

**NEPS Exit Survey:  
Graduates from the  
2002-2003 Academic Year**

**Final  
Report**  
**August 2003**

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

**Executive Summary**

**August 2003**

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**Project Coordinators**

## Executive Summary

This report summarizes the results of the 2002-2003 Graduate Exit Survey for the Nursing Education Program of Saskatchewan (NEPS). This is a first of a planned yearly exit survey which examines anticipated employment and graduate expectations of program completion.

### Response Rates and Representativeness

Data were collected at the time of program completion: September 2002; December 2002; April 2003. Of the total 197 potential respondents, 103 completed the questionnaire, representing a 52% response rate.

### Who is the Nursing Graduate?

Of the graduates surveyed, 86% are female and 14% are male. The majority of the graduates (92%) grew up in Saskatchewan. The average age of the student entering NEPS is 21.2 years. Of the total graduates, approximately 6% identify themselves as aboriginal. Also, two thirds (67%) are single.

Of the total graduates, 16% of respondents have previous education in the health care field, prior to starting the NEPS program, and 37% of respondents have some university education prior to starting NEPS.

The main activity of the graduate prior to beginning NEPS is going to school (58%). Another, 40% of respondents indicated that they were working in the year before starting NEPS. Of those working, 32% (7 respondents) worked in the health care field.

### During the NEPS Program

Eighty-five percent of respondents indicated starting their program in September 1999, followed by 13% of respondents in September 1998.

Half (54% of respondents) indicated that Saskatoon was the program site of entry. Another 46% indicated that Regina was the program site of entry.

Over half (56% of respondents) indicated that they had worked as a Senior Assist during the NEPS program. Of the total graduates surveyed, 67% of respondents indicated they worked while taking the NEPS program. The mean number of hours worked per week during the NEPS program is as follows:

<b>Year 1</b>	19.6 hours/week
<b>Year 2</b>	17.7 hours/week
<b>Year 3</b>	14.8 hours/week
<b>Year 4</b>	15.2 hours/week

Over half (67% of respondents) indicated they had received bursaries or scholarships during the program. The average scholarship and bursary amount was \$4,065. The percentage of respondents receiving student or other educational loans was 79%. The mean total dollar value of student or educational loans at the completion of the NEPS program was \$21,916.

The major life change experienced by the most respondents was an illness or death in the family or friend, 42%. Another 38% of respondents indicated that they had experienced a home relocation while in the NEPS program.

Over half (61% of respondents) indicated Saskatoon as their program site at graduation, while 39% indicated Regina as their program site at graduation.

### **Employment Expectation**

#### **Hiring**

Almost all (99%) of respondents indicated they expected to be employed as a nurse within the first year after graduation. Thirty-six percent of respondents found their experience in finding their first job less difficult than they had expected. Of the total graduates, 82% of respondents indicated having a confirmed job as a graduate nurse at the time of graduation.

Of the respondents who worked as Senior Assists during the NEPS program, 53% received a job offer from a unit in which they were employed as a Senior Assist. Also, 68% of respondents indicated they received a job offer from the unit where they did their 4th year practicum.

#### **Location**

Of the total graduates employed as a nurse, 81% of respondents indicated they would be employed as a nurse in Saskatchewan. Another 11% of respondents indicated their first job would be in Alberta or B.C.

The majority (80% of respondents) indicated their first job would be in an urban setting. Of the graduates surveyed, 83% of respondents indicated that the location of their first job was ideal or highly ideal.

#### **Choosing a Job**

The most frequently cited factors are family and community commitments (69%), position desired (39%), and clinical/client group desired (37%).

#### **Orientation**

The majority (72% of respondents) indicate that their expected orientation will last between 6 and 30 days at their first nursing job. Another 24% of respondents indicate that their expected orientation will last between 2 and 5 days at their first nursing job.

## Profile of First Job

The majority (77% of 103 respondents) indicated that they anticipate working at 1 site for their first job as a graduate nurse. Another 20% of respondents indicated they anticipate working at 2 sites, and 4% of respondents indicated they expect to work at 3 or more sites.

63% of respondents indicated that their primary work site will be a general hospital with over 100 beds. 97% of respondents indicated that they will be employed as a staff nurse at their primary site and 100% of respondents indicated that their main area of responsibility at the primary site will be direct care.

Of the respondents providing direct care, 62% of respondents indicated that their area of service at the primary site will be medical/surgical, 9% indicated pediatric, and 6% indicated providing service in the area of critical care.

In terms of working hours, 68% of respondents indicated they will be employed on a regular full-time basis, and 20% of respondents in the 2003 survey indicated they will be working casual full time hours.

Of the 84 graduates with confirmed jobs, 79% indicated that the client group of their first job is ideal or highly ideal and 86% of respondents indicated that the level of responsibility of their first job is ideal or highly ideal. Also, 85% of respondents indicated that the work environment of their first job is expected to be ideal or highly ideal while 83% indicated that the location was ideal or highly ideal. 68% of respondents indicated that the shifts of their first job are ideal or highly ideal. Although all elements were rated as very important, when asked what was the single most positive aspect of the first job, 51% made comments related to their perception of a positive supportive work environment.

## Compensation

Of the total graduates, 43% of respondents indicate that their expected total annual gross earnings will be between \$40,000 and \$54,999.

Eleven percent of respondents that will be working in Saskatchewan indicated their total annual gross earnings will be between \$50,000 and \$69,999, as compared to 18% of those respondents that will be working in Alberta or B.C.

In terms of gender, 23% of male respondents indicated their total annual gross earnings will be between \$50,000 and \$69,999, as compared to 15% of female respondents.

## Further Education

One new graduate is pursuing further education immediately, whereas 54% of the respondents expressed and intent to pursue graduate studies at some time in the future.

### **Summary Comments**

The findings of this Exit Survey of NEPS graduates reflect many similarities to the findings of the 2-Year Follow-up Surveys of the 2000 and 2001 Graduates. Students continue to struggle financially. For example, the costs of education are still a challenge. Although 67% of the respondents received scholarships or bursaries, averaging approximately \$4000 per student, 80% of the students reported student or educational loans, averaging \$22,000. Sixty-seven percent (67%) worked at a job other than Senior Assist while in the NEPS program, averaging almost 17 hours per week.

All respondents expected to be employed as a nurse in the first 6 months after completing the NEPS program, except for one graduate who was going to continue his/her education. Students who worked as Senior Assists during their program were less likely to receive a job offer (53%) than reported by the 2000 (65%) and 2001 (74%) graduates. Job offers arising from Senior Practicum placements were consistent with previous surveys (about 67% received offers). Eighty-two percent (82%) of the new graduates had confirmed employment at the time of program completion. The most frequently cited factor for determining work location continues to be family and community commitments. Their first job is most likely to be on a regular, full-time basis, on a medical-surgical unit in an urban setting in Saskatchewan. Graduates expect to make more money in Alberta or British Columbia than in Saskatchewan. Male respondents have a higher expectation of earnings than female respondents. When asked to identify the single most important aspect about their first job, 50% of the new graduates commented on their perception of a positive, supportive work environment. This reinforces the importance of the on-going efforts devoted to the development of quality workplaces as being essential for successful recruitment.

This first exit survey provides a valuable baseline for comparative examination of subsequent yearly data.

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# 1 Introduction and Methodology

## 1.1 Goals and Objectives

In the spring of 2002, recognizing the importance of recruitment and retention issues in nursing, a major project was undertaken by the College of Nursing, University of Saskatchewan and the Nursing Division, Saskatchewan Institute of Applied Science and Technology (SIAST). This project was designed to track student progress through the NEPS and to identify the employment patterns of NEPS graduates on a regular and continuing basis. Over time, it would include four components: an enhanced student database, a program exit (anticipatory employment) survey, a 2 year follow-up survey, and a 5 year follow-up survey. The data generated would meet the needs of the College of Nursing and SIAST for NEPS program evaluation, including identification of predictors of student and graduate success. In addition, the findings from this study would provide reliable data, which would inform decisions relating to health, human resource planning, recruitment and retention.

The overall purpose of the project 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 and to identify trends over time
- Identify self-perceptions of preparation and support for entry into the workforce
- Explore details of the job search process
- Identify predictors of student success and employment decisions.

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

This report presents the findings of the first Exit Survey of the graduates of the 2002-2003 academic year.

These survey results represent the exit survey for the graduates of the 2002-2003 academic year.

## 1.2 Scope of Work

The College of Nursing of the University of Saskatchewan, and the Saskatchewan Institute of Applied Science and Technology (SIAST), contracted Inshtrix to conduct analysis of the 2003 exit survey of the Nursing Education Program of Saskatchewan (NEPS) graduates. The survey was conducted by pen and paper, and Inshtrix, using their online system, conducted data analysis.

### **1.3 Survey Design**

The completed questionnaires were provided to Inshtrix. The questions were similar to the 2-year student follow up survey, a survey designed jointly by Inshtrix and NEPS. Inshtrix programmed the survey online and entered the data from the paper surveys.

### **1.4 Survey Distribution**

During the time of the Seminars which are associated with completion of the final clinical practicum, students were invited to participate in this study by completing the questionnaire. An information sheet was provided (see Appendix A) with each questionnaire in a self-addressed return envelope.

Of the 197 potential respondents, 103 graduating students completed the survey.

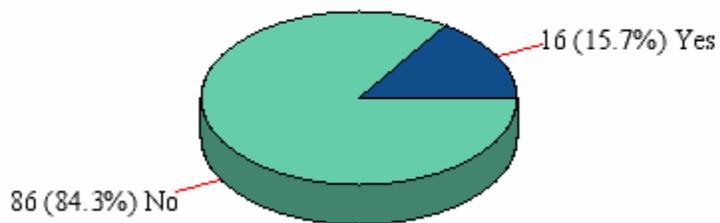
## 2 Survey Results

### 2.1 Confidence Intervals

With a population of 197 NEPS graduates, a sample size of 103 completed surveys, and a confidence level of 95%, the confidence interval is 6.69%. This means that the reader can be 95% sure that the true percentage of the population is  $\pm 6.69\%$  of the percentage being reported.

### 2.2 Overall Results

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



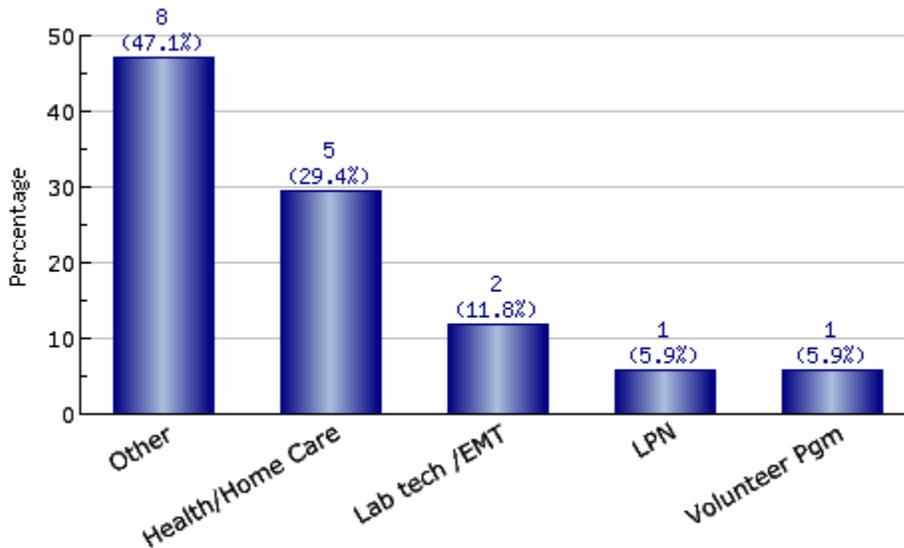
102 responses

#### Key Findings:

- 15.7% of respondents indicated they had previous education in the health care field, prior to starting the NEPS program

## 2.2.2 Please identify your previous education in the health care field

Respondents were asked to check as many as apply.



17 responses

### Key Findings:

- 47.1% of respondents indicated having previous health care education in Other
- 29.4% of respondents indicated having previous health care education in Health care/Home care aide
- 11.8% of respondents indicated having previous health care education as a Lab tech/EMT
- 5.9% of respondents indicated having previous health care education as an LPN
- 5.9% of respondents indicated having previous health care education in a volunteer program

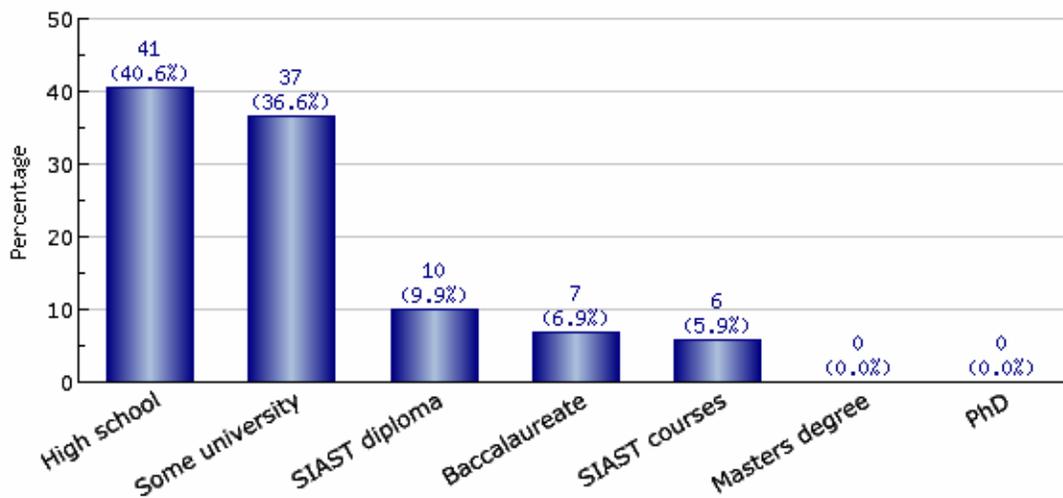
### Entries under "Other":

- (2) Lifeguard
- (1) B. Sc.
- (1) Clinical Assistant @ CSS
- (1) Microbiology
- (1) Nutrition degree
- (1) Physical Education

### 2.2.3 What was your highest educational achievement prior to starting the program?

Respondents were asked to choose one of the following:

- High school diploma
- SIAST (or other Technical Institute courses)
- SIAST (or other Technical Institute) diploma/certificate
- Some university classes
- University baccalaureate (undergraduate) degree
- Masters degree
- PhD



101 responses

#### Key Findings:

- 40.6% of respondents indicated attaining a high school diploma as their highest level of education before starting NEPS, accounting for the highest frequency of respondents
- 43.5% of respondents indicated that they had university (either 'some university' or a 'Baccalaureate') education prior to starting NEPS

