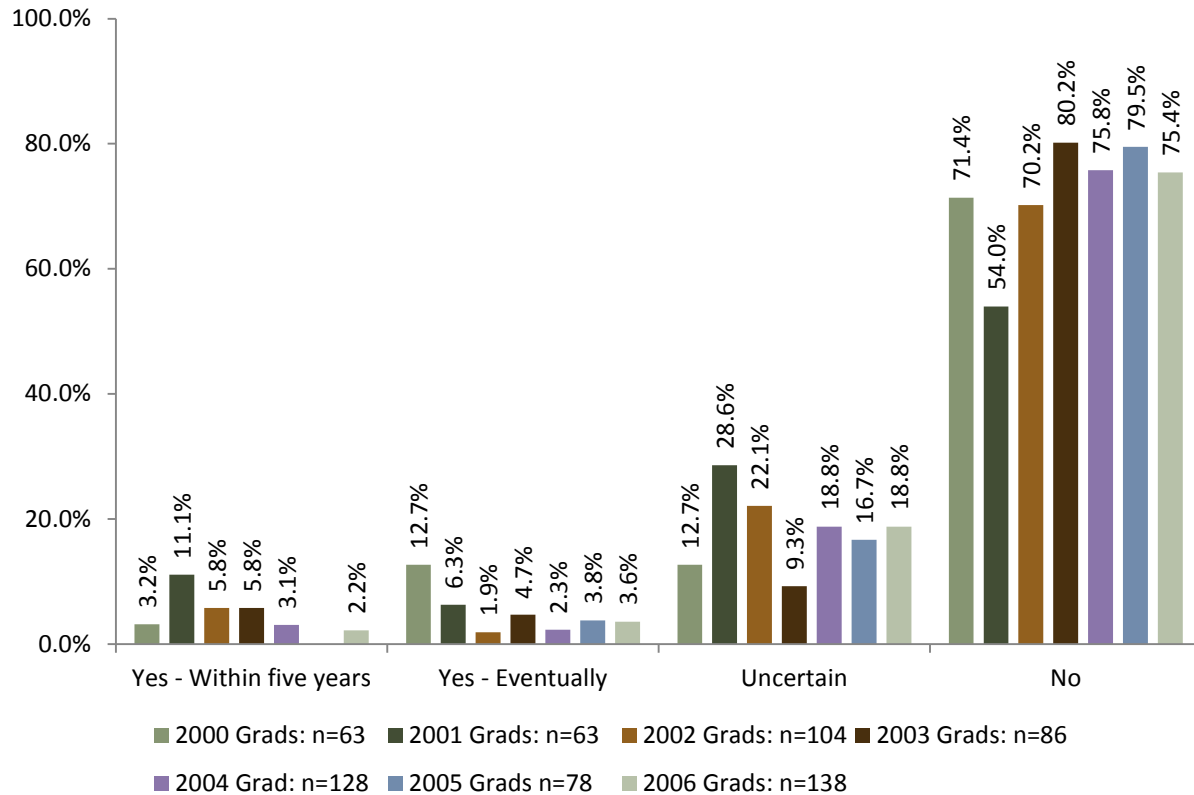
6. Do you plan to return to Saskatchewan to work?

When asked about their intention to return to Saskatchewan, the 17 respondents currently working outside the province most commonly (47.1%) reported no intention to return. However, 41.2% are uncertain and one in ten (11.8%) plan to come back within five years.



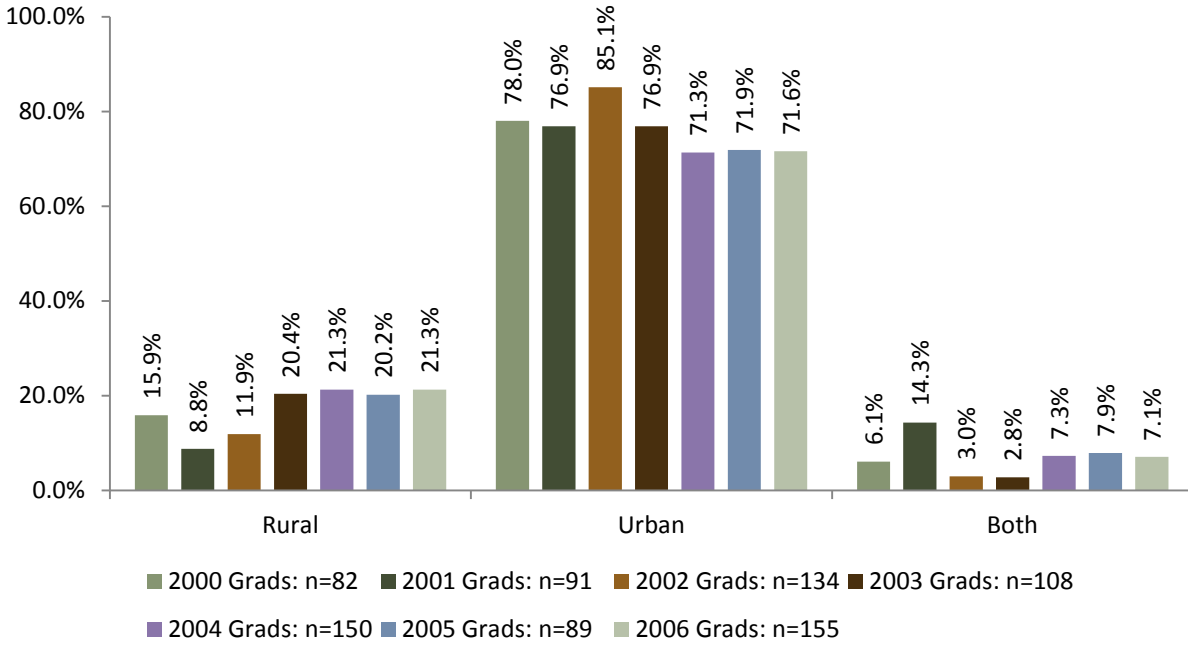
7. Do you plan to leave Saskatchewan to work elsewhere?

Three quarters (75.4%) of respondents currently working in Saskatchewan have no intention of working elsewhere. Just over one in twenty (5.8%) have plan to leave the province, but over one half of those (3.6%) have not established when they will go.



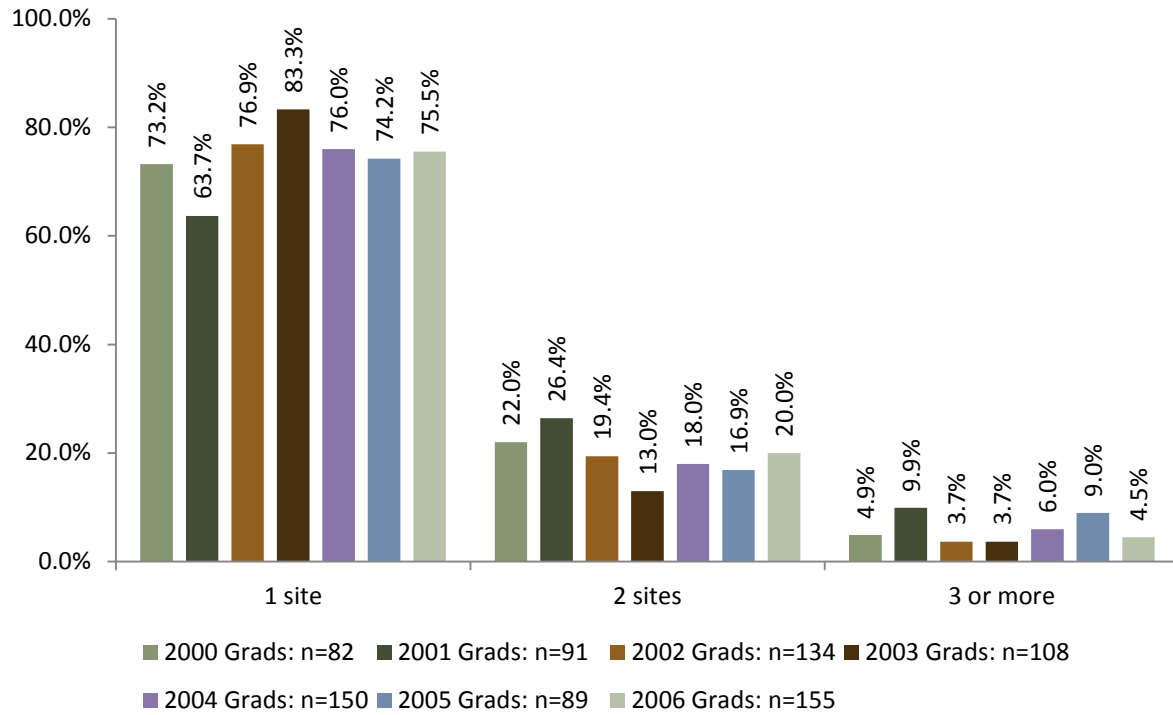
8. Please specify whether the location of your current job is:

The proportions of respondents working in rural, urban or both locations have remained largely stable over the last three surveys. In the current survey, the majority (71.6%) work in urban settings.



9. At how many sites do you currently work?

Most (75.5%) respondents work at one site only. This is reflective of previous survey results. However, the proportion working at three or more sites dropped to 4.5% in the current survey from 9.0% in the previous year.



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

As in previous years, the majority of respondents reported that their primary work site was a general hospital with more than 100 beds. Since the last survey, the proportion of respondents working in general hospitals with under 100 beds declined from 21.3% to 11.6%. However, similar fluctuations appear in past results.

Primary Site

Description	2000 n=82	2001 n=91	2002 n=134	2003 n=108	2004 n=152	2005 n=89	2006 n=155
General hospital, 100 beds and over	61.0%	68.1%	65.7%	58.3%	55.9%	49.4%	58.1%
General hospital, less than 100 beds	12.2%	9.9%	8.2%	19.4%	13.2%	21.3%	11.6%
Community Health/Health Centre	9.8%	11.0%	9.0%	8.3%	9.2%	7.9%	7.1%
Home Care Agency	1.2%	0.0%	0.7%	0.9%	2.0%	3.4%	4.5%
Primary Health Care Centre	0.0%	0.0%	1.5%	1.9%	1.3%	1.1%	3.9%
Educational Institution	2.4%	2.2%	6.0%	2.8%	3.3%	5.6%	2.6%
Nursing Stations (Outpost or clinics)	0.0%	0.0%	2.2%	0.0%	1.3%	1.1%	1.9%
Mental Health Centre / Hospital	2.4%	0.0%	0.0%	1.9%	0.0%	1.1%	1.9%
Association/Government	3.7%	3.3%	1.5%	0.0%	2.0%	2.2%	1.3%
Nursing Home/Long Term Care Facility	3.7%	2.2%	2.2%	2.8%	4.6%	1.1%	1.0%
Physician's Office/Family Practice Unit	1.2%	0.0%	0.0%	0.0%	0.0%	1.1%	0.6%
Occupational Health	0.0%	0.0%	0.0%	0.0%	0.7%	1.1%	0.0%
Private Nursing Agency/Private Duty	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%
Rehabilitation/Convalescent Centre	0.0%	1.1%	0.7%	0.0%	0.0%	0.0%	0.0%
Other	2.4%	2.2%	2.2%	2.8%	7.2%	3.4%	4.5%

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

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The table below combines the types of facilities at all three sites reported by respondents. Six in ten (62.6%) work at a general hospital with more than 100 beds, 15.5 % are employed at general hospitals with less than 100 beds and 11.0% work at community health centres.

Combined Sites

Description	2006 Grads	
	Count	Net % at one or more sites
General hospital, 100 beds and over	97	62.6%
General hospital, less than 100 beds	24	15.5%
Community Health/Health Centre	17	11.0%
Home Care Agency	9	5.8%
Educational Institution	8	5.2%
Nursing Home/Long Term Care Facility	6	3.9%
Primary Health Care Centre	6	3.9%
Nursing Stations (Outpost or clinics)	5	3.2%
Association/Government	3	1.9%
Mental Health Centre / Hospital	3	1.9%
Business/Industry/Occupational Health	2	1.3%
Physician's Office/Family Practice Unit	1	0.6%
Rehabilitation/Convalescent Centre	0	0.0%
Other	7	4.5%
Total	155	100.0%

11. Is your employer a First Nation organization?

One tenth (10.3%) of respondents work for a First Nation organization, an increase from the 2010 results (4.5%).



12. What is your position?

Once again, the majority (85.8%) of respondents are employed as staff or community nurses at their primary site. The remaining 14.2% work in a variety of positions including as educators (3.2%), outpost or primary care nurses (3.2%) or as clinical nurse specialists (1.3%).

Primary Site

Description	2000 n=81	2001 n=91	2002 n=134	2003 n=108	2004 n=150	2005 n=89	2006 n=155
Staff Nurse/Community Health Nurse	84.0%	92.3%	76.1%	91.7%	86.7%	84.3%	85.8%
Instructor/Professor/Educator	2.5%	2.2%	6.0%	3.7%	3.3%	5.6%	3.2%
Outpost or Primary Care Nurse	0.0%	0.0%	2.2%	0.0%	1.3%	0.0%	3.2%
Clinical Nurse Specialist	1.2%	3.3%	2.2%	0.0%	0.0%	2.2%	1.3%
Manager/Assistant Manager	4.9%	0.0%	3.0%	0.9%	2.7%	1.1%	0.6%
Consultant	0.0%	2.2%	0.0%	0.0%	0.7%	1.1%	0.6%
Director/Assistant Director	0.0%	0.0%	0.7%	0.0%	0.7%	0.0%	0.0%
Nursing Practitioner	3.7%	0.0%	6.7%	0.0%	0.0%	2.2%	0.0%
Other	3.7%	0.0%	3.0%	3.7%	4.7%	3.4%	5.2%

5-Year Follow-up Survey of the 2006 Graduates of the NEPS Program

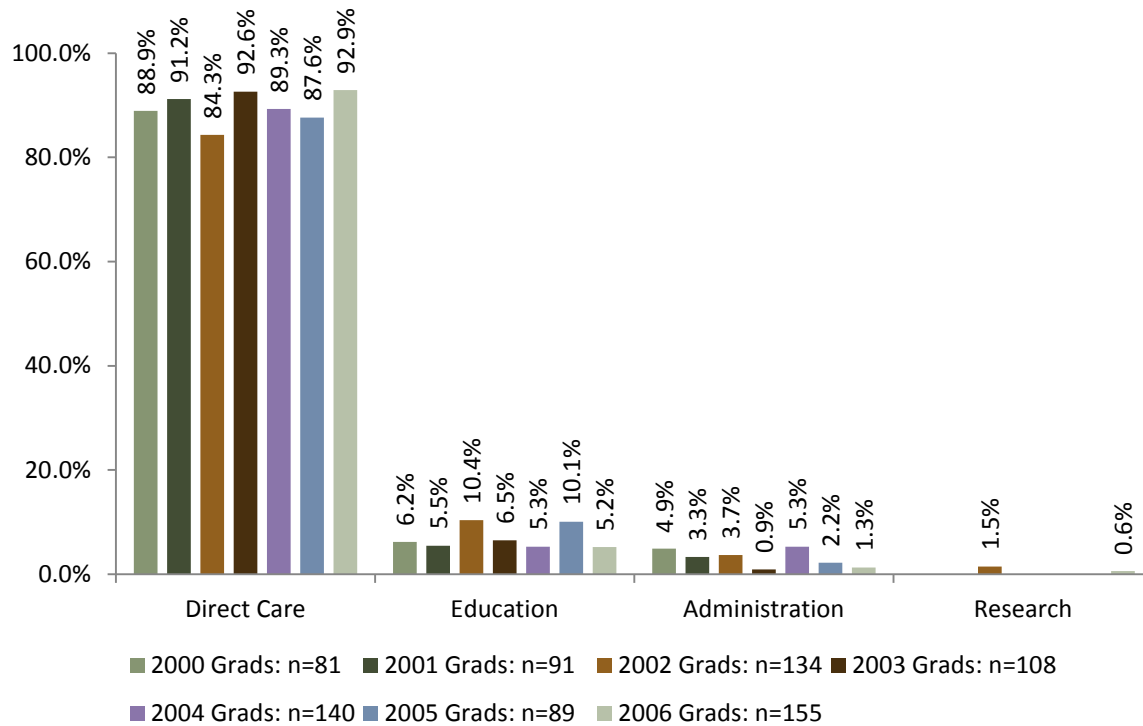
Taking into consideration roles at all three sites, over nine tenths (91.0%) are employed as a staff or community health nurse in at least one of their sites.

Combined Sites

Description	2006 Grads	
	Count	Net % at one or more sites
Staff Nurse/Community Health Nurse	141	91.0%
Instructor/Professor/Educator	10	6.5%
Outpost or Primary Care Nurse	6	3.9%
Clinical Nurse Specialist	2	1.3%
Consultant	2	1.3%
Researcher	2	1.3%
Manager/Assistant Manager	1	0.6%
Nursing Practitioner	0	0.0%
Other	8	5.2%
Total	155	100.0%

13. What is your main area of responsibility?

This year, nearly all (92.9%) 2006 graduates reported direct care as their main area of responsibility in their primary site. The major focus of one twentieth (5.2%) of respondents is education and 1.3% perform administrative work. One graduate is currently engaged in research.



Considering all sites, an even greater proportion (96.1%) is involved in direct care and nearly one tenth (9.7%) provide education.

Area	2006 Grads	
	Count	Net % at one or more sites
Direct Care	149	96.1%
Education	15	9.7%
Administration	3	1.9%
Research	3	1.9%
Total	155	100.0%

14. In what area do you provide:

As in previous years, respondents in the 2011 survey provide care in a diverse variety of areas. The most common (34.8%) area is medical or surgical, but one in six work in emergency care (17.4%), and one in ten in maternal or newborn care (12.3%) and paediatrics (11.6%). Fourteen respondents educate students and clients, two work in administration and three perform research.

Main Area	Specific Area	2009		2010		2011	
		Count	Percent	Count	Percent	Count	Percent
Direct Care	Medical/Surgical	45	29.9%	10	25.6%	54	34.8%
	Emergency care	30	20.1%	3	7.7%	27	17.4%
	Maternal/Newborn	22	14.9%	4	10.3%	19	12.3%
	Pediatric	18	11.9%	4	10.3%	18	11.6%
	Community Health	15	9.7%	2	5.1%	15	9.7%
	Geriatric/Long term care	19	12.7%	2	5.1%	13	8.4%
	Critical Care	20	13.4%	1	2.6%	13	8.4%
	Several clinical areas	9	6.0%	2	5.1%	11	7.1%
	Psychiatric/Mental Health	5	3.0%	8	20.5%	10	6.5%
	Home care	1	0.7%	1	2.6%	6	3.9%
	Oncology	6	3.7%	1	2.6%	3	1.9%
	Ambulatory Care	3	2.2%	0	0.0%	3	1.9%
	Palliative Care	12	8.2%	3	7.7%	1	0.6%
	Operating Room/RR	14	9.0%	1	2.6%	1	0.6%
	Rehabilitation	3	2.2%	1	2.6%	1	0.6%
	Post Anesthesia	1	0.7%	0	0.0%	1	0.6%
	Occupational Health	0	0.0%	1	2.6%	0	0.0%
Other	10	6.7%	6	15.4%	13	8.4%	
Education	Teaching - Students	5	3.0%	3	7.7%	10	6.5%
	Teaching - Clients	3	2.2%	0	0.0%	4	2.6%
	Teaching - Employees	1	0.7%	0	0.0%	1	0.6%
Administration	Education	3	2.2%	1	2.6%	1	0.6%
	Direct Care	3	2.2%	0	0.0%	1	0.6%
	Other	5	3.0%	0	0.0%	0	0.0%
Research	Nursing Research only	0	0.0%	0	0.0%	3	1.9%
Total		150	100.0%	39	100.0%	155	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?

Over one half (53.5%) of the 2006 graduates work between 36 and 40 hours in total per week. One fifth (20.0%) currently work less than 30 hours per week and 16.8% work more than 40. On average, the 2006 graduates spend 36.8 hours per week at their jobs. This is 2.3 hours more per week than in the previous year when the average respondent worked 34.5 hours per week.

Hours worked per week	2006 Grads	
	Count	Percent
Less than 30	31	20.0%
30 to 35	15	9.7%
36 to 40	83	53.5%
More than 40	26	16.8%
Total	155	100.0%

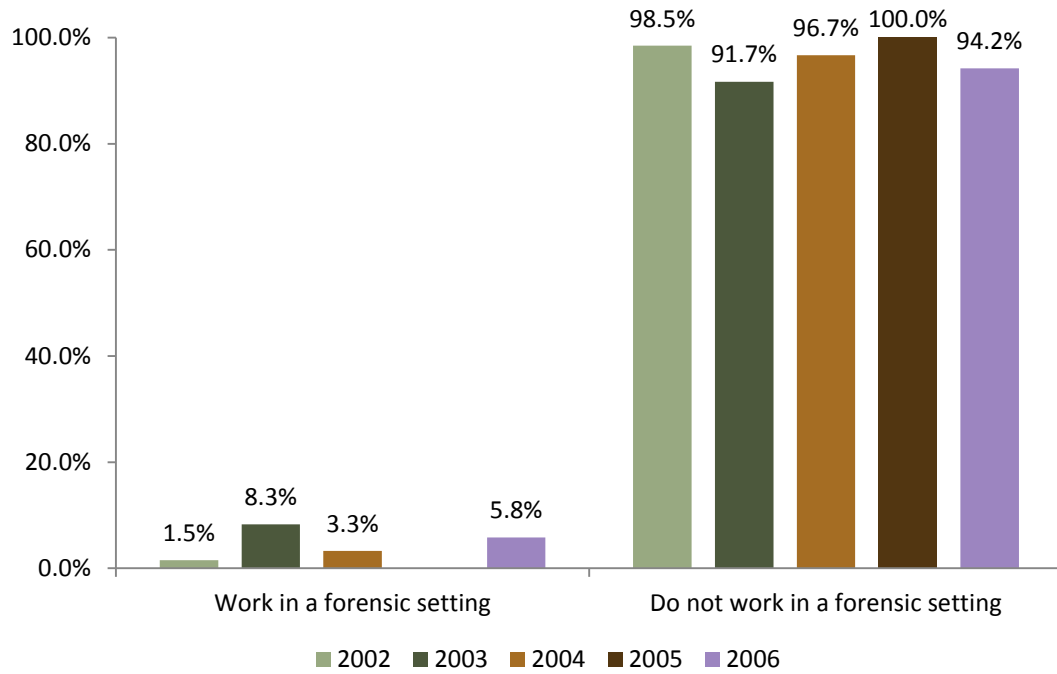
15b. On average, how many total hours of paid overtime do you work per week?

The results collected on overtime in the present survey are similar to those in the previous year. The majority (68.4%) continue to work no overtime. Among those that do, the greatest proportion (16.1%) work between one and four extra hours per week. The average amount of weekly overtime was 1.8 hours and ranged between one and 24 hours.

Hours of paid OT per week	2006 Grads	
	Count	Percent
None	106	68.4%
1 to 4	25	16.1%
5 or more	24	15.5%
Total	155	100.0%

15c. Do you work in a forensic setting?