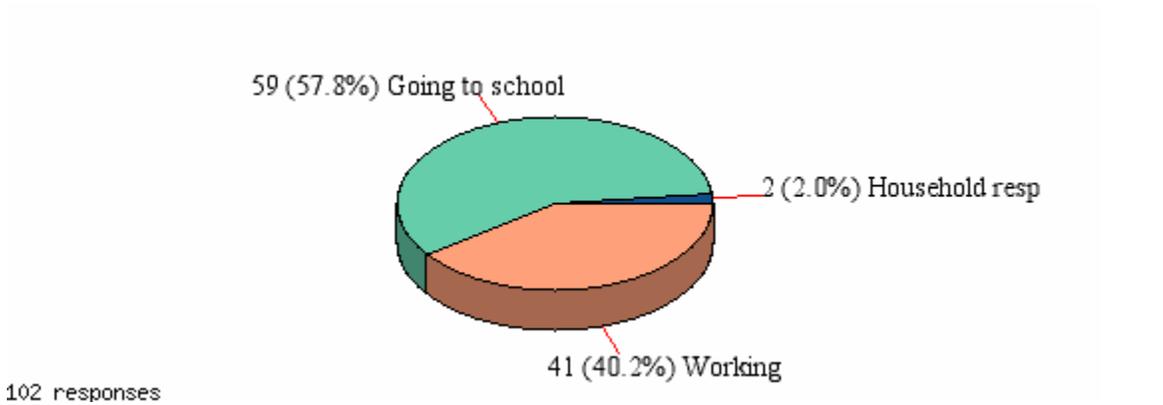
**2.2.4 Please specify the degree(s)/diploma(s)/certificates (including field of study) you held prior to starting the program:**

- (2) Bachelor of Sciences
- (1) 3 yrs of U of S Engineering
- (1) Advanced certificate in Christian Studies
- (1) Animal Health Technology Diploma
- (1) Automotive Journeyman Certificate
- (1) B. Sc. Geography/Environmental Studies
- (1) B.A diploma (SIAST)
- (1) B.A. English
- (1) B.A. Psychology
- (1) Bachelor of Christian Ministries Degree
- (1) Certificate from Central Pentecostal College
- (1) Dental Assisting
- (1) Diploma in Biblical Studies
- (1) Executive Secretary Certificate
- (1) Nutrition
- (1) Practical Nursing
- (1) Professional Purchaser's Certificate

### 2.2.5 What was your major activity in the year before starting NEPS?

Respondents were asked to choose one of the following:

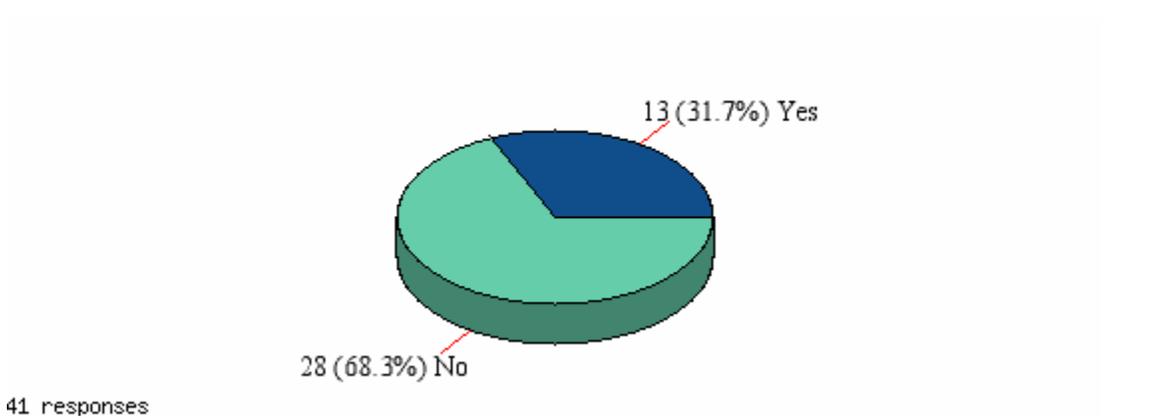
- Household responsibilities
- Going to school
- Working



**Key Findings:**

- 57.8% of respondents indicated that their major activity in the year before starting NEPS was "Going to School"
- Another 40.2% of respondents indicated that they were working in the year before starting NEPS

### 2.2.6 Was this work in the health care field?



**Key Findings:**

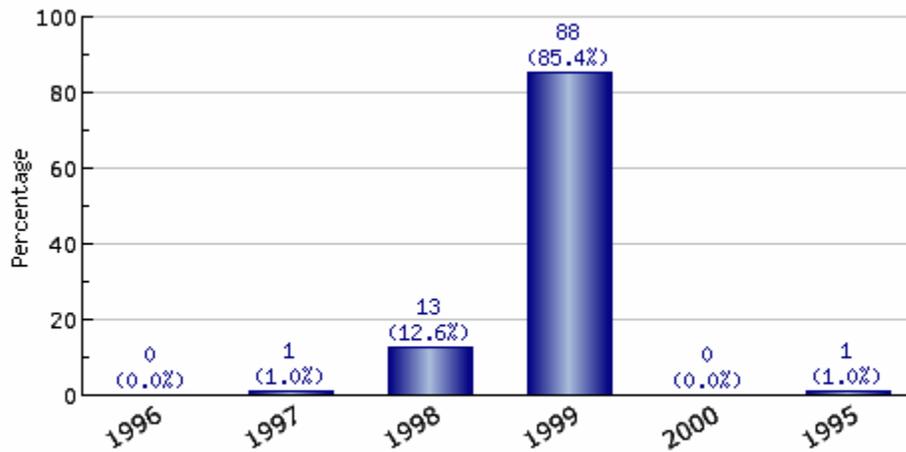
- 31.7% of respondents indicated their work prior to entering the NEPS program was in the health care field

**Type of Health Care Work:**

- (4) Special Care Aid
- (1) Cancer Society
- (1) Dental

- (1) Dietary @RUH
- (1) EMS
- (1) H.H Aide, Medical Receptionist
- (1) in an indirect way
- (1) LPN
- (1) Planned Parenthood Regina-Sex health center youth

### 2.2.7 What year did you start your NEPS program:

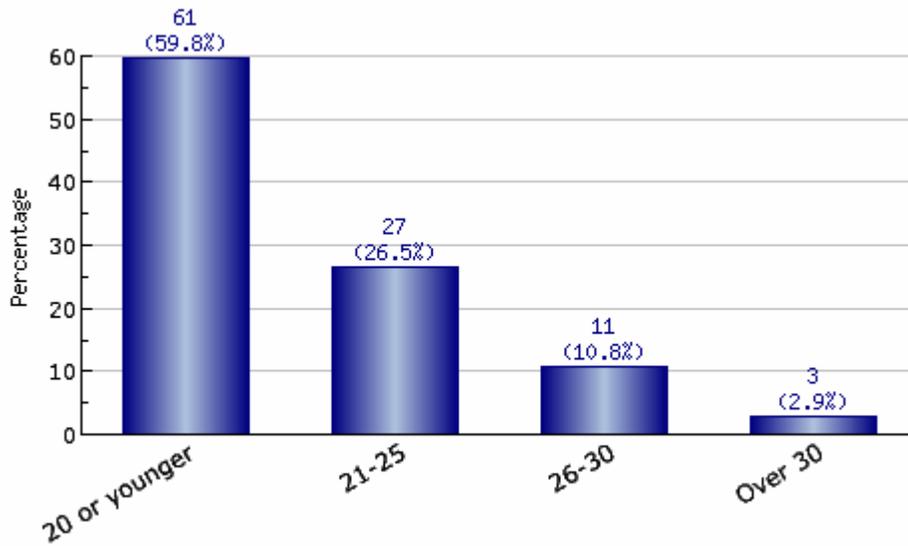


103 responses

#### Key Findings:

- 85.4% of respondents indicating starting their program in 1999, followed by 12.6% of respondents in 1998

### 2.2.8 What was your age when you entered the NEPS program?



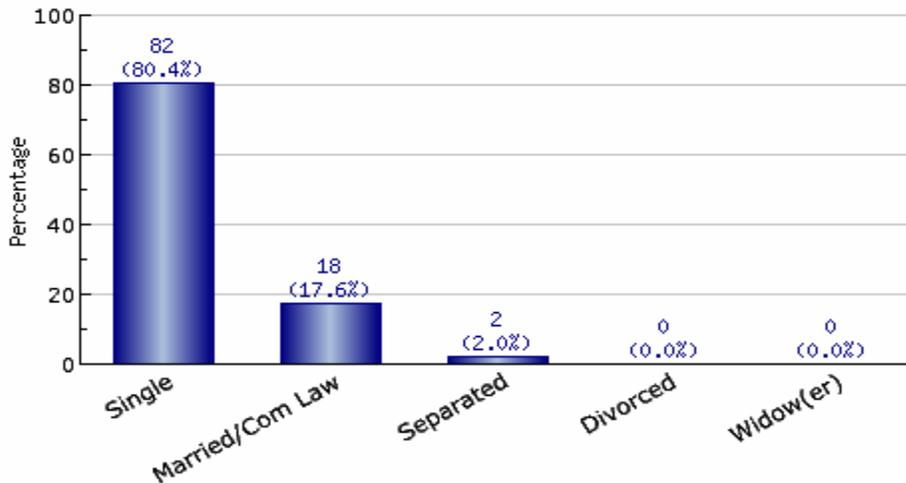
102 responses

	2003
Minimum	17
Maximum	39
Average	21.2

#### Key Findings:

- 59.8% of respondents indicated being 20 years old or younger
- 26.5% of respondents indicated being between 21 and 25
- 10.8% of respondents indicated being between 26 and 30
- 2.9% of respondents indicated being over 30 at the start of their NEPS program

### 2.2.9 What was your marital status when you entered the NEPS program?

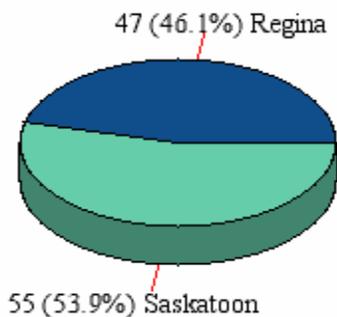


102 responses

**Key Findings:**

- 80.4% of respondents indicated being single at the start of their NEPS program
- 17.6% of respondents indicated being married or in a common law relationship
- 2% of respondents indicated being separated from their partner at the time they started their NEPS program

### 2.2.10 What was the program site at entry to the NEPS program?



102 responses

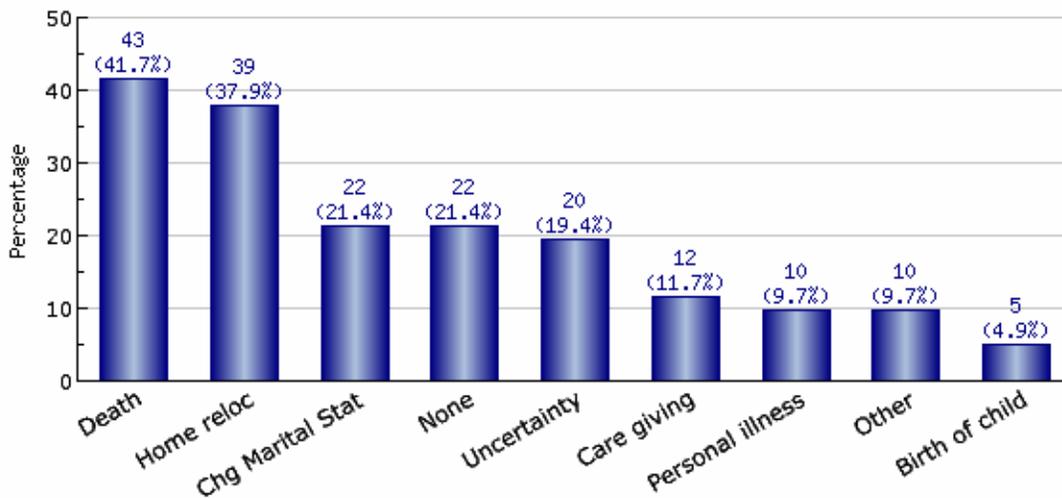
**Key Findings:**

- 53.9% of respondents indicated that Saskatoon was the program site of entry
- 46.1% indicated that Regina was the program site of entry

### 2.2.11 Please indicate if you experienced any of the following significant life challenges during the NEPS program?

Respondents were asked to choose all that applied from the following:

- Change in marital status
- Birth of child
- Illness or death of family member or friend
- Personal illness
- Uncertainty of nursing as your profession
- Home relocation
- Care giving for dependent children or dependent adults
- None
- Other (please specify)



103 responses

#### Key Findings:

- The major life change experienced by the most respondents was an illness or death in the family or friend, 41.7%
- 37.9% of respondents indicated that they had experienced a home relocation while in the NEPS program
- 21.4% of respondents indicated that they had No significant life changes during the NEPS program
- 21.4% of respondents indicated that they experienced a change in their marital status during the NEPS program
- 19.4% of respondents indicated that they experienced an uncertainty of nursing as their chosen profession

#### Entries under "Other":

- (1) Became a "counselor" for a big family disruption
- (1) Being self-sufficient
- (1) Eating disorder
- (1) Entered a common-law relationship

- (1) Having to juggle working full time and school
- (1) Long-distance relationship with significant other
- (1) Meeting religious commitments
- (1) Personal family crisis
- (1) Playing Huskie basketball
- (1) Relationship breakup/legal/house issues
- (1) Stressed out
- (1) Very high levels of stress and expectation

### 2.2.11.1 Breakdown by Program site at NEPS Entry

**Note:** Highlighted areas indicate percentages that are higher than the Total percentages for the same category. All cross tabulations in this report have the same feature.