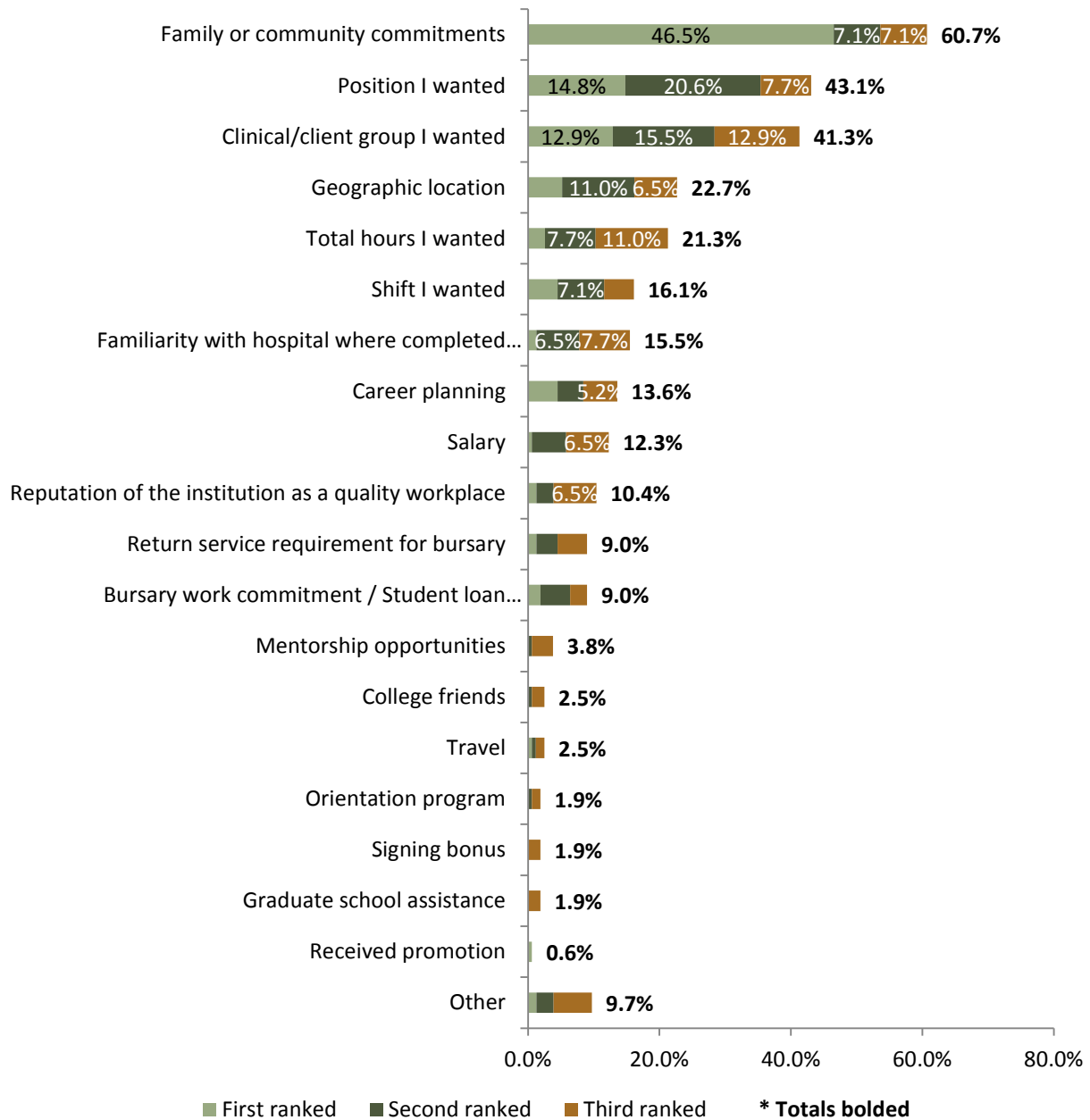
One twentieth (5.8%) of respondents work in a forensic setting.



Base: all respondents (2002; n=139, 2003; n=110, 2004; n=150, 2005; n=89; 2006: n=155)

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. For 46.5% of respondents, family or community commitments are the most important factors. This consideration also received the greatest proportion (60.7%) of total first, second and third ranked selections. Getting the position they wanted (43.1% of total responses) and working with their preferred clinical or client group (41.3% of total responses) were also frequently selected factors.



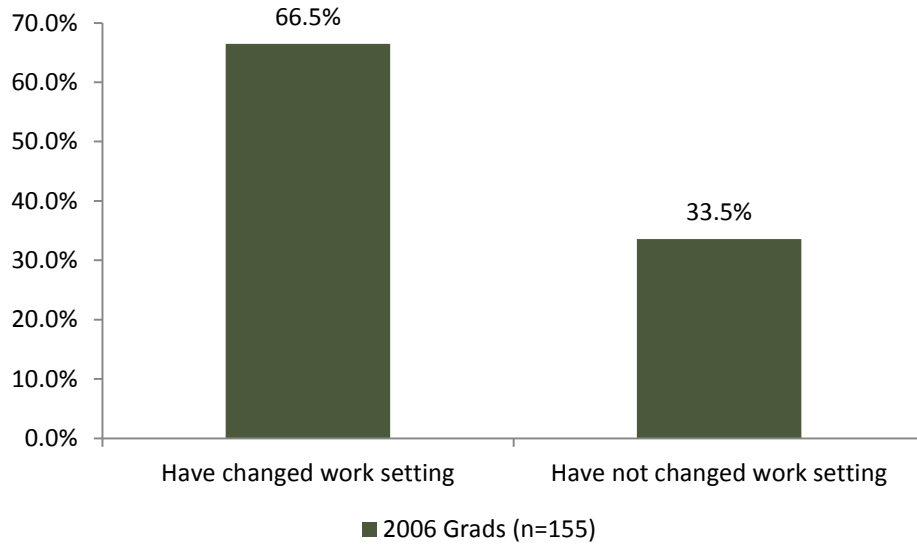
5-Year Follow-up Survey of the 2006 Graduates of the NEPS Program

A full summary of responses compared to previous reports can be found in the table below. As in the present survey, family and community commitments has been identified by the greatest proportion of respondents as an important consideration in every year since tracking began with the graduating class of 2000. Further, getting a desired position and working with a preferred client group have ranked within the top three most frequently selected factors for the past five surveys.

	2000 Grads	2001 Grads	2002 Grads	2003 Grads	2004 Grads	2005 Grads	2006 Grads
Family or community commitments	53.1%	57.1%	56.0%	56.4%	58.0%	66.3%	60.7%
Position I wanted	44.4%	45.1%	51.5%	41.6%	45.3%	56.2%	43.1%
Clinical/client group I wanted	29.6%	36.3%	41.0%	40.7%	46.0%	48.4%	41.3%
Geographic location	50.6%	26.4%	29.9%	33.3%	25.3%	22.5%	22.7%
Total hours I wanted	18.5%	27.5%	16.4%	24.1%	18.7%	21.3%	21.3%
Shift I wanted	17.3%	19.8%	21.6%	13.9%	22.7%	23.6%	16.1%
Familiarity with hospital where completed practicum	12.3%	12.1%	11.2%	13.0%	12.0%	11.2%	15.5%
Career planning	7.4%	7.7%	9.0%	7.4%	12.0%	11.3%	13.6%
Salary	16.0%	12.1%	14.2%	15.8%	10.7%	7.8%	12.3%
Reputation of the institution as a quality workplace	9.9%	13.2%	6.0%	6.5%	10.7%	11.2%	10.4%
Return service requirement for bursary	2.5%	2.2%	3.7%	12.0%	11.3%	1.1%	9.0%
Bursary work commitment / Student loan assistance	2.5%	2.2%	3.7%	1.8%	2.7%	1.1%	9.0%
Mentorship opportunities	2.5%	5.5%	1.5%	2.8%	2.1%	0.0%	3.8%
College friends	1.2%	4.4%	3.7%	3.8%	2.7%	0.0%	2.5%
Desire to travel	2.5%	3.3%	4.5%	5.6%	2.0%	0.0%	2.5%
Signing bonus	3.7%	8.8%	6.0%	4.6%	6.0%	4.4%	1.9%
Orientation program	1.2%	6.6%	4.5%	6.5%	3.4%	4.4%	1.9%
Graduate school assistance	0.0%	3.3%	3.7%	0.9%	0.0%	0.0%	1.9%
Received promotion	1.2%	0.0%	2.2%	2.8%	1.3%	1.1%	0.6%
Housing provided	-	-	2.2%	1.8%	0.0%	1.1%	0.0%
Other	11.1%	8.8%	7.5%	4.7%	7.3%	6.7%	9.7%

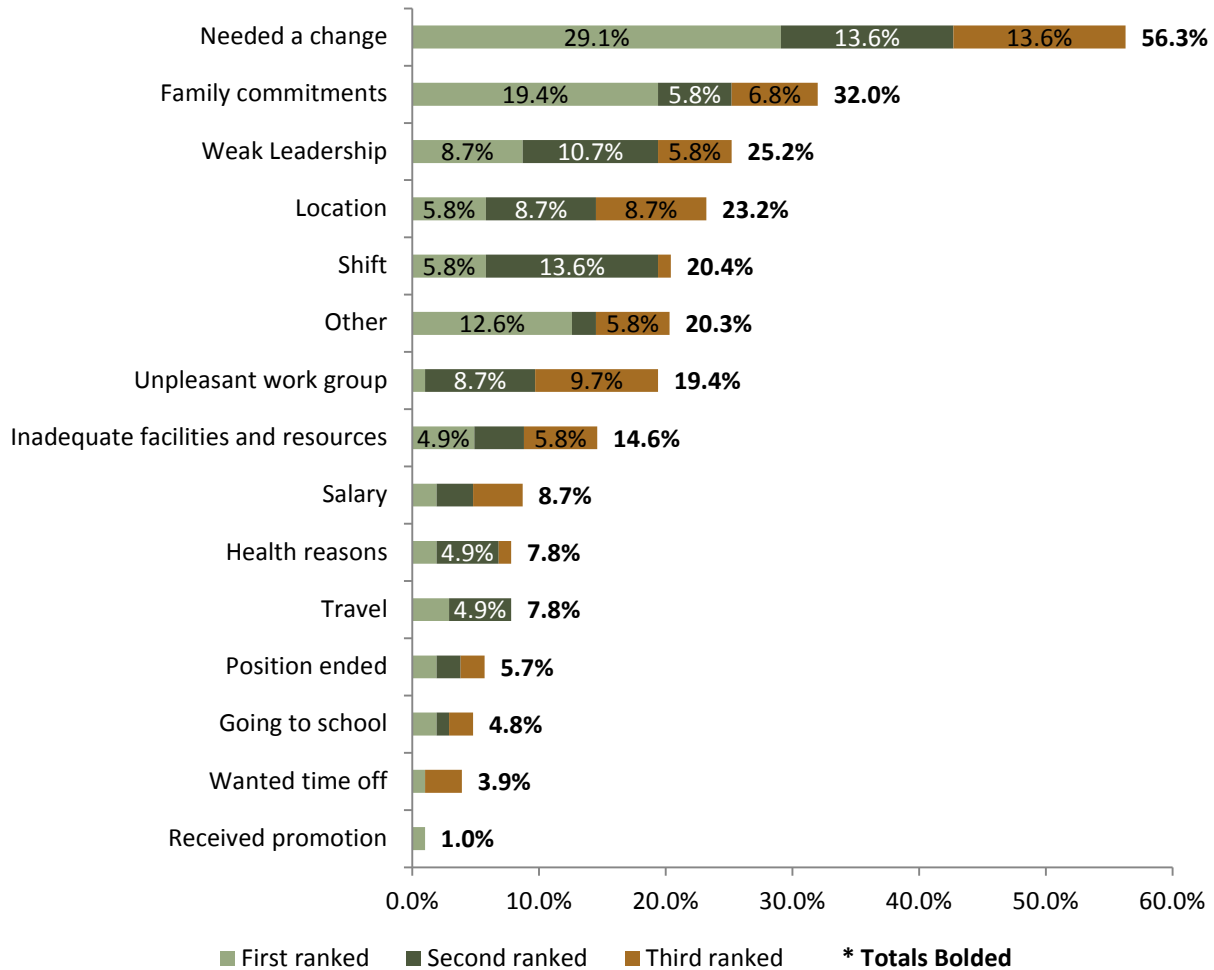
16a. Have you changed your work setting or work area since graduation?

Two thirds (66.5%) of respondents have changed their work setting or area since they graduated.



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

The most commonly (56.3%) cited reason for leaving a position was requiring change. For 29.1% of respondents, this was the primary grounds for their leaving a previous job. Family commitments also commonly (32.0%) played a role in employment changes. It was the top factor for 19.4% of respondents.



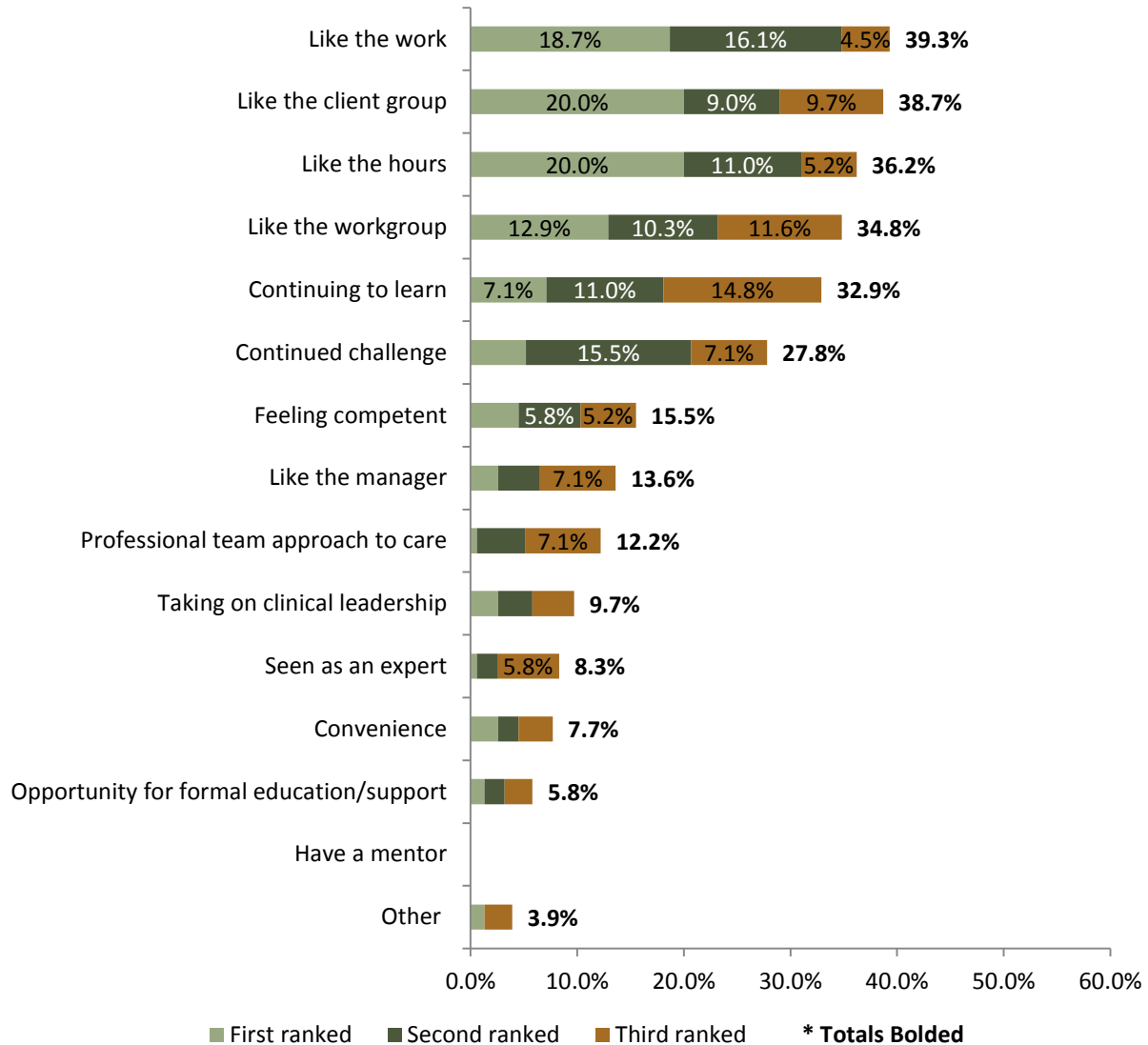
5-Year Follow-up Survey of the 2006 Graduates of the NEPS Program

The 2006 graduates typically cited similar reasons for changing positions to those recorded in previous waves of results. However, in the current survey a slightly greater proportion (25.2%) of respondents indicated weak leadership contributed to their decision to leave their positions than had done so in previously recorded results.

	2000 Grads	2001 Grads	2002 Grads	2003 Grads	2004 Grads	2005 Grads	2006 Grads
Needed a change	44.8%	55.2%	62.3%	50.6%	44.7%	53.6%	56.3%
Family commitments	32.8%	37.3%	27.4%	33.4%	14.0%	33.8%	32.0%
Weak Leadership	10.3%	13.4%	16.0%	21.3%	18.3%	19.7%	25.2%
Location	27.6%	29.8%	23.6%	29.4%	20.6%	15.4%	23.2%
Shift	19.0%	26.9%	25.5%	20.0%	21.5%	29.6%	20.4%
Unpleasant work group	22.4%	10.4%	17.9%	14.6%	29.7%	25.3%	19.4%
Inadequate facilities and resources	13.8%	8.9%	17.9%	12.0%	19.8%	11.2%	14.6%
Salary	17.2%	19.4%	11.3%	10.7%	5.9%	5.6%	8.7%
Travel	6.9%	14.9%	11.3%	10.7%	4.9%	9.8%	7.8%
Health reasons	5.2%	7.5%	5.7%	5.3%	1.7%	8.4%	7.8%
Position ended	3.4%	7.5%	7.5%	6.4%	1.7%	5.6%	5.7%
Going to school	3.4%	7.5%	9.4%	9.4%	3.3%	5.6%	4.8%
Wanted time off	5.2%	3.0%	5.7%	5.3%	3.3%	4.2%	3.9%
Received promotion	0.0%	3.0%	4.7%	4.0%	2.4%	2.8%	1.0%
Other	13.8%	25.4%	17.9%	14.7%	15.8%	8.4%	20.3%

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. Although enjoying the work received the greatest proportion of total selections (39.3%), liking the client group and satisfaction with the hours were most commonly (20.0%) identified as the top factor for staying in at a particular job.



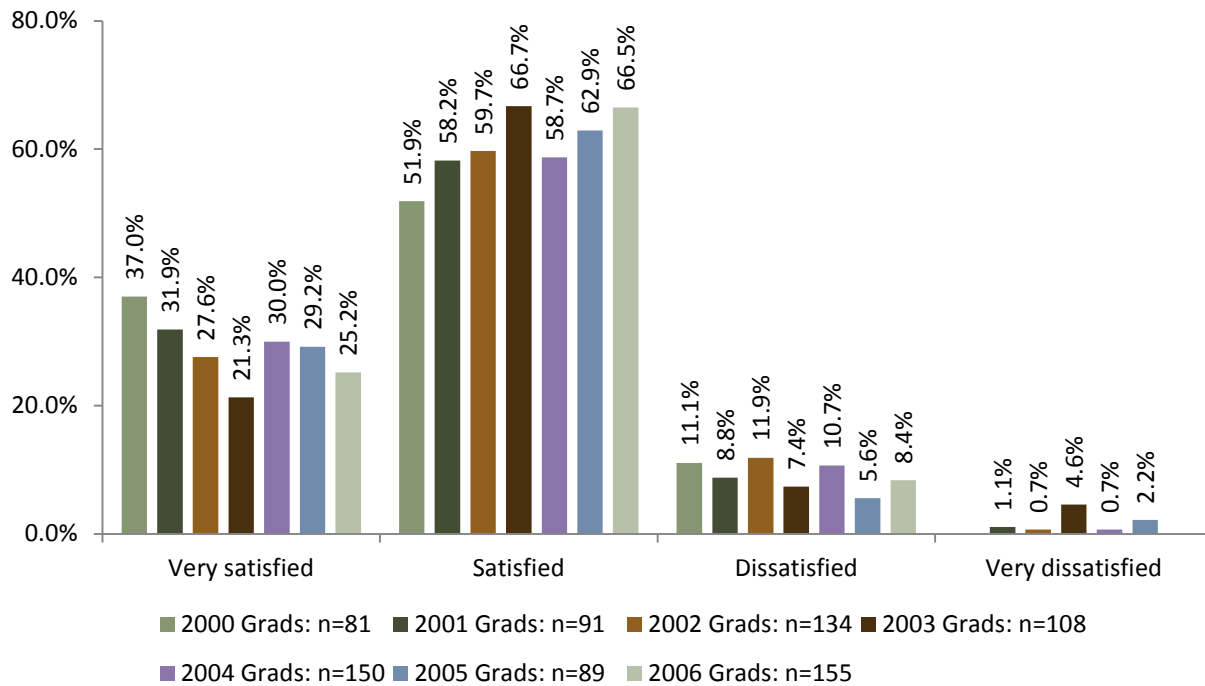
5-Year Follow-up Survey of the 2006 Graduates of the NEPS Program

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	2006 Grads
Like the work	45.7%	40.7%	38.8%	41.6%	45.4%	51.7%	39.3%
Like the client group	27.2%	57.1%	44.0%	31.5%	46.0%	41.5%	38.7%
Like the hours	33.3%	33.0%	28.4%	28.8%	34.7%	32.5%	36.2%
Like the workgroup	35.8%	29.7%	33.6%	44.4%	26.0%	33.6%	34.8%
Continuing to learn	13.6%	22.0%	32.1%	25.0%	31.3%	19.2%	32.9%
Continued challenge	24.7%	33.0%	30.6%	25.0%	32.7%	37.0%	27.8%
Feeling competent	9.9%	14.3%	18.7%	14.8%	12.7%	16.9%	15.5%
Like the manager	16.0%	16.5%	11.2%	13.9%	9.3%	9.0%	13.6%
No choice	8.6%	5.5%	6.7%	8.3%	4.0%	0.0%	12.8%
Professional team approach to care	7.4%	8.8%	6.7%	16.8%	13.3%	14.5%	12.2%
Taking on clinical leadership	4.9%	5.5%	7.5%	5.7%	5.3%	12.3%	9.7%
Seen as an expert	3.7%	5.5%	6.7%	6.5%	4.1%	2.2%	8.3%
Convenience	17.3%	12.1%	13.4%	16.6%	12.7%	11.2%	7.7%
Opportunity for formal education/support	6.2%	7.7%	9.0%	5.6%	6.0%	4.5%	5.8%
Have a mentor in the setting	1.2%	3.3%	5.2%	3.8%	0.7%	0.0%	0.0%
Other	18.5%	5.5%	7.5%	7.4%	8.7%	4.5%	3.9%