"Significant life changes during program" by "Program site at NEPS entry"

	Totals	Chg Marital Stat	Birth of child	Death	Personal illness	Uncertainty	Home reloc	Care giving	Other	None
<b>Totals</b>	<b>102</b> (100%)	<b>22</b> (21.6%)	<b>5</b> (4.9%)	<b>43</b> (42.2%)	<b>10</b> (9.8%)	<b>20</b> (19.6%)	<b>38</b> (37.3%)	<b>12</b> (11.8%)	<b>9</b> (8.8%)	<b>22</b> (21.6%)
<b>Regina</b>	<b>47</b> (46.1%)	<b>11</b> (23.4%)	<b>0</b> (0.0%)	<b>22</b> (46.8%)	<b>5</b> (10.6%)	8 (17.0%)	<b>21</b> (44.7%)	<b>6</b> (12.8%)	<b>2</b> (4.3%)	<b>10</b> (21.3%)
<b>Saskatoon</b>	<b>55</b> (53.9%)	<b>11</b> (20.0%)	<b>5</b> (9.1%)	<b>21</b> (38.2%)	<b>5</b> (9.1%)	<b>12</b> (21.8%)	<b>17</b> (30.9%)	<b>6</b> (10.9%)	<b>7</b> (12.7%)	<b>12</b> (21.8%)

**Note:** "Refused / don't know" responses are included in the "Totals" column.

#### Key Findings:

- Illness or death of a family member or friend was the most frequently stated change for both Saskatoon and Regina respondents, with 38.2% and 46.8% respectively

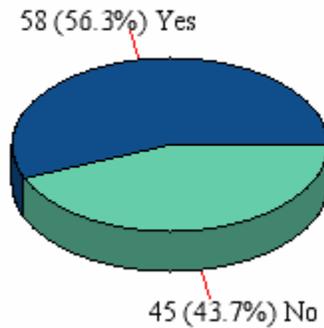
### 2.2.11.2 Breakdown by Gender

"Significant life changes during program" by "Gender"

	Totals	Chg Marital Stat	Birth of child	Death	Personal illness	Uncertainty	Home reloc	Care giving	Other	None
<b>Totals</b>	<b>100</b> (100%)	<b>20</b> (20.0%)	<b>5</b> (5.0%)	<b>42</b> (42.0%)	<b>9</b> (9.0%)	<b>19</b> (19.0%)	<b>38</b> (38.0%)	<b>11</b> (11.0%)	<b>9</b> (9.0%)	<b>21</b> (21.0%)
<b>Male</b>	<b>14</b> (14.0%)	<b>2</b> (14.3%)	<b>1</b> (7.1%)	<b>7</b> (50.0%)	1 (7.1%)	1 (7.1%)	<b>2</b> (14.3%)	<b>1</b> (7.1%)	<b>1</b> (7.1%)	<b>4</b> (28.6%)
<b>Female</b>	<b>86</b> (86.0%)	<b>18</b> (20.9%)	<b>4</b> (4.7%)	<b>35</b> (40.7%)	<b>8</b> (9.3%)	<b>18</b> (20.9%)	<b>36</b> (41.9%)	<b>10</b> (11.6%)	<b>8</b> (9.3%)	<b>17</b> (19.8%)

**Note:** "Refused / don't know" responses are included in the "Totals" column.

**2.2.12 Did you work as a Senior Assist during your NEPS program?**

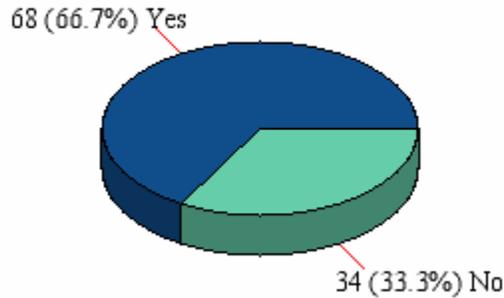


103 responses

**Key Findings:**

- 56.3% of respondents indicated that they had worked as a senior assist during the NEPS program

**2.2.13 Did you have a job, other than as a Senior Assist, while in the NEPS program?**



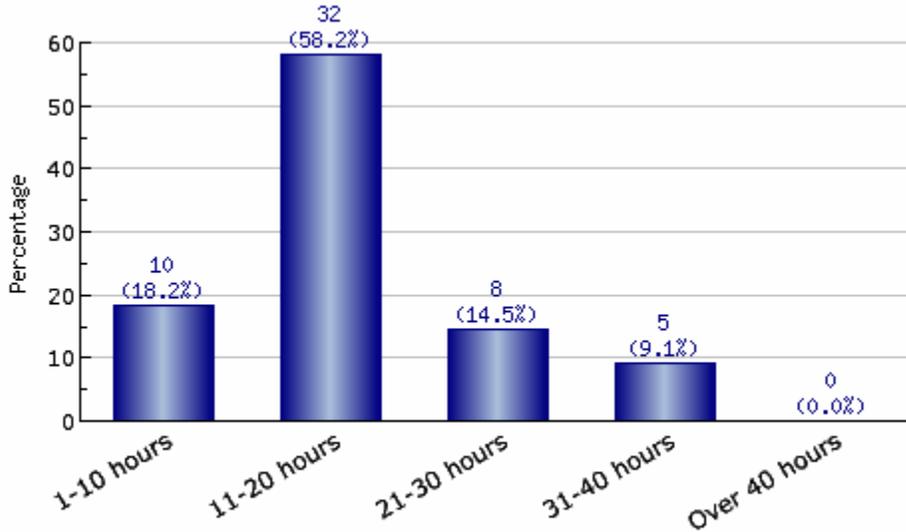
102 responses

**Key Findings:**

- 66.7% of respondents indicated they worked while taking the NEPS (other than as a senior assist)

### 2.2.14 On average, how many hours a week did you work at your job?

In Year 1 Courses:



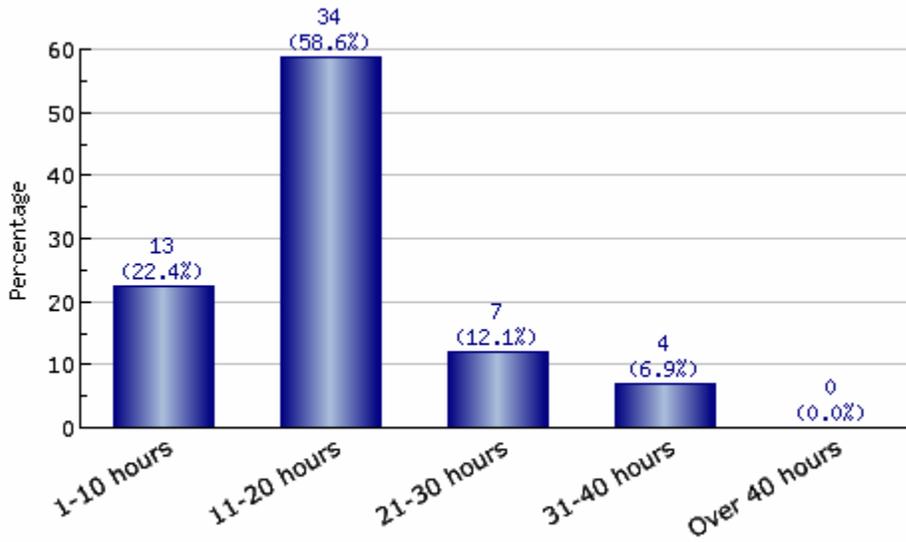
55 responses

	Hours/week
Minimum	2
Maximum	40
Average	19.6

#### Key Findings:

- In Year 1, 58.2% of respondents indicated working on average between 11 and 20 hours per week during the NEPS program
- Another 18.2% indicated working between 1 and 10 hours per week, and 14.5% indicated between 21 and 30 hours
- 9.1% indicated working between 31 and 40 hours per week

**In Year 2 Courses:**



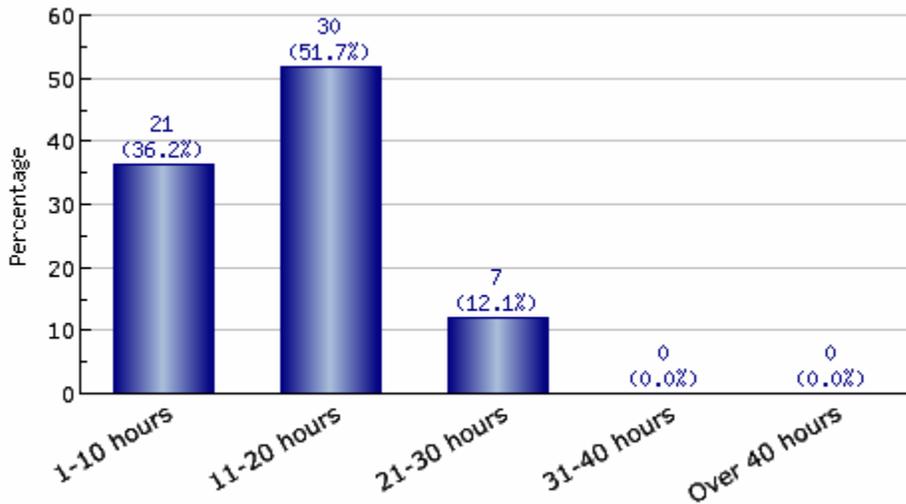
58 responses

	Hours/week
Minimum	4
Maximum	40
Average	17.7

**Key Findings:**

- In Year 2, 58.6% of respondents indicated working between 11 and 20 hours per week during their NEPS program
- 22.4% of respondents indicated working between 1 and 10 hours per week, and another 12.1% indicated between 21 and 30 hours per week
- 6.9% of respondents indicated working between 31 and 40 hours per week

**In Year 3 Courses:**



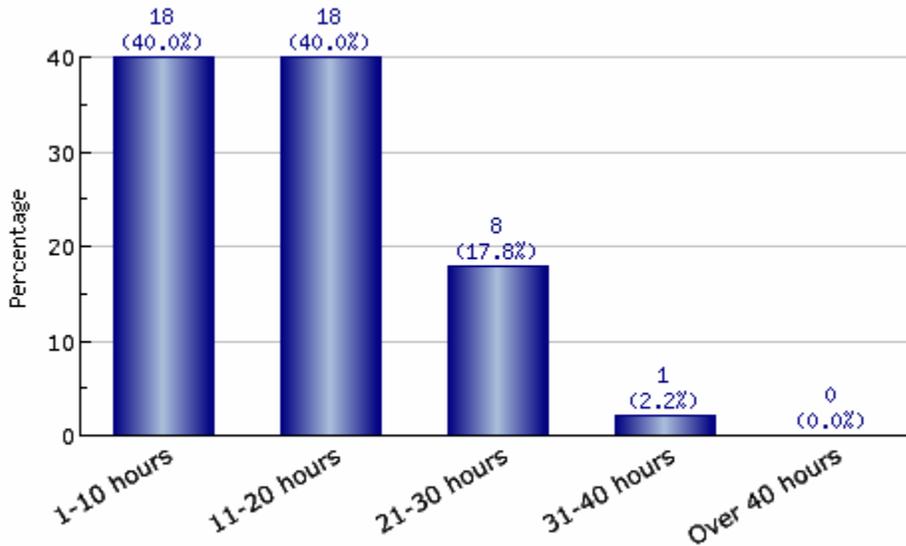
58 responses

	Hours/week
Minimum	4
Maximum	30
Average	14.8

**Key Findings:**

- In Year 3, 51.7% of respondents indicated working between 11 and 20 hours per week during their NEPS program
- 36.2% of respondents indicated working between 1 and 10 hours per week, and another 12.1% indicated between 21 and 30 hours per week

**In Year 4 Courses:**



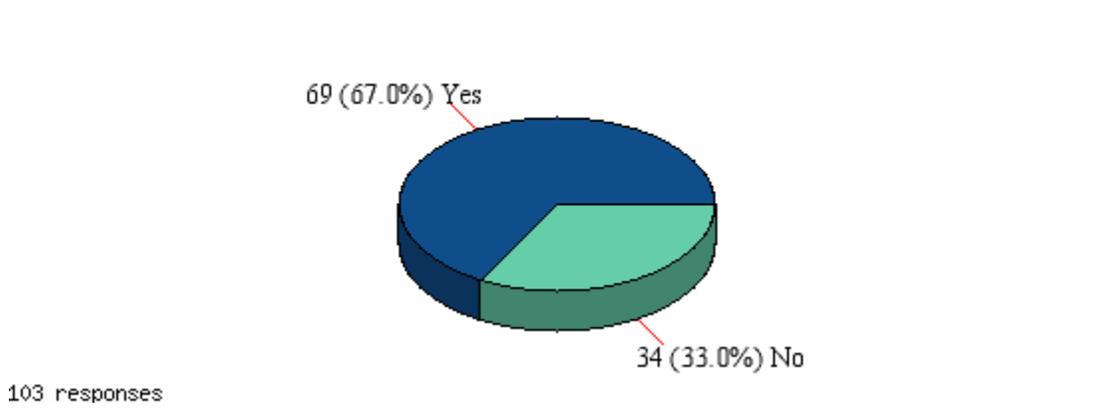
45 responses

	Hours/week
<b>Minimum</b>	2
<b>Maximum</b>	40
<b>Average</b>	15.2

**Key Findings:**

- In Year 4, 40% of respondents indicated working between 11 and 20 hours per week
- 40% indicating working between 1 and 10 hours per week during their NEPS program
- Another 17.8% indicated between 21 and 30 hours per week
- And 2.2% of respondents indicated working between 31 and 40 hours per week

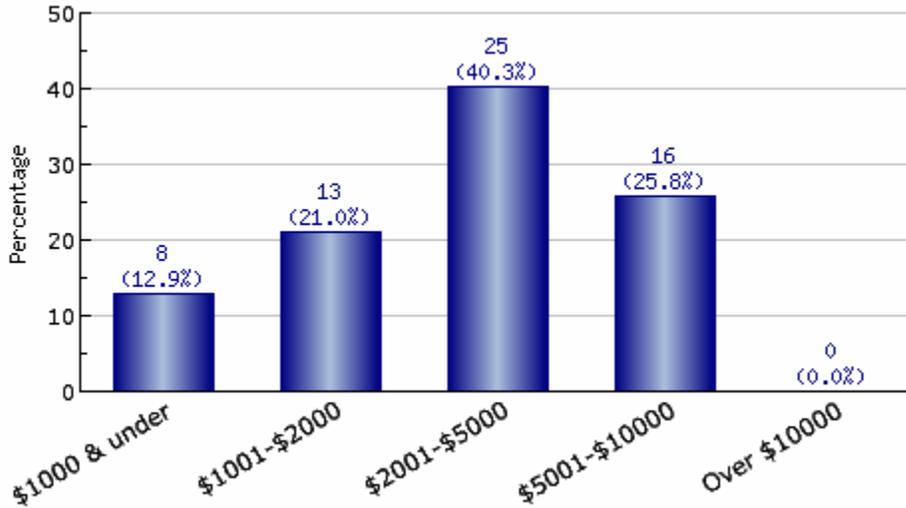
**2.2.15 Did you receive any scholarships or bursaries during the program?**



**Key Findings:**

- 67% of respondents indicated they had received bursaries or scholarships during the program

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



62 responses

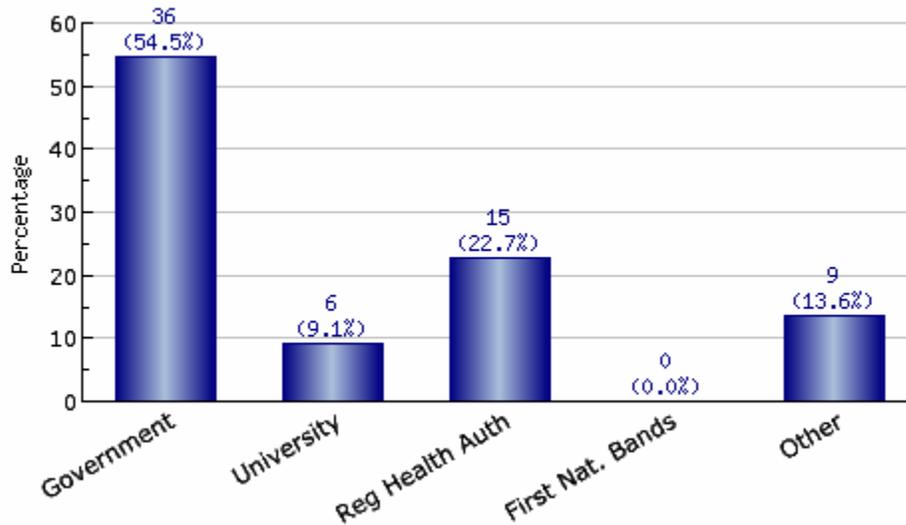
	Total #	% of Responses	Cumulative %
\$1000 & under	8	12.9	12.9
\$1001-\$2000	13	21.0	33.9
\$2001-\$5000	25	40.3	74.2
\$5001-\$10000	16	25.8	100.0
Over \$10000	0	0.0	100.0
<b>Total</b>	<b>62</b>	<b>100</b>	

	Dollar Value
<b>Minimum</b>	\$150
<b>Maximum</b>	\$10,000
<b>Average</b>	\$ 4,065.30