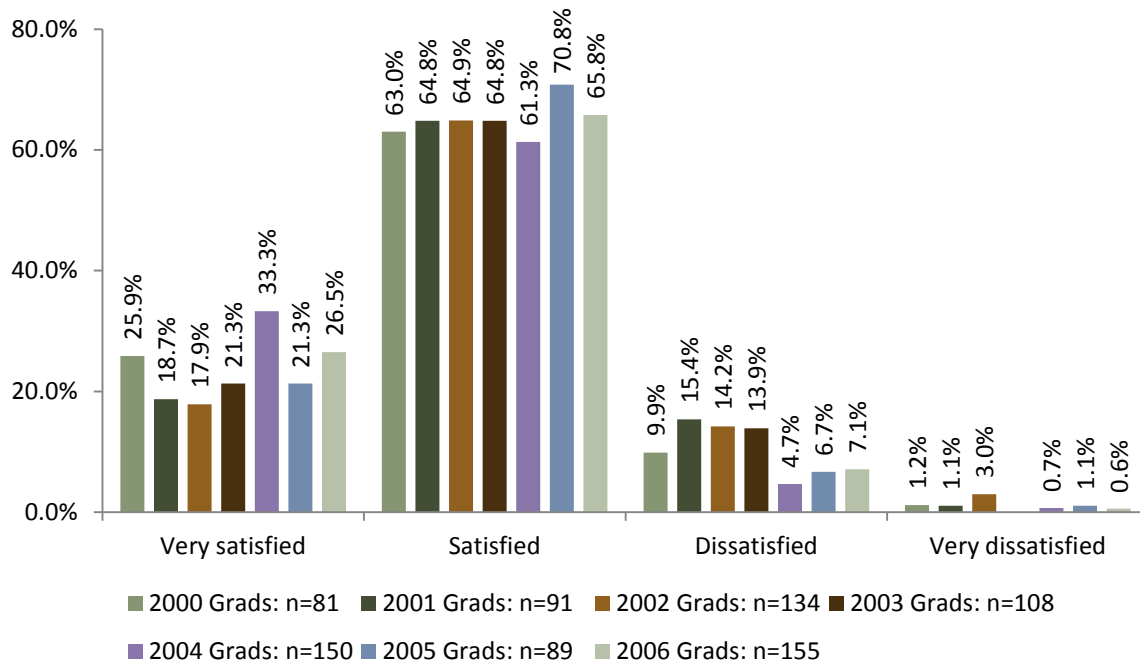
19. How satisfied are you with your current primary job?

Typically (91.7%), respondents indicated they are satisfied or very satisfied with their current jobs. More specifically, two-thirds (66.5%) are satisfied and 25.2% are very satisfied. None indicated that they are very dissatisfied.



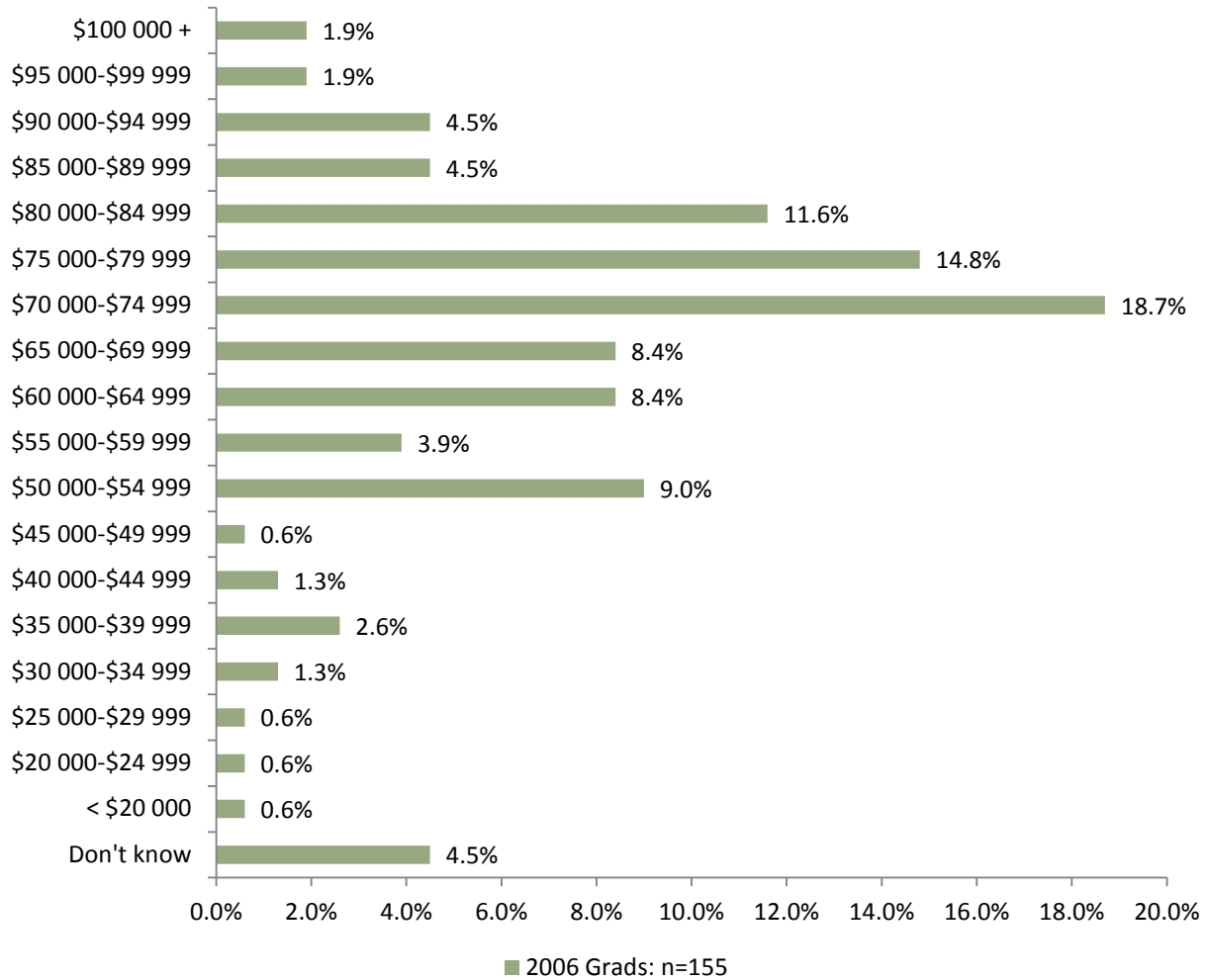
20. How satisfied are you with your current gross annual salary for your primary job?

Over one quarter (26.5%) of 2006 graduates are very satisfied with their current salary and two thirds (65.8%) are satisfied. Less than one in ten (7.1%) graduates are dissatisfied and one graduate (0.6%) is very dissatisfied.



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

The 2006 graduates most commonly (18.7%) reported gross annual earnings between \$70,000 and \$74,999.



5-Year Follow-up Survey of the 2006 Graduates of the NEPS Program

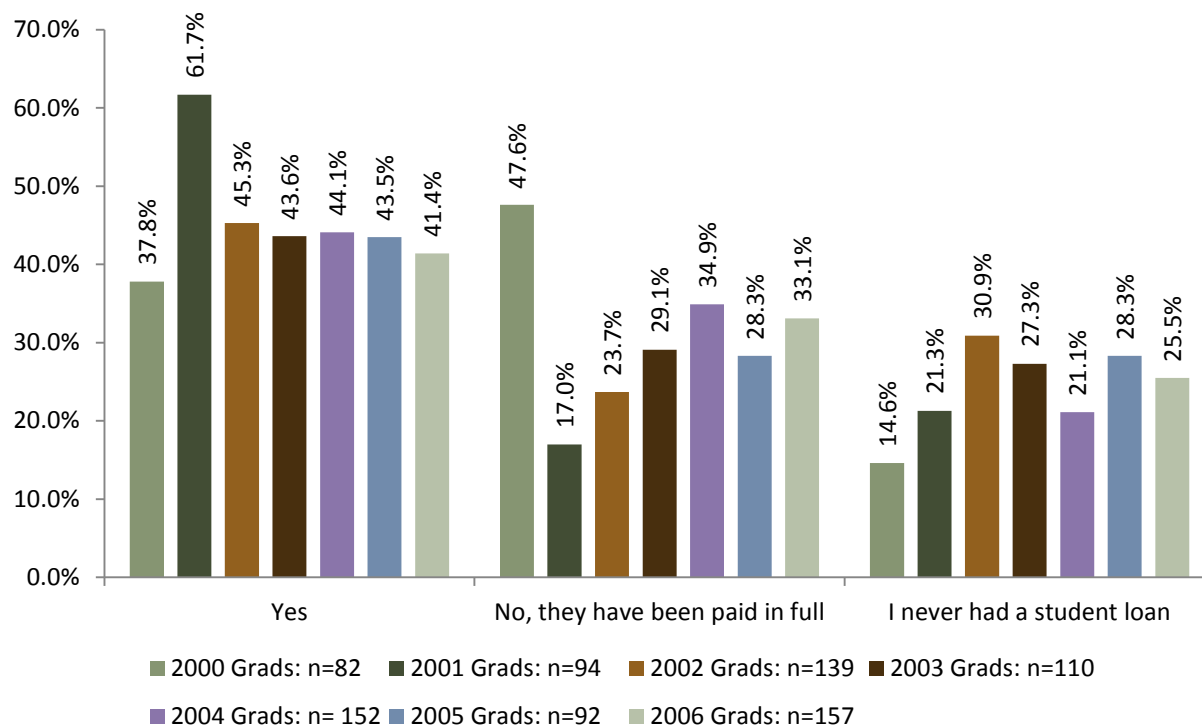
The proportion of respondents with gross earnings exceeding \$70,000 increased from 49.4% of the 2005 graduates to 60.8% of the 2006 graduates.

	2000 n=76	2001 n=89	2002 n=126	2003 n=105	2004 n=138	2005 n=81	2006 n=148
Less than \$40,000	15.8%	10.1%	7.9%	9.3%	8.0%	8.6%	6.1%
\$40,000 to \$49,999	13.2%	9.0%	12.7%	6.5%	6.5%	8.6%	2.0%
\$50,000 to \$59,999	23.7%	36.0%	30.2%	17.6%	10.1%	11.1%	13.5%
\$60,000 to \$69,999	26.3%	32.6%	28.6%	35.2%	20.3%	22.2%	17.6%
\$70,000 or more	21.1%	12.4%	20.6%	31.7%	55.1%	49.4%	60.8%
Total	100.0%	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 2006 graduates still paying back student loans is relatively similar to results revealed in previous surveys. Approximately one third (33.1%) have paid their loans in full. This marks a mild increase from the 28.3% of respondents who had done so at the time of the previous survey. Just over one quarter (25.5%) reported never obtaining a student loan.



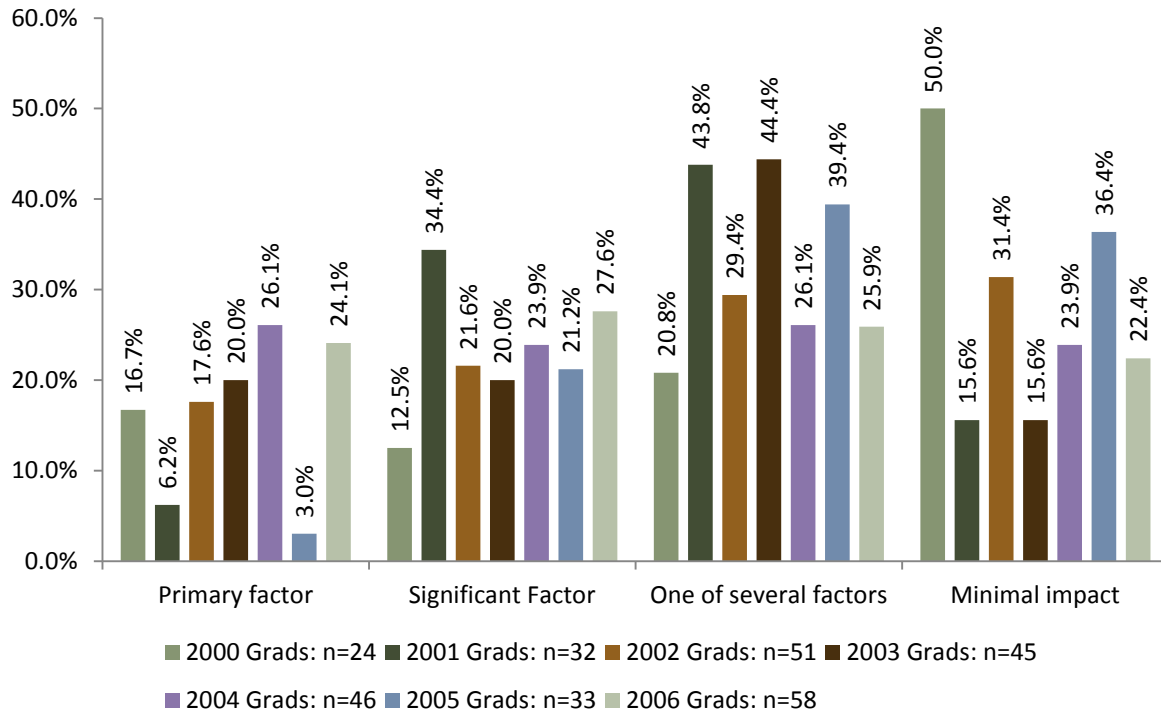
23. In the past year, what is the total number of weeks that you have been absent from work or unemployed as the result of health problems?

Over one half (55.3%) were absent or unemployed as a result of health problems in the last year. One fifth (20.4%) missed one week and one tenth (9.9%) were away for two weeks. Health problems caused the remaining 14.5% to spend three or more weeks away from work.

Time missed due to health problems	2000 n =81	2001 n=92	2002 n=138	2003 n=110	2004 n=152	2005 n = 87	2006 n = 152
0 weeks	63.0%	50.0%	55.1%	49.1%	59.9%	63.2%	55.3%
1 week	11.1%	23.9%	22.5%	20.0%	20.4%	17.2%	20.4%
2 weeks	14.8%	7.6%	8.7%	13.6%	9.2%	9.2%	9.9%
3 weeks	3.7%	6.5%	2.9%	2.7%	3.9%	1.1%	3.3%
4 weeks	1.2%	3.3%	5.8%	2.7%	1.3%	0.0%	1.3%
5 weeks	0.0%	0.0%	0.0%	1.8%	1.3%	1.1%	0.7%
6 weeks	1.2%	3.3%	2.2%	1.8%	0.7%	2.3%	3.3%
7 -20 weeks	2.4%	4.4%	0.7%	1.8%	2.6%	0.0%	3.3%
21-52 weeks	2.5%	1.1%	2.2%	6.4%	0.7%	5.7%	2.6%
Total	100.0%	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 the 2006 graduates, 24.1% indicated their work played a primary role in their health problems, while only 3.0% of the 2005 graduates did the same. However, the proportion (26.1%) of 2004 graduates with health problems primarily stemming from their employment was similar to levels experienced by the 2006 graduates.



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

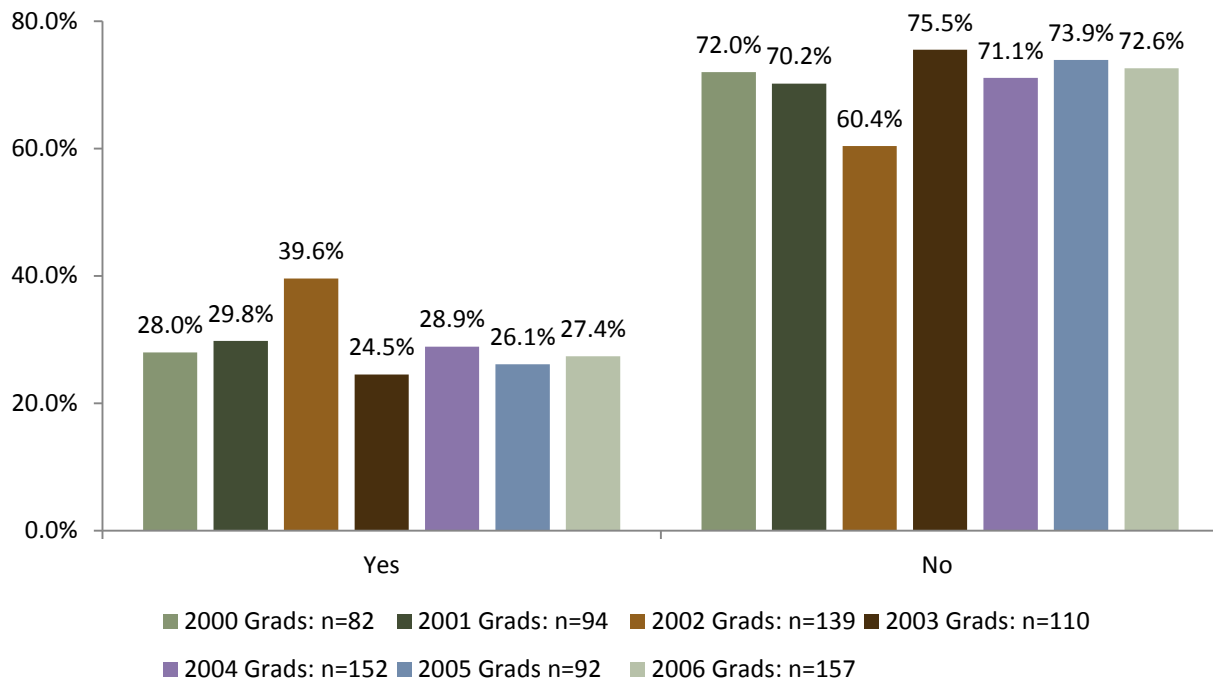
Most commonly (45.9%), 2006 graduates include working as a staff nurse in their career goals. The next three most common career goals are all education based. Four in ten (42.0%) would like to teach students and one third (33.1%) would like to teach clients. Another 27.4% are interested in educating other nurses.

Career Goals	2000 n=82	2001 n=94	2002 n=139	2003 n=110	2004 n=152	2005 n=92	2006 n=157
Direct care / Staff nurse	74.4%	58.5%	45.3%	58.2%	53.3%	48.9%	45.9%
Teaching - Students	67.1%	62.8%	52.5%	57.3%	46.1%	43.5%	42.0%
Teaching - Clients	68.3%	54.3%	34.5%	42.7%	35.5%	27.2%	33.1%
Teaching - Clinical (other nurses)	57.3%	43.6%	34.5%	35.5%	31.6%	27.2%	27.4%
Advanced practice - Nurse practitioner	46.3%	23.4%	28.1%	30.9%	30.9%	14.1%	27.4%
Advanced practice - Clinical nurse specialist	39.0%	25.5%	15.8%	13.6%	20.4%	13.0%	13.4%
Management / Administration	30.5%	21.3%	13.7%	22.7%	18.4%	12.0%	20.4%
Research	24.4%	21.3%	22.3%	21.8%	13.2%	12.0%	9.6%
Advanced practice - Nurse Midwife	7.3%	12.8%	7.2%	10.0%	5.9%	7.6%	5.1%
Advanced practice - Other	4.9%	6.4%	2.2%	0.9%	2.6%	5.4%	7.6%
Advanced practice - First assist	4.9%	7.4%	5.8%	6.4%	4.6%	3.3%	0.0%
Advanced practice - Nurse anaesthetist	14.6%	8.5%	7.2%	8.2%	8.6%	2.2%	2.5%
Not sure	0.0%	3.2%	5.8%	5.5%	7.2%	9.8%	7.6%
Other	6.1%	6.4%	7.2%	6.4%	7.9%	10.9%	3.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Further Education

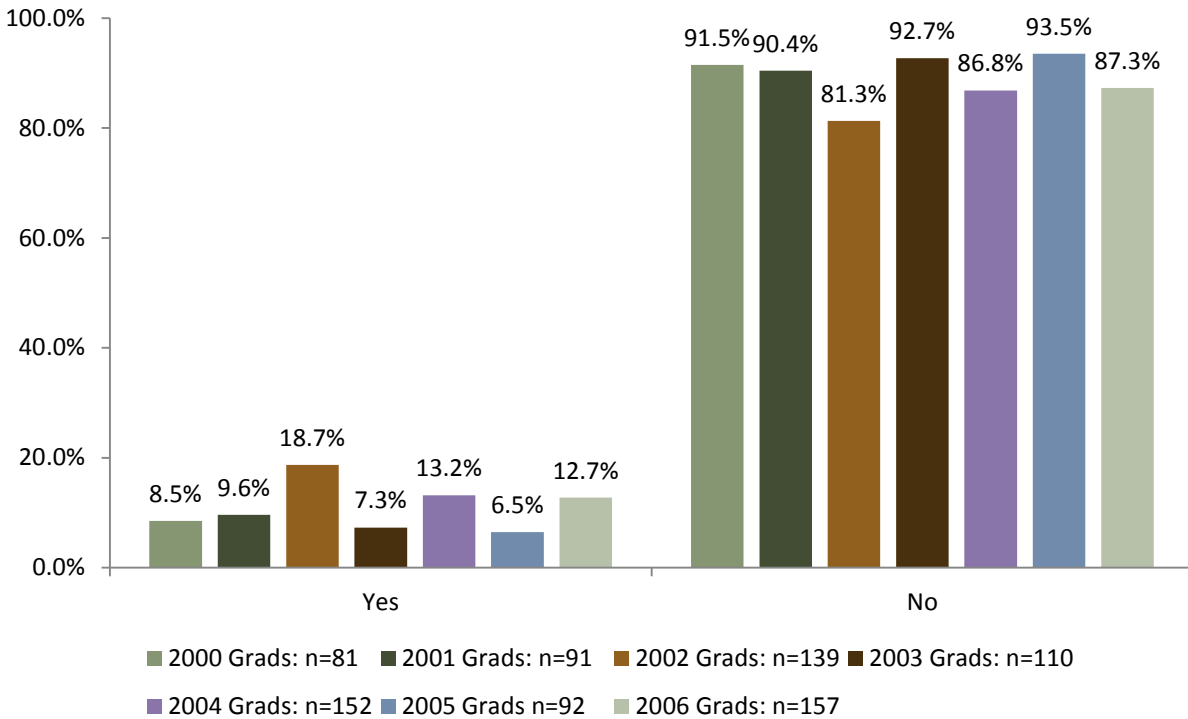
26. Have you completed any professional certifications (e.g. Certified Cardiovascular Nurse, Certified Emergency Nurse)?

The majority (72.6%) of respondents have not completed a professional certification.



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

Most (87.3%) respondents have not completed or are not enrolled in a program leading to higher education.



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

Eight respondents indicated they have completed a program. Five have Masters Degrees in Nursing, three completed a Masters Degree in a field other than nursing and one finished another undergraduate degree.

Fourteen of the 2006 graduates are currently enrolled in programs. Ten are working toward completing a Masters Degree in Nursing. Three are pursuing Masters Degree in another field and one is finishing another undergraduate degree.