**Key Findings:**

- The average scholarship/bursary amount obtained by respondents was \$4,065
- 40.3% of respondents indicated the total dollar value of their scholarships and bursaries to be between \$2,001 and \$5,000
- 25.8% of respondents indicated the total dollar value of their scholarships and bursaries to be between \$5,001 and \$10,000
- 21% of respondents indicated the total dollar value of their scholarships and bursaries to be between \$1,001 and \$2,000
- Another 12.9% of respondents indicated the total dollar value of their scholarships and bursaries to be \$1,000 or less

### 2.2.17 What was the major source of your scholarship/bursary support?



66 responses

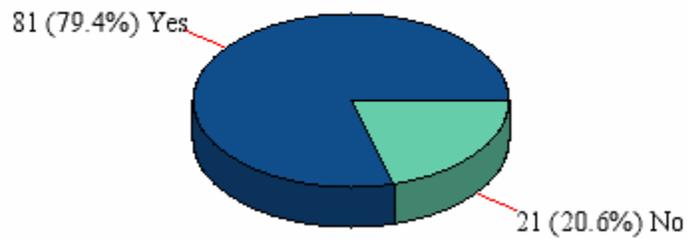
#### Key Findings:

- 54.5% of respondents indicated the major source of their scholarships and bursaries to be from the government
- 22.7% of respondents indicated the major source of their scholarships and bursaries to be from the regional health authority
- 13.6% of respondents indicated the major source of their scholarships and bursaries to be from Other
- 9.1% of respondents indicated the major source of their scholarships and bursaries to be from the University

#### Entries under "Other":

- (1) Business organization
- (1) High school bursaries
- (1) Knights of Columbus, High School, RCMP
- (1) Personal
- (1) Private school (RJC)
- (1) RCMP Award of Merit for Health Care Field
- (1) RPNAS
- (1) SRNA

**2.2.18 Did you obtain any student or educational loans during the program?**

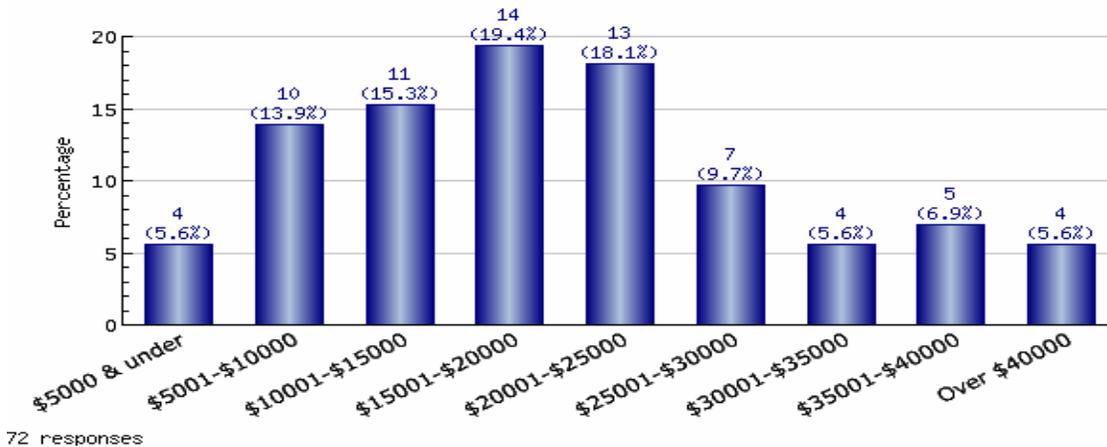


102 responses

**Key Findings:**

- 79.4% of respondents indicated they had received student or educational loans during the program

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



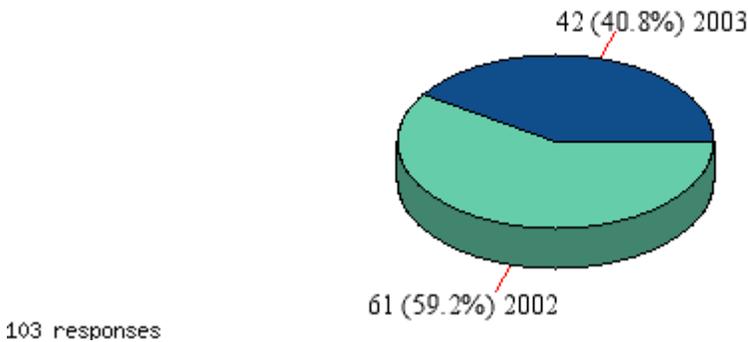
	Total #	% of Responses	Cumulative %
\$5000 & under	4	5.6	5.6
\$5001-\$10000	10	13.9	19.4
\$10001-\$15000	11	15.3	34.7
\$15001-\$20000	14	19.4	54.2
\$20001-\$25000	13	18.1	72.2
\$25001-\$30000	7	9.7	81.9
\$30001-\$35000	4	5.6	87.5
\$35001-\$40000	5	6.9	94.4
Over \$40000	4	5.6	100.0
<b>Total</b>	<b>72</b>	<b>100</b>	

	Dollar Value
<b>Minimum</b>	\$2,000
<b>Maximum</b>	\$77,000
<b>Average</b>	\$21,916.90

#### Key Findings:

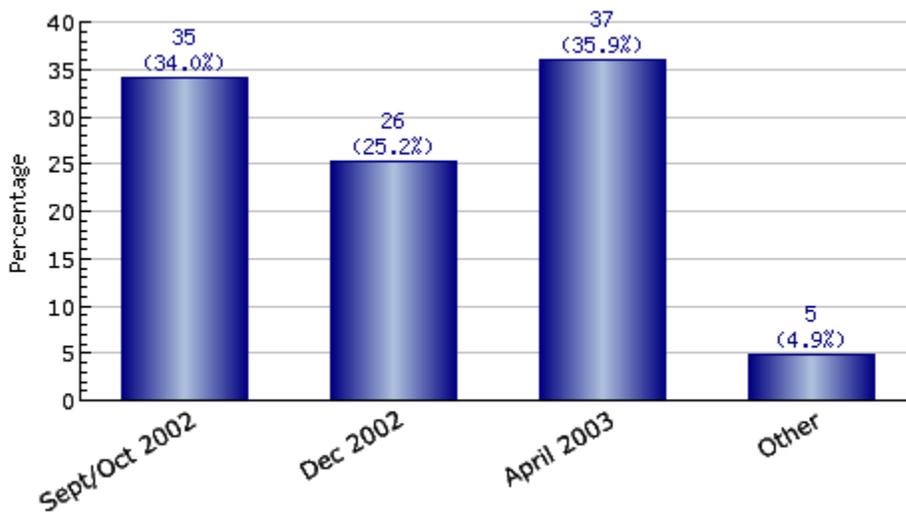
- The average student or educational loan amount was \$21,916
- 19.5% of respondents indicated a total value of student or educational loans to be \$10,000 or less
- 19.4% of respondents indicated having a total value of student or educational loans to be between \$15,001 and \$20,000 at program completion
- 18.1% of respondents indicated a total value of student or educational loans to be between \$20,001 and \$25,000 at program completion
- 15.3% of respondents indicated a total value of student or educational loans to be between \$10,001 and \$15,000 at program completion
- 15.3% of respondents indicate a total value of student or educational loans to be between \$25,001 and \$35,000 at program completion
- 12.5% of respondents indicate a total value of student or educational loans to be \$35,001 or greater at program completion

### 2.2.20 What date did you complete your NEPS program?



**Key Findings:**

- 58.3% of respondents completed the program in 2002, and 40.8% in 2003

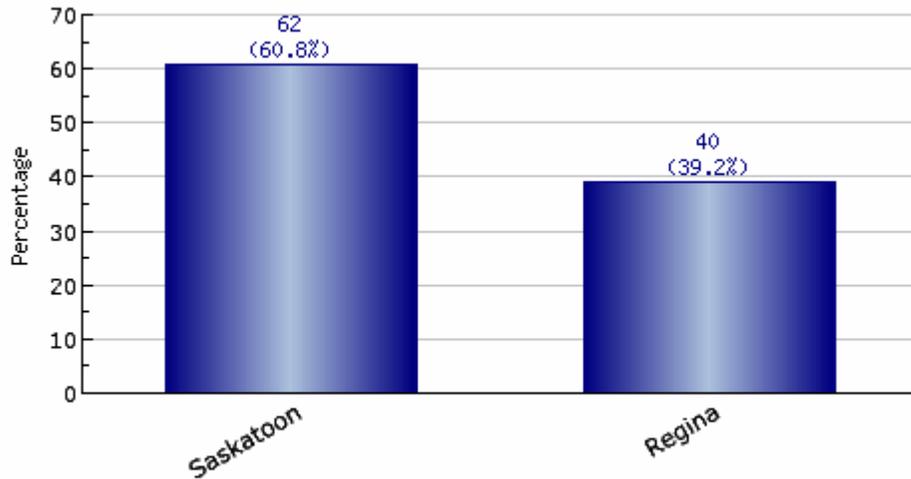


103 responses

**Key Findings:**

- 35.9% of respondents indicated finishing their program in April
- 25.2% indicated finishing in December
- 24.3% indicated finishing in October
- Another 9.7% of respondents indicated finishing in the month of September

**2.2.21 What was your program site at graduation from the NEPS program?**

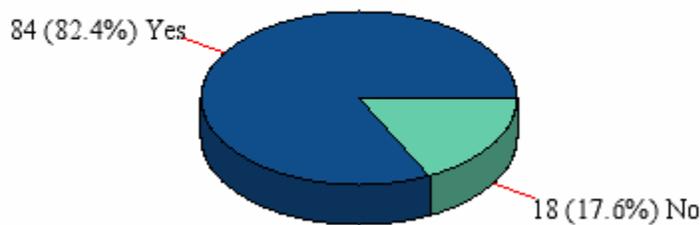


102 responses

**Key Findings:**

- 60.8% of respondents indicated Saskatoon as their program site at graduation, while 39.2% indicated Regina as their program site at graduation

**2.2.22 At this time, do you have a job as a graduate nurse confirmed?**



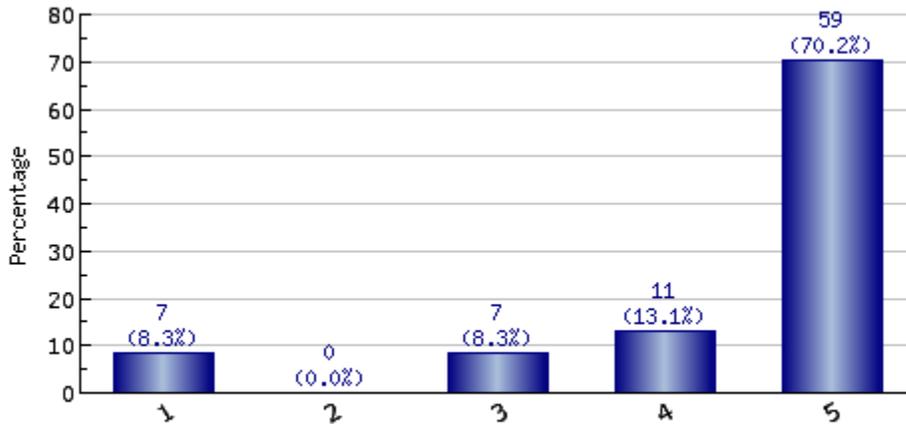
102 responses

**Key Findings:**

- 82.4% of respondents indicated having a confirmed job as a graduate nurse

**2.2.23 If you have confirmed employment, to what extent will your first job meet your ideal preferences, where '1' is not at all to '5' being highly ideal?**

**Location**



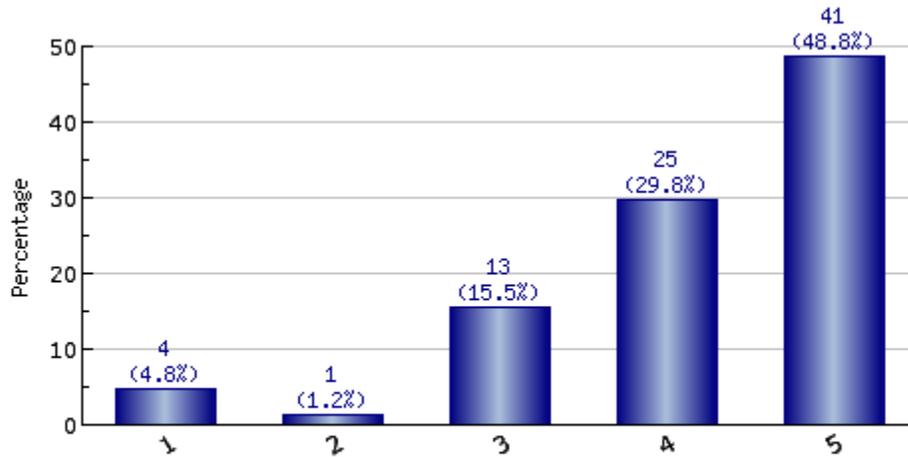
84 responses

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
1	7	8.3	8.3	1	7
2	0	0.0	8.3	2	0
3	7	8.3	16.7	3	21
4	11	13.1	29.8	4	44
5	59	70.2	100.0	5	295
<b>Total</b>	<b>84</b>	<b>100</b>			<b>367</b>
<b>Average</b>					<b>4.4</b>

**Key Findings:**

- 83.3% of respondents indicated that the location of their first job is ideal or highly ideal

### Client Group



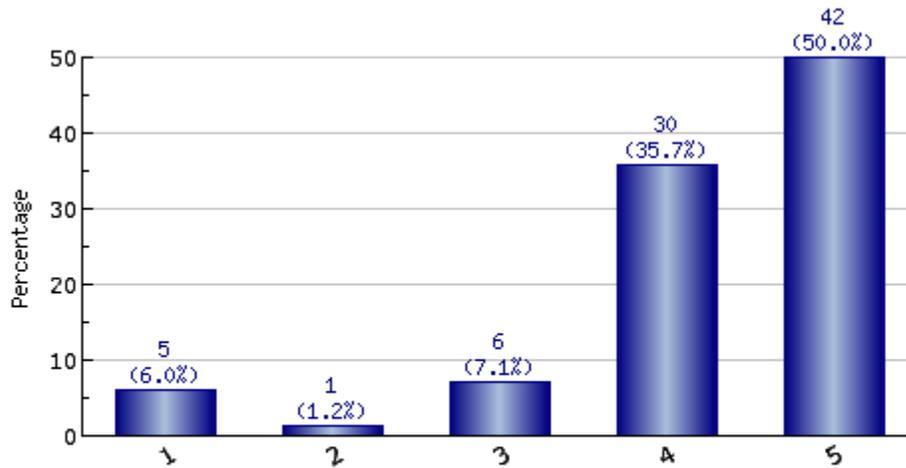
84 responses

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
1	4	4.8	4.8	1	4
2	1	1.2	6.0	2	2
3	13	15.5	21.4	3	39
4	25	29.8	51.2	4	100
5	41	48.8	100.0	5	205
<b>Total</b>	<b>84</b>	<b>100</b>			<b>350</b>
<b>Average</b>					<b>4.2</b>

### Key Findings:

- 78.6% of respondents indicated that the client group of their first job is ideal or highly ideal