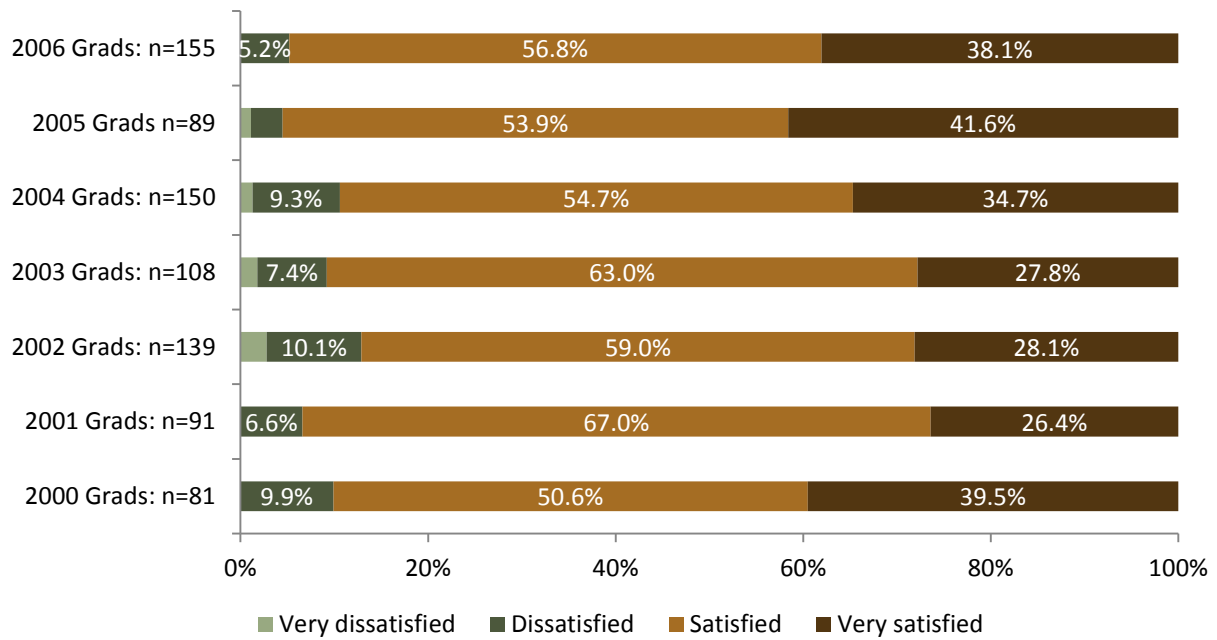
27b. And are you going to school full-time or part-time?

Among those 2005 graduates who are pursuing a program leading to a higher degree, five are going to school full-time and the remaining nine are attending on a part-time basis.

Satisfaction with Nursing

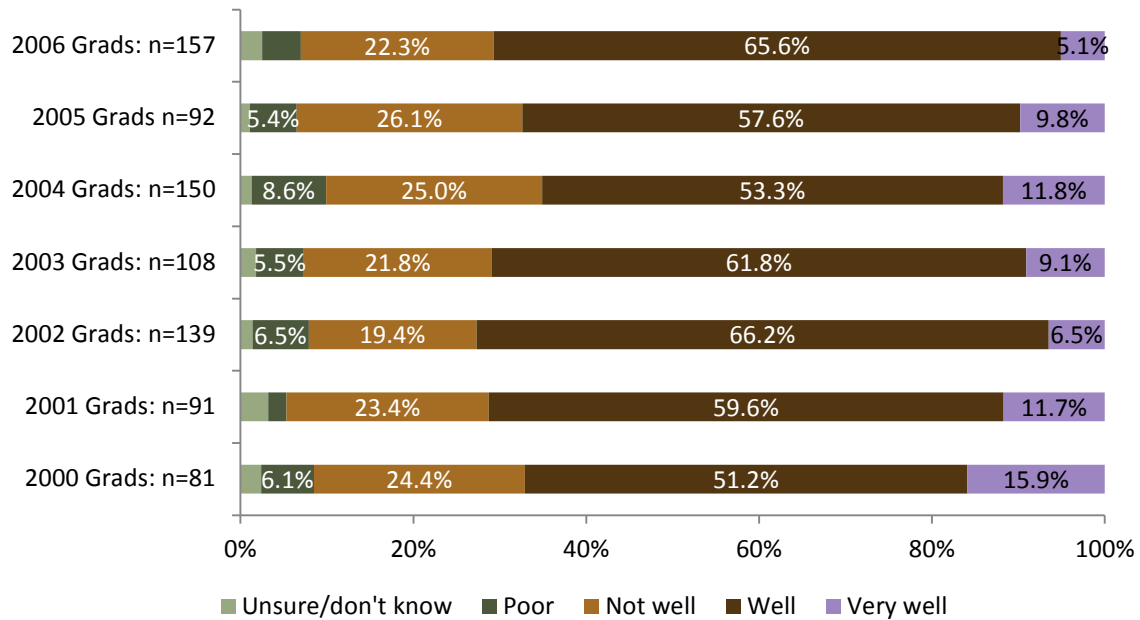
28. How satisfied are you with nursing as a career?

Respondents are generally satisfied with nursing as a career. Over one half (56.8%) reported they are satisfied and 38.1% are very satisfied. None of the 2006 graduates reported being very dissatisfied with their careers.



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

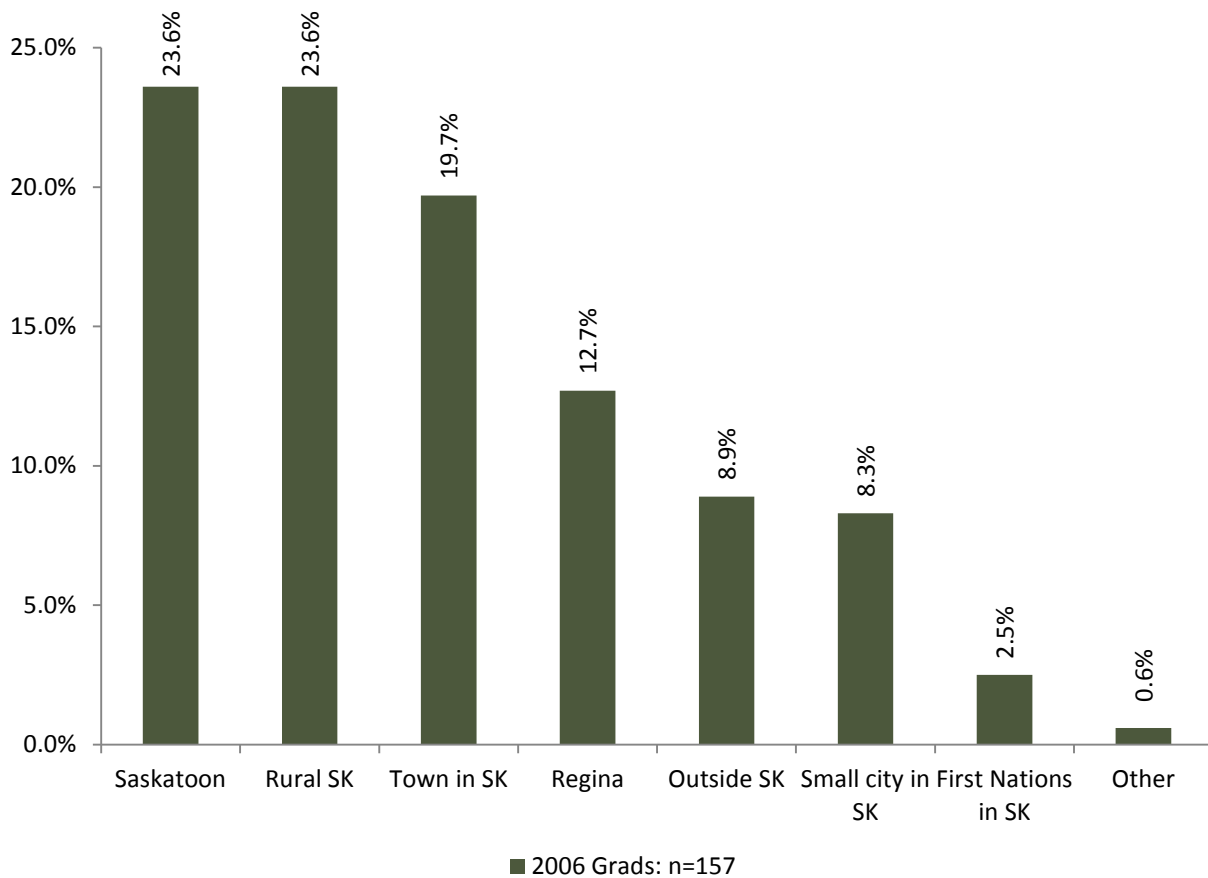
The majority (65.6%) of respondents feel the program has prepared them well for nursing practice. The proportion who felt very well prepared decreased from 9.8% among 2005 graduates to 5.1% of 2006 graduates. Over one quarter (27.8%) felt they were not well (22.3%) or poorly (4.5%) prepared.



Demographics

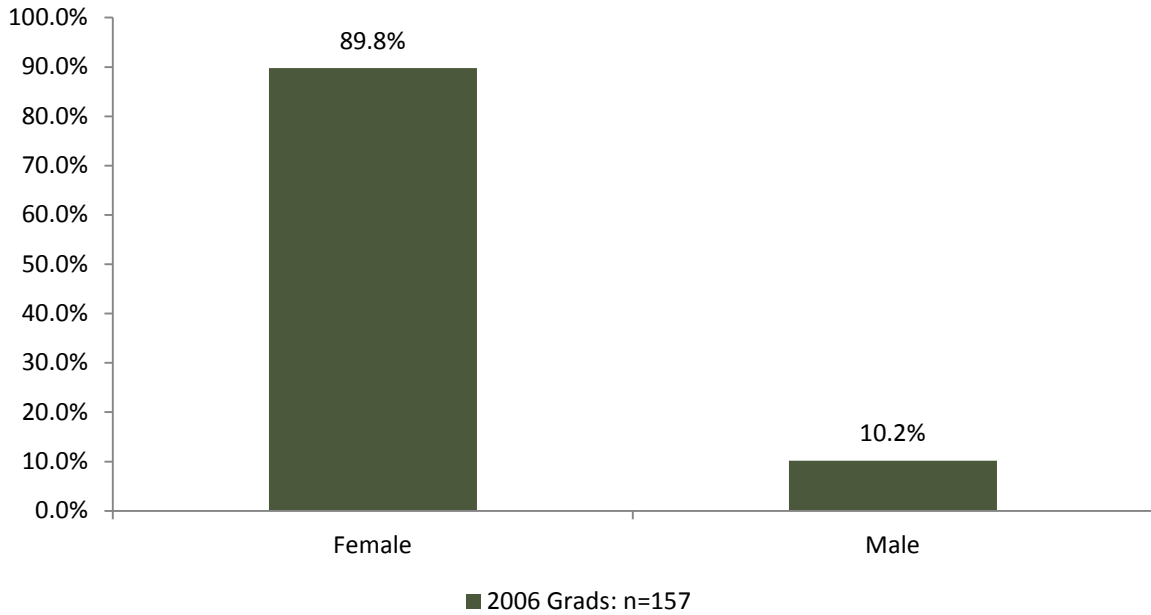
30. Where did you grow up?

Equal proportions (23.6%) of the 2006 graduates grew up in Saskatoon and rural Saskatchewan.