## Responsibilities



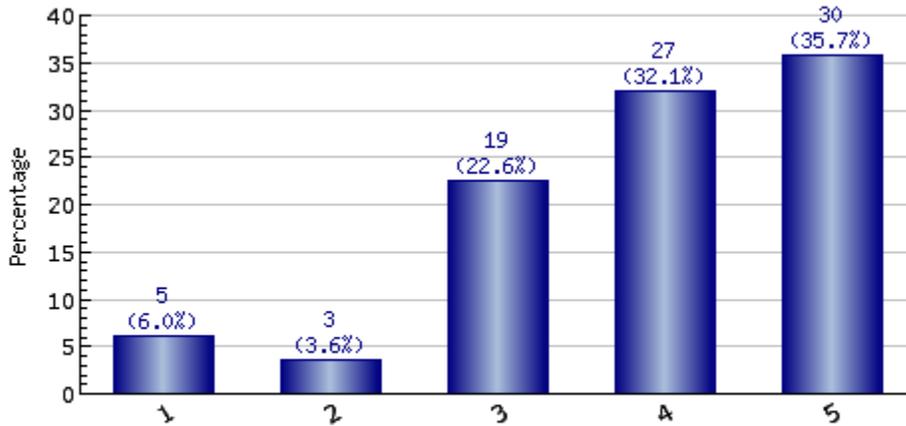
84 responses

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
1	5	6.0	6.0	1	5
2	1	1.2	7.1	2	2
3	6	7.1	14.3	3	18
4	30	35.7	50.0	4	120
5	42	50.0	100.0	5	210
<b>Total</b>	<b>84</b>	<b>100</b>			<b>355</b>
<b>Average</b>					<b>4.2</b>

### Key Findings:

- 85.7% of respondents indicated that the level of responsibility of their first job is ideal or highly ideal

## Shifts



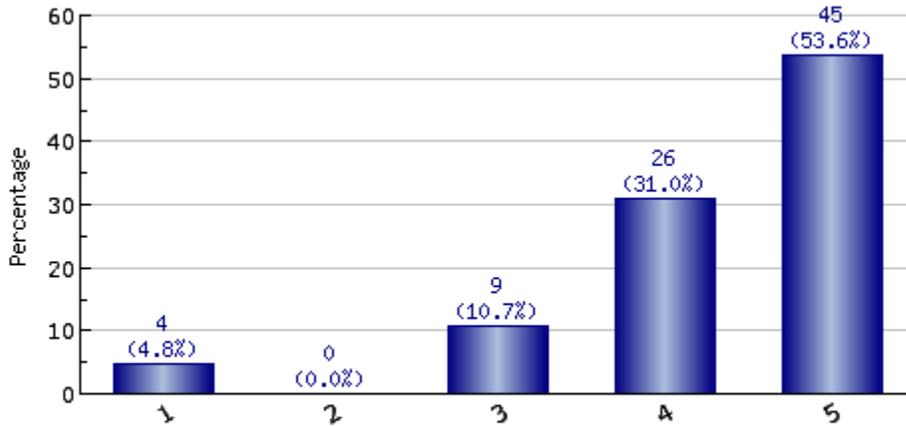
84 responses

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
1	5	6.0	6.0	1	5
2	3	3.6	9.5	2	6
3	19	22.6	32.1	3	57
4	27	32.1	64.3	4	108
5	30	35.7	100.0	5	150
<b>Total</b>	<b>84</b>	<b>100</b>			<b>326</b>
<b>Average</b>					<b>3.9</b>

### Key Findings:

- 67.9% of respondents indicated that the shifts of their first job are ideal or highly ideal
- 9.6% of respondents indicated that their first job does not meet their ideal preferences in terms of shifts

## Work Environment



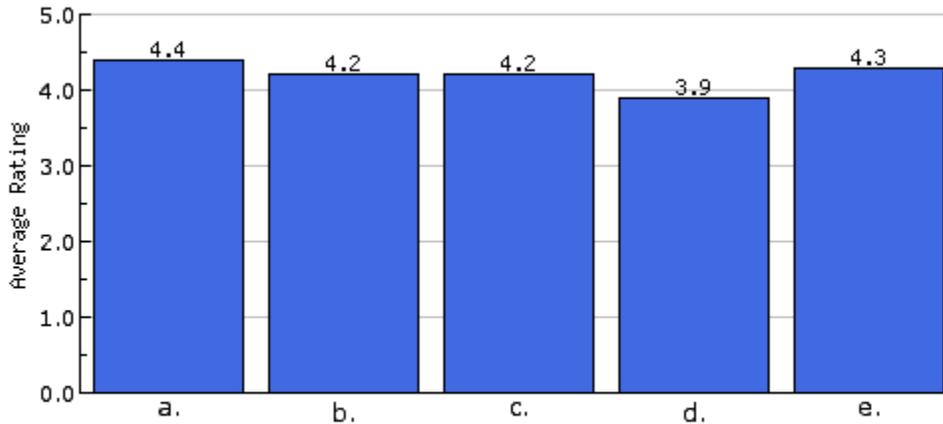
84 responses

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
1	4	4.8	4.8	1	4
2	0	0.0	4.8	2	0
3	9	10.7	15.5	3	27
4	26	31.0	46.4	4	104
5	45	53.6	100.0	5	225
<b>Total</b>	<b>84</b>	<b>100</b>			<b>360</b>
<b>Average</b>					<b>4.3</b>

### Key Findings:

- 84.6% of respondents indicated that the work environment of their first job is ideal or highly ideal
- 4.8% of respondents indicated that their first job does not meet their ideal preferences in terms of its work environment

### Average Importance Ratings



Label	N	Avg	Question
a.	84	4.4	Location
b.	84	4.2	Client Group
c.	84	4.2	Responsibilities
d.	84	3.9	Shifts
e.	84	4.3	Work Environment

#### 2.2.24 Name the (one) most positive aspect of your first job?

Students were asked to name the one most positive aspect of their first job. The following data reflect the findings when the 75 comments were categorized regarding relevance to the previous five categories:

Location 2 (2.%)  
e.g., “close to home”; “geographical area ideal for me”.

Clients 15 (20.0%)  
e.g., “it’s an area/field of nursing I’m very interested in” ; “neurosciences”;  
“client group” ; “geriatric patients”.

Responsibilities 8 (10.6%)  
e.g., “development of skills” ; “interesting and challenging”;  
“numerous experiences”.

Shifts 6 (8.0%)  
e.g., “full time” ; “consistent work in an area” ; “permanent full time and shift time” ; “The unit that I am on contains PFT, which I am interested in”

Work Environment 38 (50.6%)  
e.g., “staff are excellent; great staff morale” ; “team work; collaboration/team building” ; “excellent staff support from manager/educator; experienced nurses as co-workers” ; “low patient:nurse ratio; manager is awesome”; “mentors” ; “wonderful staff; great team of people” ; “I am known on the unit I did rotation on and have other nurses for support”

Other 6 ( 8.0%)  
e.g., “money; reason I entered; helping others; reward, education”

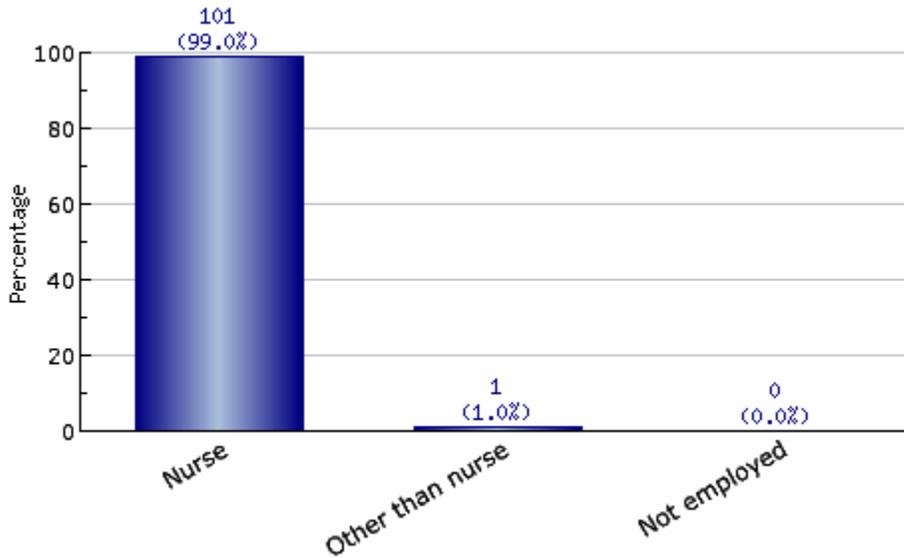
Key Findings:

- Although all elements were rated as very important considerations for these new graduates in selecting a job, the most positive aspect of their first job related to their perception of a positive, supportive work environment (the focus of 51% of the comments).

### 2.2.25 Within the first 6 months after graduation, do you expect to be:

Respondents were asked to choose from the following options:

- Employed as a nurse
- Employed as a nurse, but presently on leave
- Employed in a field other than nursing
- Not employed



102 responses

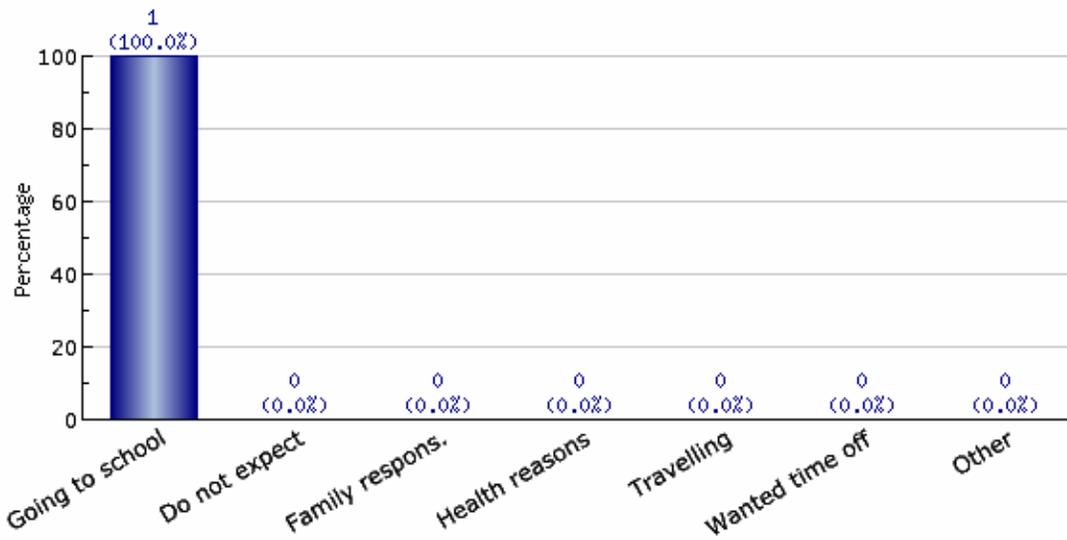
#### Key Findings:

- 99% of respondents indicated they expect to be working as a nurse within 6 months after graduating, and one respondent indicated expecting to be employed in a field other than nursing

### 2.2.26 If you do not expect to be employed as a nurse in the first 6 months after completing the NEPS program, what is the MAIN reason why?

Respondents were asked to choose from the following options:

- Could not find a job
- Did not like job I had
- Family responsibilities
- Health reasons
- Going to school
- Traveling
- Wanted time off
- Other (please specify)

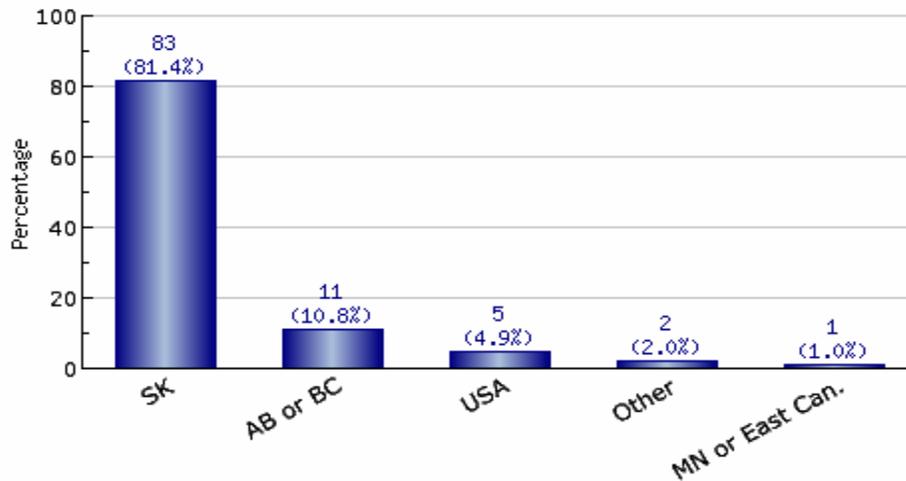


1 responses

#### Key Findings:

- The one respondent who indicated expectations of not working as a nurse, indicated he/she plans to continue with school

### 2.2.27 What is/would likely be the geographical location of your **first job** as a graduate nurse?



102 responses

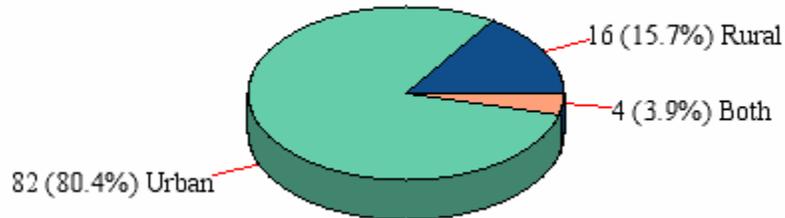
#### Key Findings:

- 81.4% of respondents indicated they would likely be employed as a nurse in Saskatchewan, 10.8% in Alberta or B.C., and 1.0% (1 respondent) in Manitoba and Eastern Canada
- 4.9% of respondents (5 respondents) indicated they will be working in the USA

Entries under "Other":

- (1) NWT
- (1) Yukon

**2.2.28 Please specify whether the location of your first job as a graduate nurse is/would likely be:**



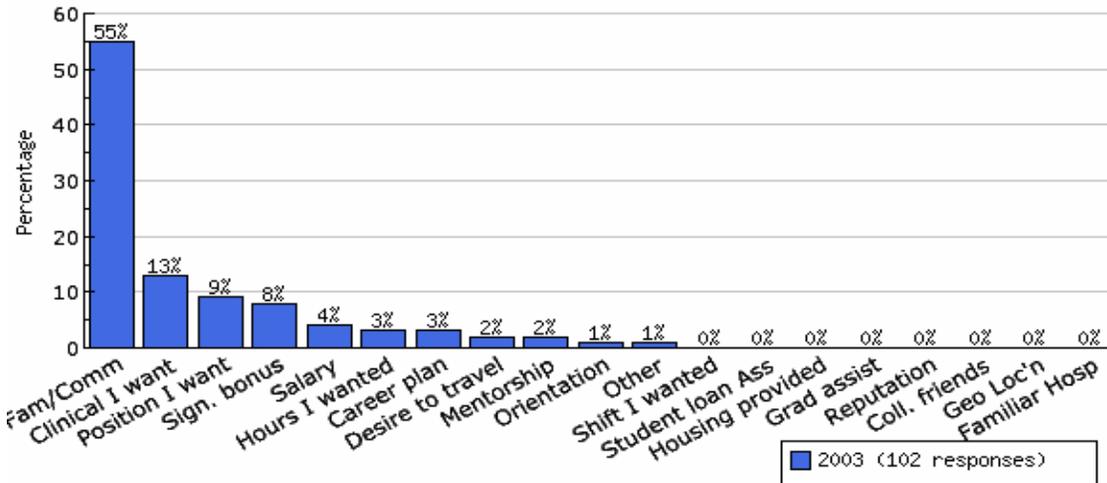
102 responses

**Key Findings:**

- 80.4% of respondents indicated their first job as a graduate would likely be in an urban setting, while 15.7% indicated their first job likely to be in a rural setting

**2.2.29 Please rank the top 3 factors that will/has influenced your choice of work location for your first job as a nurse, with 1 being most important and 3 being least important:**

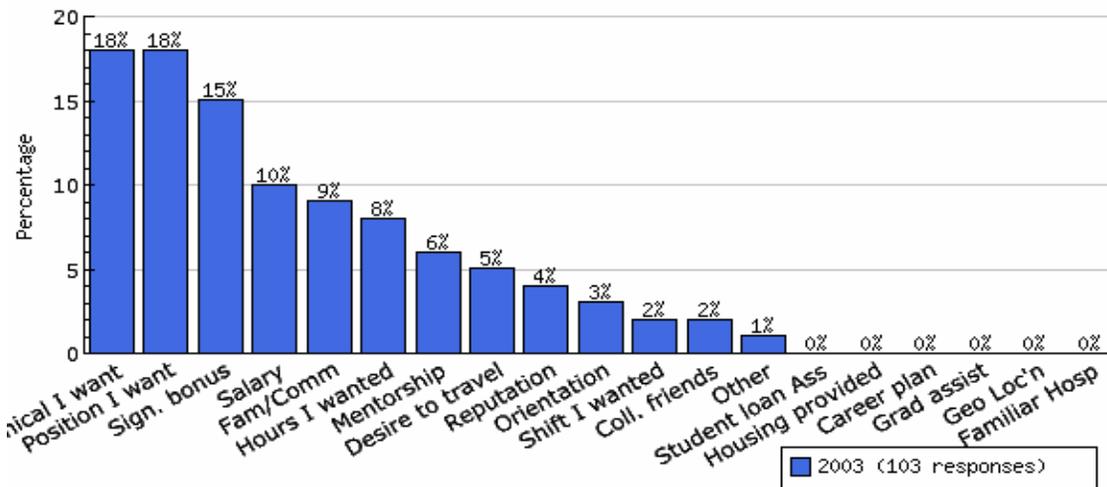
**Ranked as first influential factor:**



**Key Findings:**

- The most frequently cited factors that respondents considered of primary importance in influencing their choice of work location were family or community commitments (55%), acquiring the desired clinical (13%) and getting the position they wanted (9%)

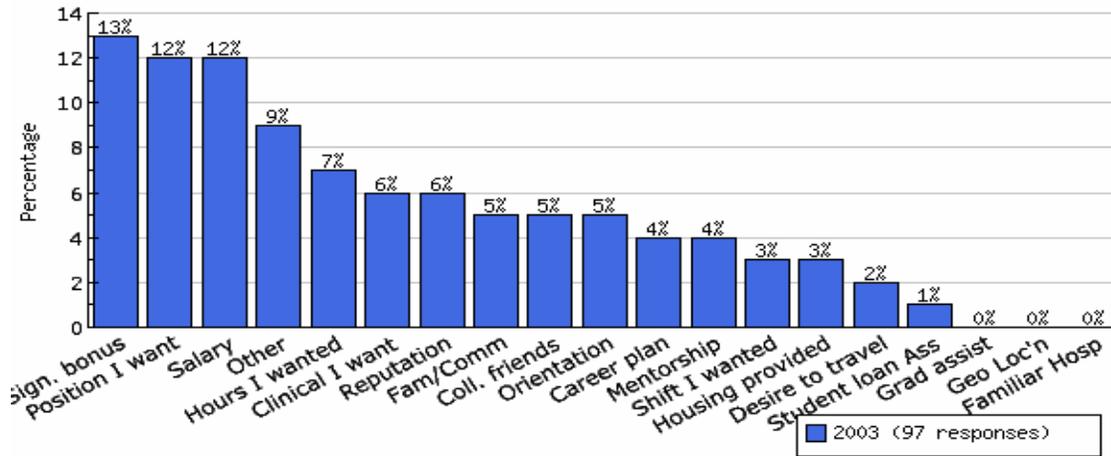
**Ranked as second influential factor:**



**Key Findings:**

- The most frequently cited factors that respondents considered of secondary importance in influencing their choice of work location were getting the clinical desired, as well as the desired position (both 18%), signing bonus (15%) and salary (10%)

**Ranked as third influential factor:**



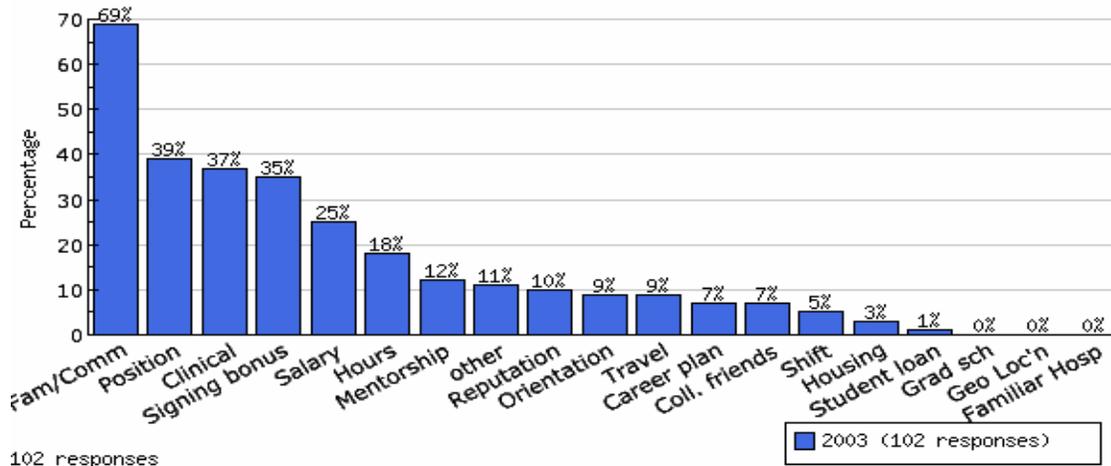
**Key Findings:**

- The most frequently cited factors that respondents considered of third importance in influencing their choice of work location were signing bonus (13%), getting the desired position, as well as salary (both 12%)

**Other Responses:**

- (2) Supportive staff
- (1) Boyfriend
- (1) Commitment in return government district bursary
- (1) Excellent experience in senior practicum at NICU
- (1) I want to stay here
- (1) See new country
- (1) Time for a change
- (1) To get O.R. courses in Canada
- (1) Work in CDA and make money waiting for US papers
- (1) Worked there for the past two years

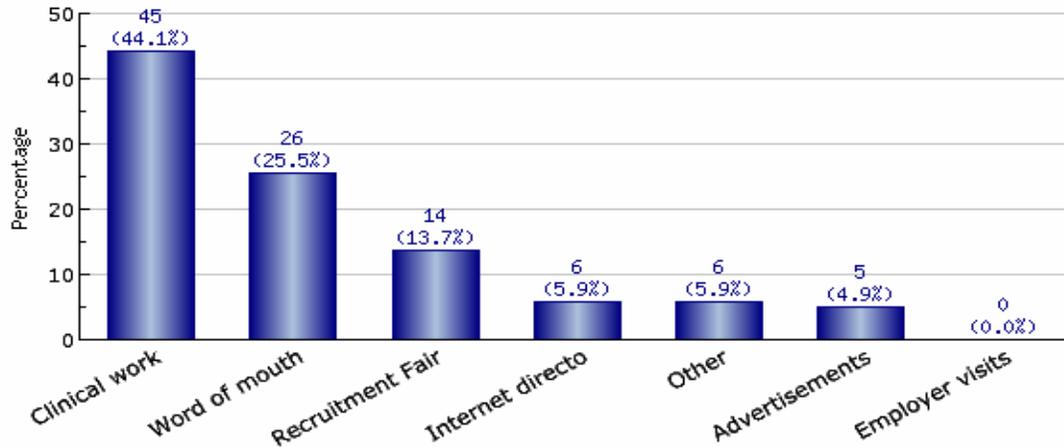
**Top 3 factors (combined)**



**Key Findings:**

- The most frequently cited factors are family and community commitments (69%), getting the desired position (39%), and acquiring the desired clinical (37%)

### 2.2.30 Which strategy has been most useful in your job search?



102 responses

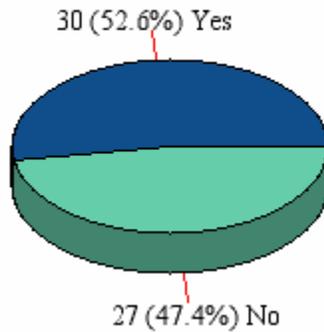
#### Key Findings:

- In terms of strategies most useful for respondent job searches:
- 44.1% of respondents indicated clinical or work experience in the facility during the program
- 25.5% of respondents indicated word of mouth
- 13.7% indicated recruitment fairs
- 5.9% indicated an internet directories
- 5.9% indicated Other
- 4.9% indicated advertisements including journals, newspapers and postings

Entries under "Other":

- (2) Senior Assistant
- (1) Myself
- (1) Own ability to advocate my needs and expectations
- (1) Regina Health District Resource Manager

**2.2.31 Did you get a job offer from a unit where you were employed as a Senior Assist?**

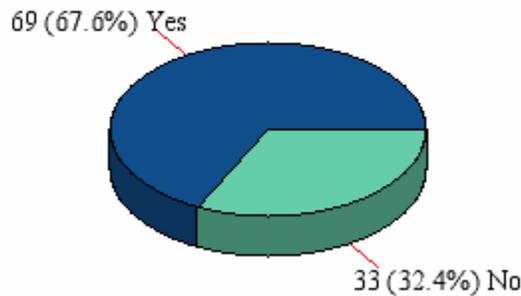


57 responses

**Key Findings:**

- Of the respondents that worked as Senior Assists during the NEPS program, 52.6% indicated receiving a job offer from the unit

**2.2.32 Did you get a job offer from a unit where you had your 4<sup>th</sup> year senior practicum experiences?**

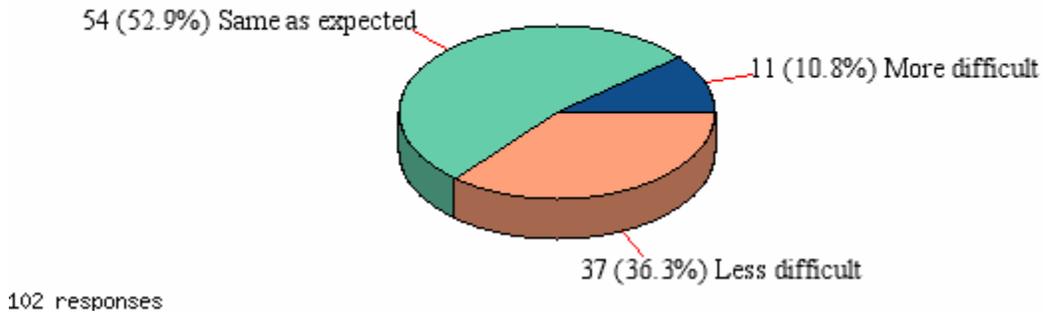


102 responses

**Key Findings:**

- 67.6% of respondents indicated they received a job offer from the unit where they did their 4th year practicum

### 2.2.33 How does your experience in finding your **first job** compare with your expectations?



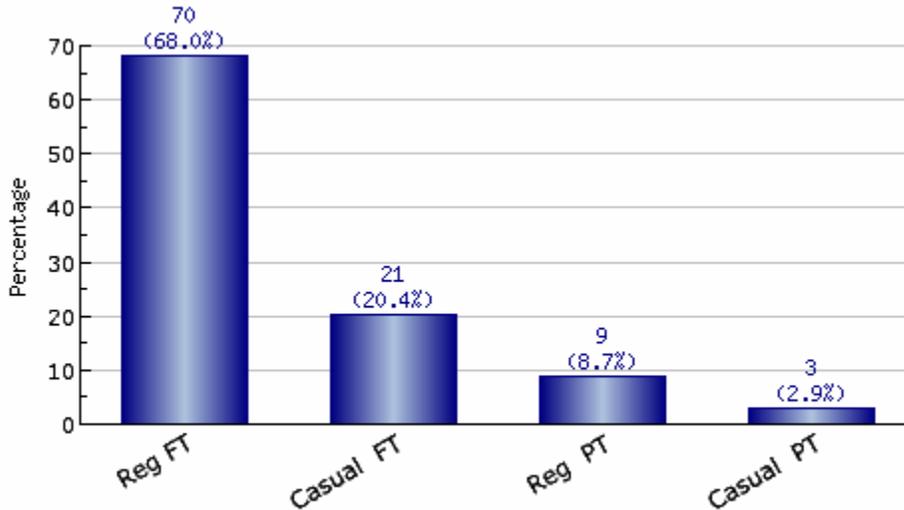
#### Key Findings:

- 52.9% of respondents indicated they found the difficulty in finding their first job to be about what they expected it to be
- 36.3% of respondents found their experience in finding their first job less difficult than they had expected
- 10.8% of respondents felt it was more difficult than what they had expected

### 2.2.34 What will be the work hours of your **first job** as a graduate nurse?

Respondents were asked to choose from one of the following options:

- Regular full time
- Casual full time
- Regular part time
- Casual part time



103 responses

#### Key Findings:

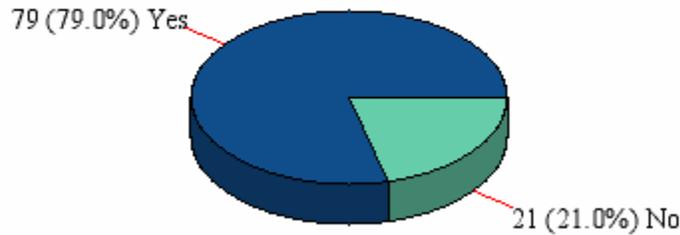
- 68% of respondents indicated they anticipate being employed on a regular full-time basis, while another 20.4% indicated they anticipate being employed on a casual full-time basis
- 8.7% of respondents indicated they anticipate being employed on a regular part time basis, while another 2.9% indicated they anticipate being employed on a casual part time basis

#### Definitions

**"Regular"** reflects permanent employment, even though it may be time limited;

**"Casual"** reflects the fact that the employment does not guarantee a fixed number of hours of work per pay period. (It also would include occasional, on call, on demand, or seasonal work).