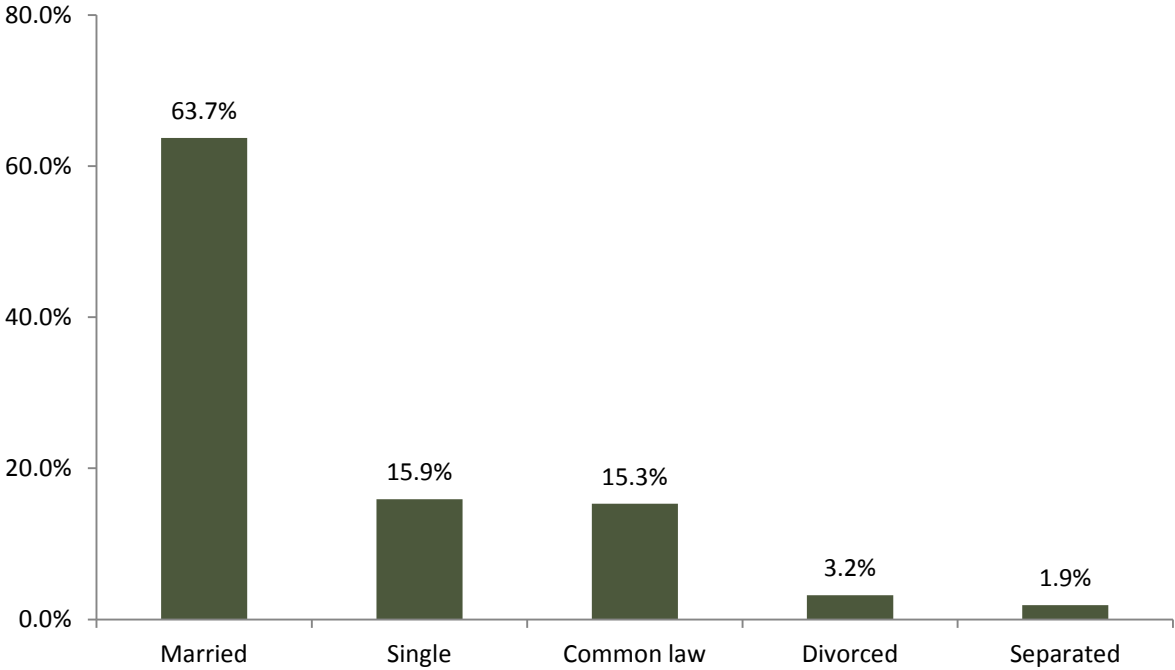
31. Gender:

The majority (89.8%) of respondents are female, and one in ten (10.2%) of the 2006 graduates are male.



32. Current marital status

Almost two thirds (63.7%) of respondents are married and another 15.3% are in common law relationships.



Base: n=157

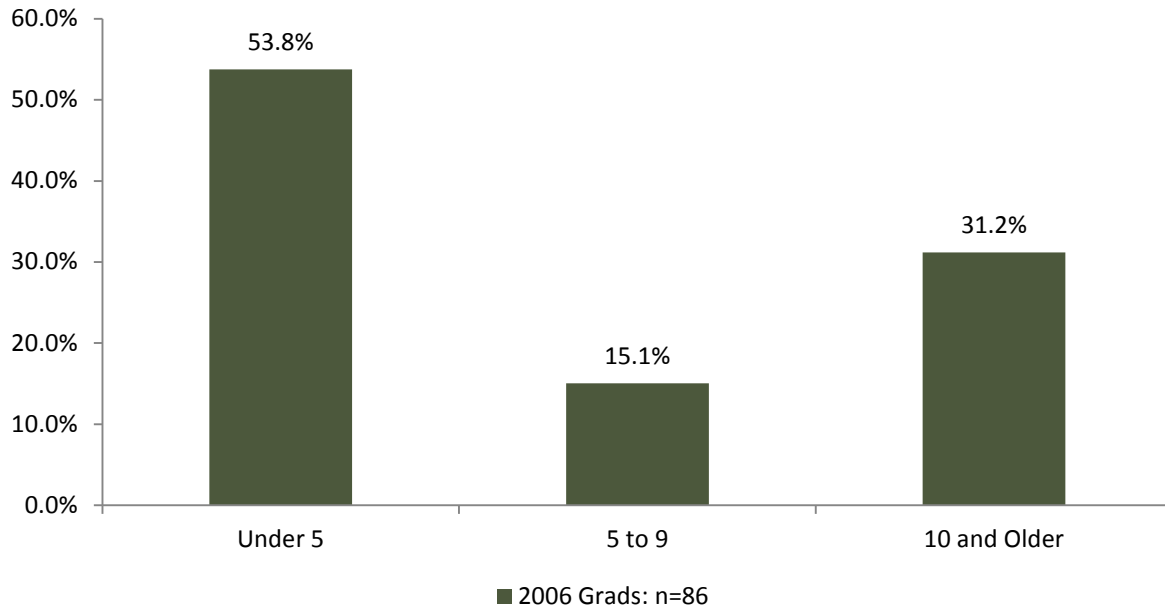
33. Number of dependent children and adults

Nearly one half (45.2%) of 2006 respondents reported having no dependents.

	2006 Grads	
	Count	Percent
None	71	45.2%
One dependent	32	20.4%
Two dependents	29	18.5%
Three or more dependents	25	15.9%
Total	157	100.0%

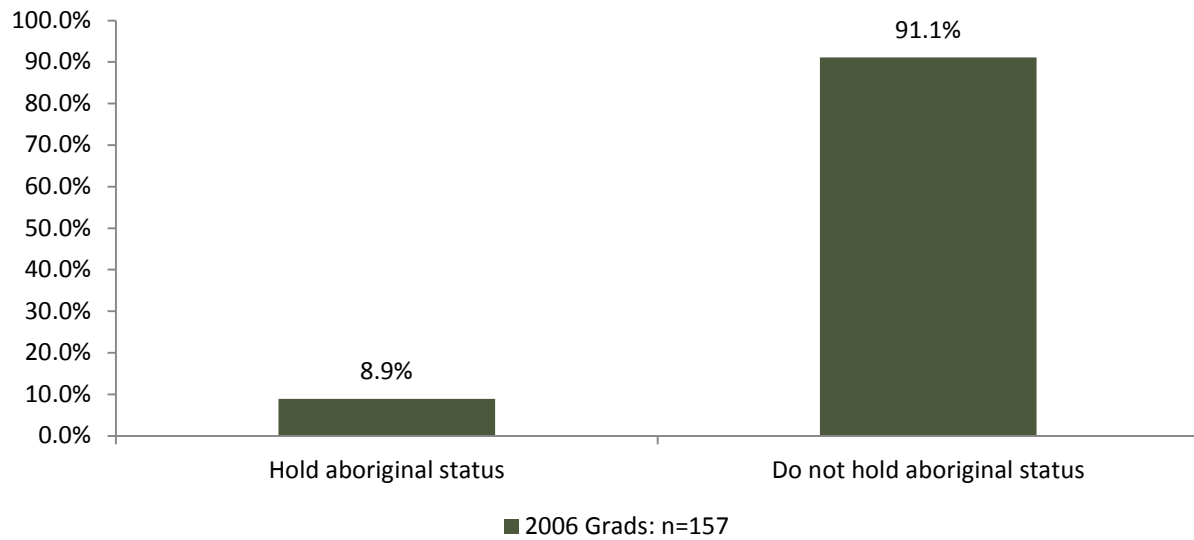
34. What are the ages of your dependent children?

The majority (53.8%) of respondents' dependents are under the age of 5 years old. One third (31.2%) are ten years old or older. On average, dependents were 6.9 years old. This is slightly higher than in the previous year when the average was 5.4 years of age.



35. Do you hold aboriginal status?

A total of 8.9% of respondents hold Aboriginal status.



Appendix A

What is your current employment status?

Other

<ul style="list-style-type: none">• Regular full time nurse and part time small business owner
<ul style="list-style-type: none">• Social development

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

Other

<ul style="list-style-type: none">• I am employed Full time as an RN; I have decided to begin development of my own business for future career pathing.
<ul style="list-style-type: none">• can't find work as a nurse in the province of BC

What is the geographical location of your current job?

Other

No data recorded

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

Primary Site:

Other

<ul style="list-style-type: none">• Federal Penitentiary
<ul style="list-style-type: none">• Forensic Mental Health
<ul style="list-style-type: none">• Integrated Facility
<ul style="list-style-type: none">• Nurse educator
<ul style="list-style-type: none">• Population health
<ul style="list-style-type: none">• Public Health office
<ul style="list-style-type: none">• Regional Office (Admin)

Secondary Site:

Other

No data recorded

What is your position?

Primary Site:

Other

<ul style="list-style-type: none">• Acute care nurse
<ul style="list-style-type: none">• Diabetes cardiovascular nurse educator
<ul style="list-style-type: none">• Epidemiologist
<ul style="list-style-type: none">• Infectious disease nurse

• Intensive care
• Mentorship & Clinical/Education Coordinator
• Nurse Clinician- Public Health
• Registered nurse

Secondary Site:

Other

Do Data Recorded

Third Site:

Other

Do Data Recorded

In what area do you provide?

Primary Site: Other

• Cardiac progressive care
• Clients and students
• Dialysis Nursing
• Emergency Room
• HIV CNS
• Infection Control
• Intensive care
• Intensive care medical paediatric unit
• NICU
• Population health
• Primary care
• Public Health
• Teaching both clients and staff

Secondary Site: Other

• Hemodialysis

Third Site: Other

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

• Acute emergency experience.
• Benefits.

• (2) Family commitments.
• Hospital I wanted.
• Interest in the area of nursing.
• Maternity benefits/pension.
• Moving allowance.
• N/a
• None.
• Permanent full-time position.
• Saskatchewan Incentive Grant for Rural Nursing.
• Staff and support back up.
• Vacation/time off. Was not getting any at hospital nursing.

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

• Burned out!
• Burnout in acute care.
• Desire to learn more, variety of care.
• Dream job.
• My "dream job" came up.
• Education/experience.
• Emergency work.
• Felt unprepared and overwhelmed.
• Further education.
• Greater opportunity to learn.
• Hours of work.
• Morality issues.
• No other reason.
• Not eligible for permanent full-time d/t lack of seniority.
• Overworked and understaffed.
• Permanent full time offered.
• Signing bonus/additional experience.
• Stress.
• Unsafe due to an influx of new and inexperienced staff.
• Wanted to get into community health as well.
• Went to position I was interested in.

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

• Family commitments
• Flexibility
• Good opportunity for development
• In new job, unable to say at this time
• Like the surgical patient group, yet deal with diversity at the same time
• Perinatal Loss Team

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

Advanced Other

• A practitioner/masters.
• Developing policy, professional practice consultant.
• Educator.
• Enterostomal therapist.
• Infectious disease coordinator.
• Master's in Counselling.
• Paediatric nurse practitioner.
• PD nurse.
• Perinatal certification.
• Renal dialysis.
• Specialist in Med/Surgery.
• Unsure.

Other

• . (2) Lactation consultant
• Community health
• . Direct care
• Enterostomal nurse
• Epidemiology
• Forensic nurse
• Infectious disease policy/program analyst
• Masters in Nursing
• Masters/PhD
• N/a
• NRP instructor
• Rural nurse educator
• Union work

Have you completed any professional certifications?

Other

- (7) Critical Care Certification.
- (3) Emergency Room Nurse.
- (3) PALS.
- ACLS and TNCC.
- ACLS, Asthma Trek Program, Infection Control online course.
- ACLS, PALS, PALS instructor, TNCC.
- ACLS, PALS, TNCC.
- ACLS, TNCC.
- ACLS.
- Advanced life care life support/pediatric advanced life care support/intensive care.
- Audiometric Technician; Spirometry Technician.
- Basic Critical Care Nursing Certification (SIAST); Certified Cardiovascular Nurse (CNA).
- Breastfeeding counsellor.
- Burn training.
- CCHN.
- CDE, ACLS, critical care nursing working on post basic cardiovascular nurse.
- Certified Cardiovascular Nurse, Dialysis, Charge Nurse Workshop, CVP Monitoring.
- Certified Community Health Nurse.
- Certified Emergency Nurse, PAL, ACLS, TNCC.
- Certified Hemodialysis Nurse.
- Certified Orthopaedic Nurse.
- CON.
- Dialysis Nurse Certification.
- Gastroenterology Nursing.
- Neonatal Resuscitation Certification.
- NRP, ACLS.
- NRP.
- Oncology Certification.
- ONDEC.
- Orthopaedic Nursing.
- Palliative Care.
- Took Cardiac course, not sure if certified.
- Working with ventilators.

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

Another Undergraduate degree