**2.2.35 Are the hours you will be working your preference?**

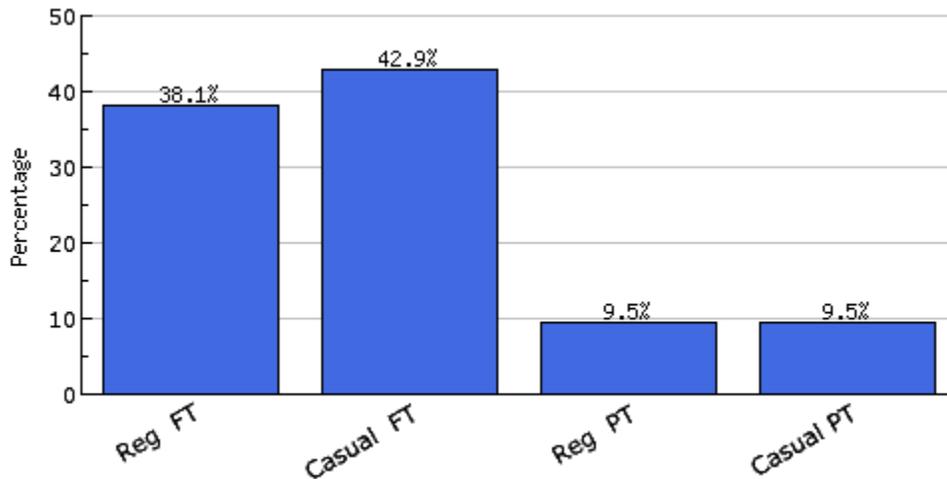


100 responses

**Key Findings:**

- 79% of respondents indicated the hours they will be working or anticipate to be working is their preference

**2.2.36 Hours worked not the preference of the respondent**

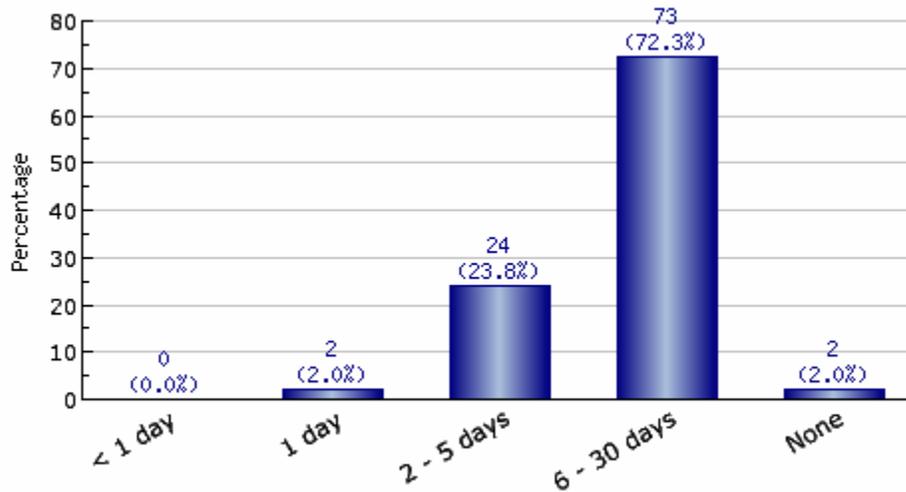


21 responses

**Key Findings:**

- Of the 21 respondents indicating that the hours will not be their preference, 42.9% will be working or anticipate to be working on a casual full time, 38.1% will be working or anticipate to be working regular full time, 9.5% will be working or anticipate to be working casual part time, and 9.5% will be working or anticipate to be working regular part time.

**2.2.37 When you start your first nursing job, what do you expect will be the length of your orientation (including "buddy" shifts)?**

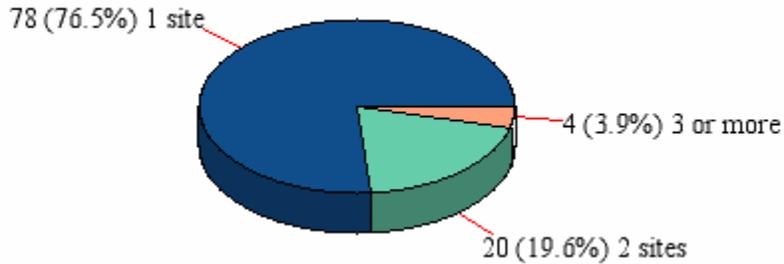


101 responses

**Key Findings:**

- 72.3% of respondents indicate that their expected orientation will last between 6 and 30 days at their first nursing job
- 23.8% of respondents indicate that their expected orientation will last between 2 and 5 days at their first nursing job
- 2.0% (2 respondents) indicate that their expected orientation will be 1 day in length at their first nursing job
- 2.0% (2 respondents) indicate they do not expect to receive an orientation at their first nursing job

**2.2.38 How many sites will you/do you expect to work at for your first job as a graduate nurse?**



102 responses

	Total #	% of Responses	Cumulative %
1 site	78	76.5	76.5
2 sites	20	19.6	96.1
3 or more	4	3.9	100.0
<b>Total</b>	<b>102</b>	<b>100</b>	

**Key Findings:**

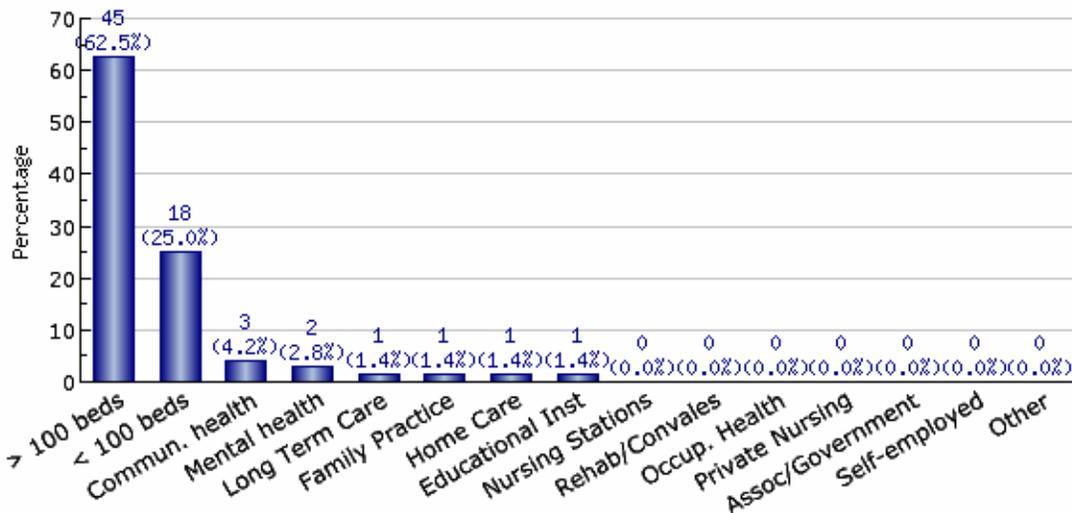
- 76.5% of respondents indicated expecting to work at only 1 site
- 19.6% of respondents indicated expecting to work at 2 sites
- 3.9% of respondents indicated expecting to work at 3 or more sites at their first nursing job as a graduate nurse

**2.2.39 What type of organization will you be working at?**  
**(Note: The primary site is the site where you would have the most hours per week)**

Respondents were asked to choose from the following options:

- General Hospital, less than 100 beds
- General Hospital, more than 100 beds
- Mental Health Centre
- Community Health/Health Centre
- Nursing Stations (outpost or clinics)
- Nursing Home/Long-Term Care Facility
- Rehabilitation/Convalescent Centre
- Physician's Office/Family Practice Unit
- Business/Industry/Occupational Health
- Private Nursing Agency/Private Duty
- Home Care Agency
- Educational Institution
- Association/Government
- Self-Employed
- Other (please specify)

**2.2.39.1 Primary Site:**

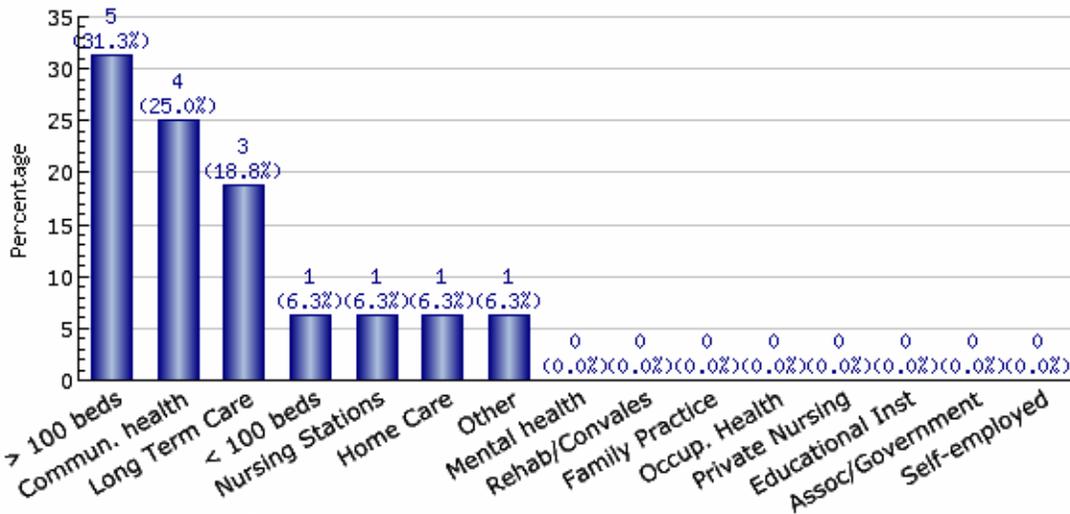


72 responses (excludes 13 "refused / don't know" responses)

**Key Findings:**

- 62.5% of respondents indicated expecting their primary work site will be a general hospital with over 100 beds, while another 25.0% indicated expecting their primary work site will be a general hospital with less than 100 beds

**2.2.39.2 Secondary Site:**

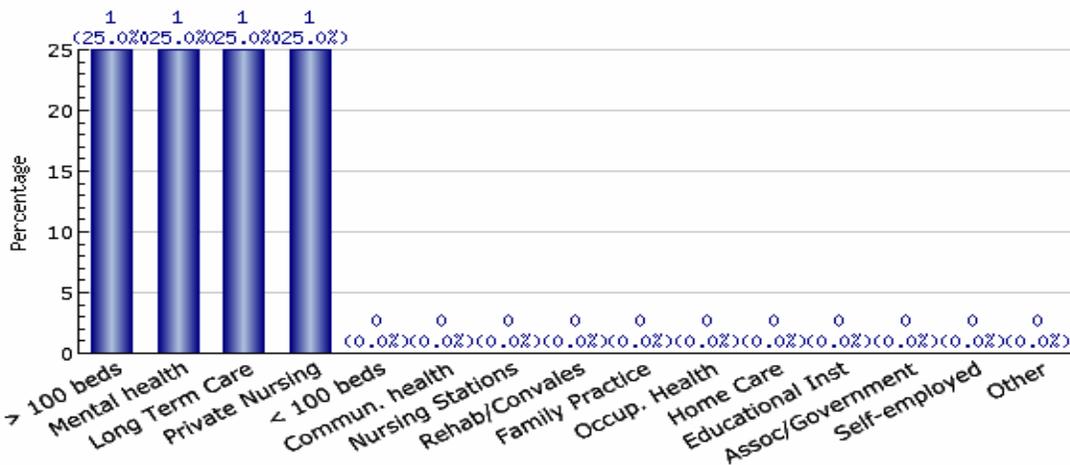


16 responses (excludes 3 "refused / don't know" responses)

**Key Findings:**

- 31.3% of respondents indicated expecting their secondary work site will be a general hospital with over 100 beds, while another 25.0% indicated expecting their secondary work site will be a community health/health centre
- 18.8% of respondents indicated expecting their secondary work site will be a long-term care facility

**2.2.39.3 Third Site:**



4 responses

**Key Findings:**

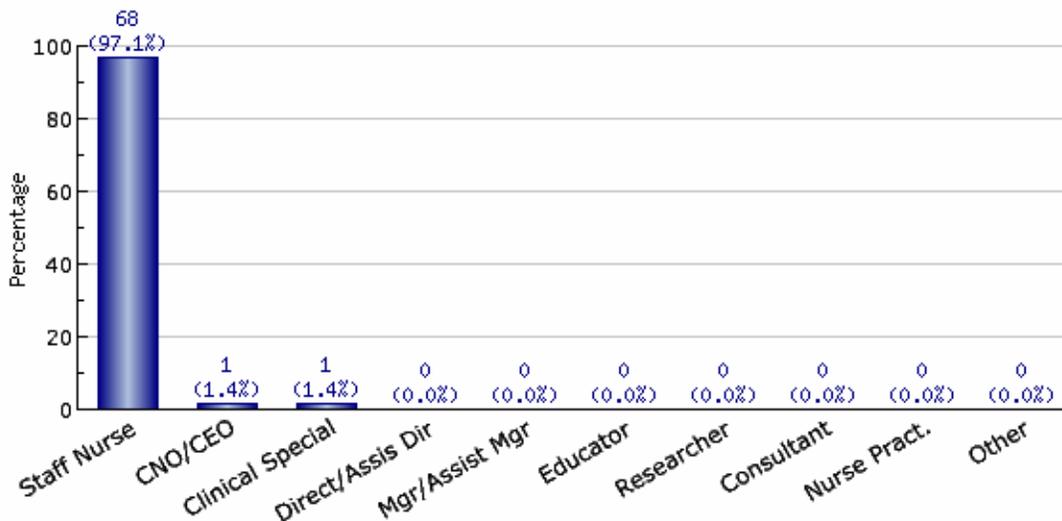
- 1 of each of the 4 respondents (25.0%) indicated expecting their third work site will be either a general hospital with over 100 beds, a mental health centre, a nursing home/long term care facility, or a private nursing agency/private duty

### 2.2.40 What will be your position?

Respondents were asked to choose from the following options:

- Staff Nurse/Community/Health Nurse
- Chief Nursing Officer/Chief Executive Officer
- Director/Assistant Director
- Manager/Assistant Manager
- Clinical Nurse Specialist
- Instructor/Professor/Educator
- Researcher
- Consultant
- Nursing Practitioner
- Other (please specify)

#### 2.2.40.1 Primary Site:

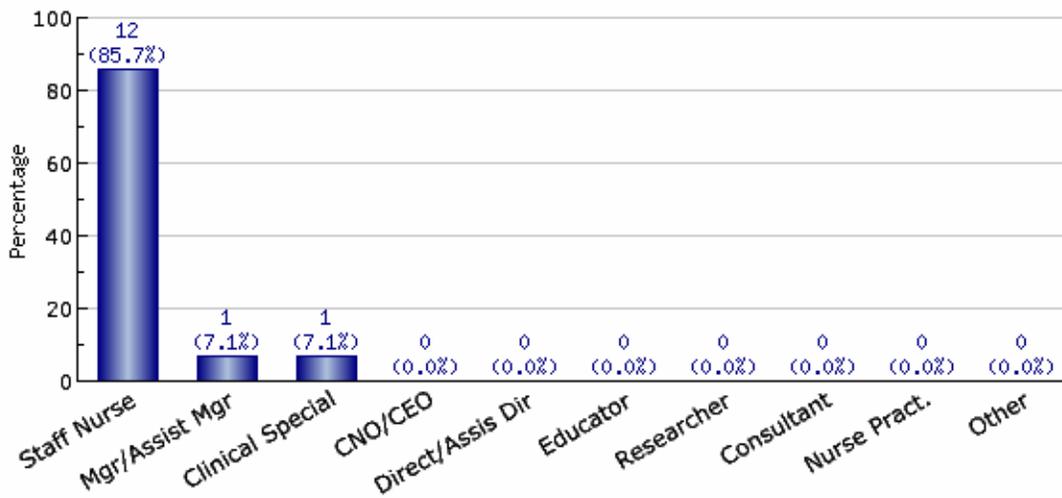


70 responses (excludes 15 "refused / don't know" responses)

#### Key Findings:

- 97.1% of respondents indicated that they will be employed as a staff nurse at their primary site

**2.2.40.2 Secondary Site:**

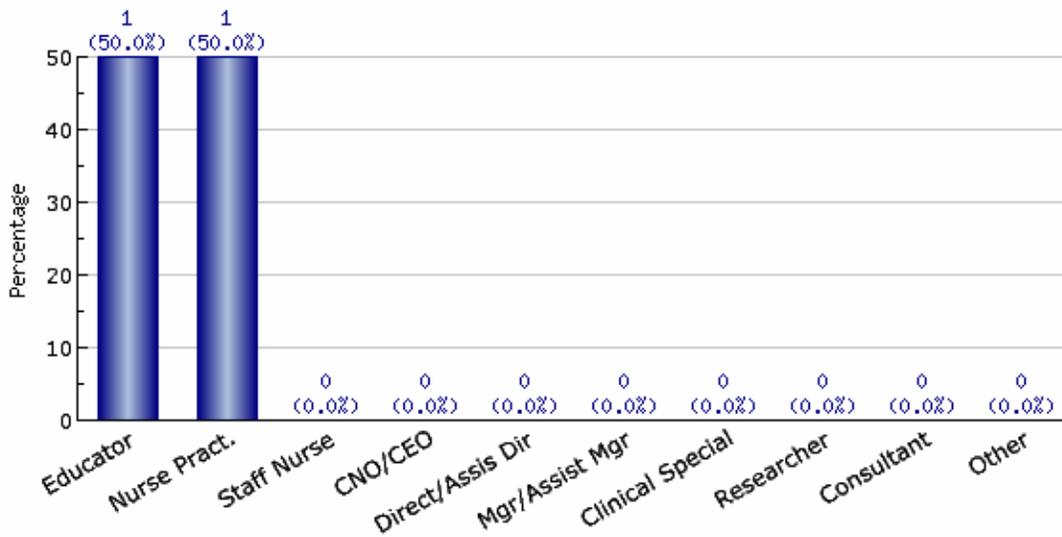


14 responses (excludes 5 "refused / don't know" responses)

**Key Findings:**

- For those respondents who will work at a second site, 85.7% (12 respondents) indicated that they will be employed as a staff nurse

**2.2.40.3 Third Site:**



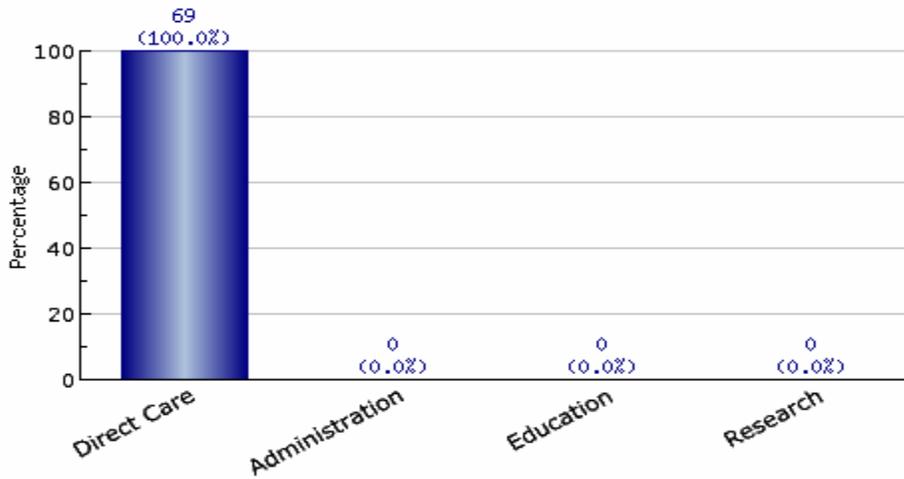
2 responses (excludes 2 "refused / don't know" responses)

**Key Findings:**

- For those respondents who will work at a third site, 50% (1 respondent) indicated they will be employed as an educator, and another 1 respondent indicated they will be employed as a nursing practitioner

## 2.2.41 What will be your main area of responsibility?

### 2.2.41.1 Primary Site:

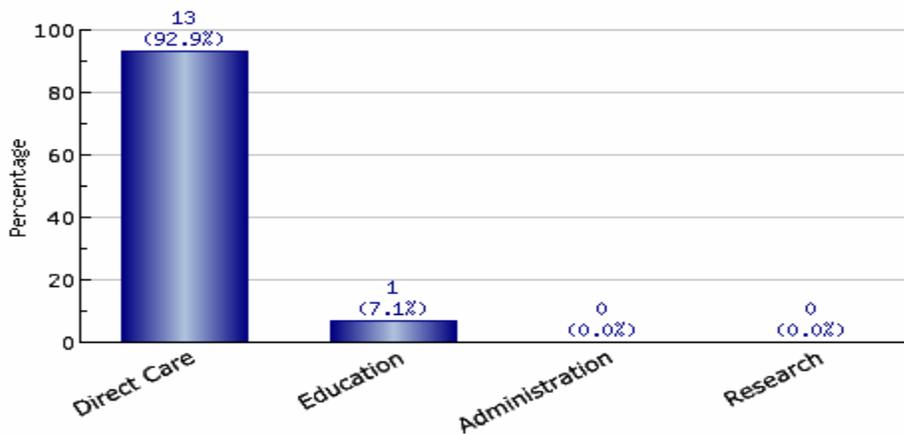


69 responses (excludes 16 "refused / don't know" responses)

#### Key Findings:

- 100% of respondents indicated that their main area of responsibility at the primary site will be direct care

### 2.2.41.2 Secondary Site:

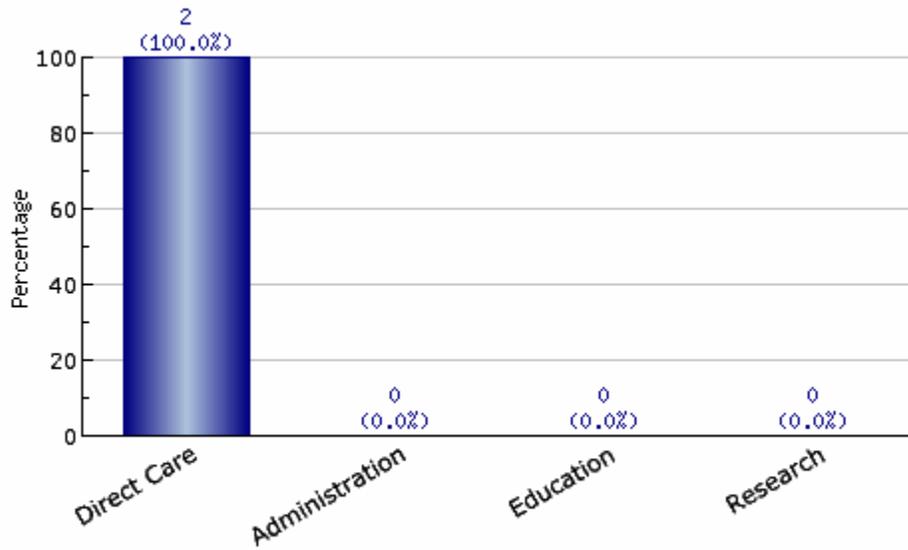


14 responses (excludes 5 "refused / don't know" responses)

#### Key Findings:

- For those respondents who will be working at a second site, 92.9%, or 13 respondents, indicated that their main area of responsibility will be direct care
- Another respondent indicated that their main area of responsibility will be education

### 2.2.41.3 Third Site:



2 responses (excludes 2 "refused / don't know" responses)

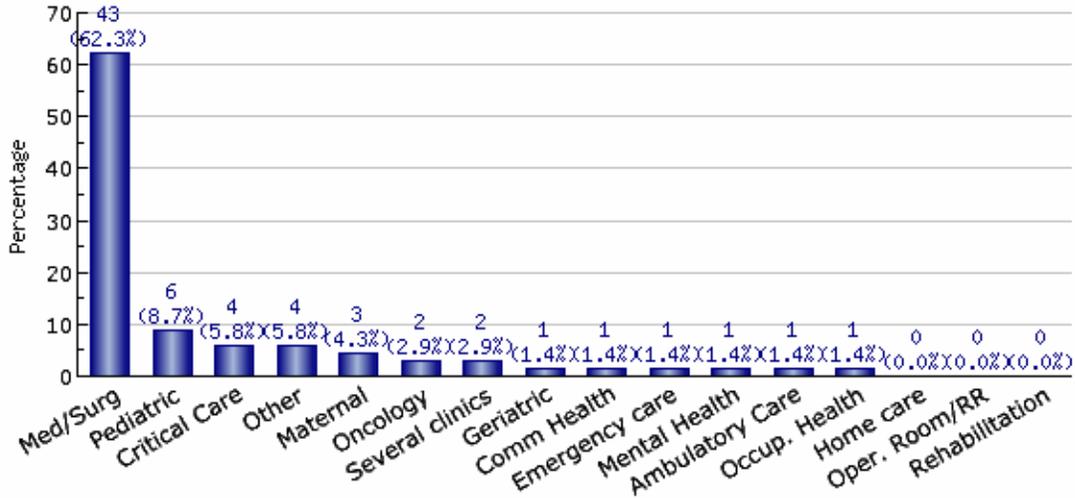
#### Key Findings:

- For those 2 respondents who will be working at a third site, both indicated that their main area of responsibility will be direct care

**2.2.42 In what area will you provide:**

**2.2.42.1 Primary Site**

**Direct Care:**



69 responses

**Key Findings:**

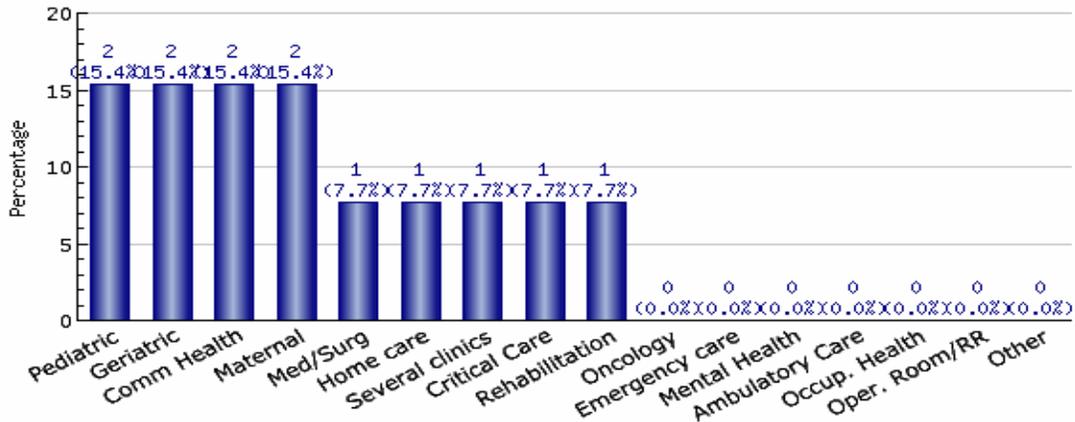
- 62.3% of respondents indicated that their area of service at the primary site will be medical/surgical, 8.7% indicated pediatric, and 5.8% indicated providing service in the area of critical care

**Other:**

- (1) Cardiac
- (1) Medicine
- (1) NICU
- (1) Rural, so it encompasses all aspects of nursing

### 2.2.42.2 Secondary Site

#### Direct Care:

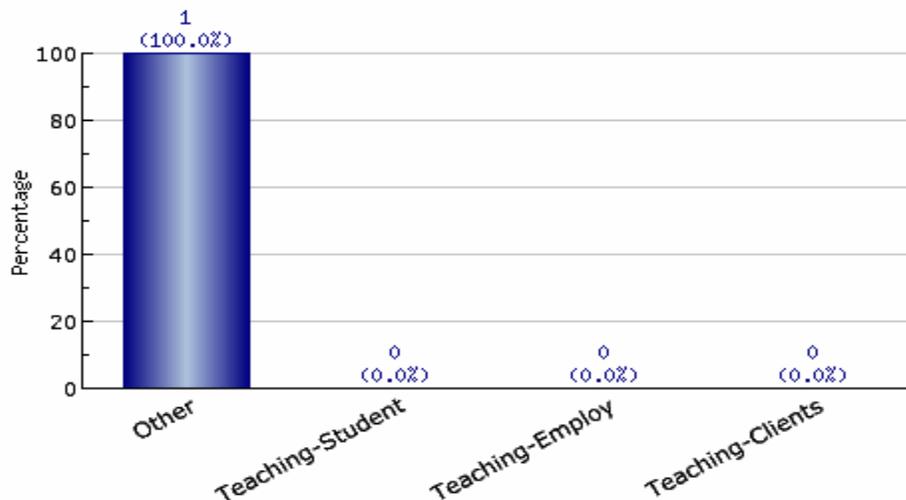


13 responses

#### Key Findings:

- 15.4% of respondents indicated that their areas of service at the secondary site will be pediatric, geriatric/long term care, community health, and maternal/newborn

#### Education



1 responses

#### Key Findings:

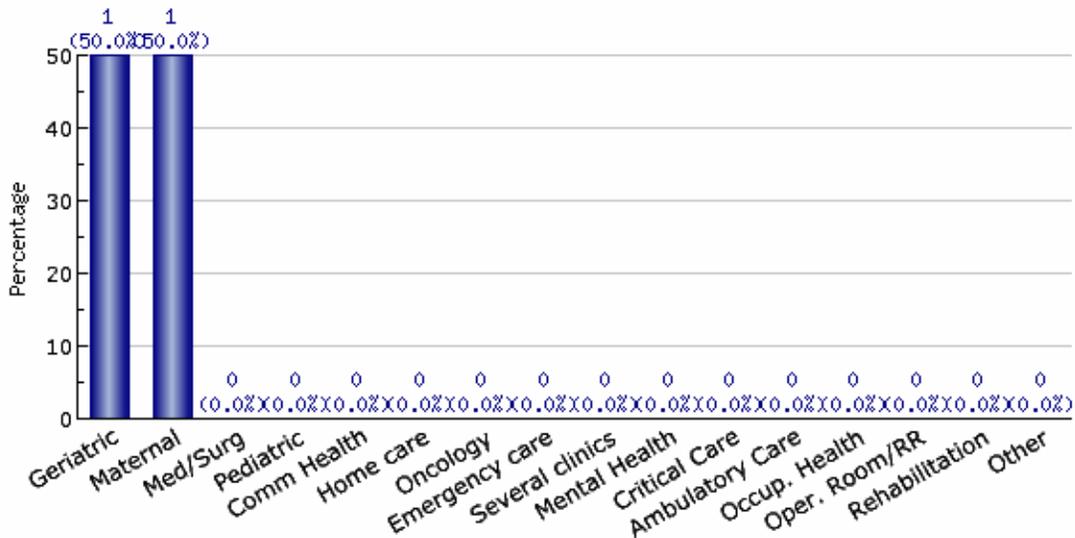
- The one respondent in education at a secondary site indicated they will be orienting new staff

#### Other:

(1) orienting new staff

### 2.2.42.3 Third Site

**Direct Care:**



2 responses

**Key Findings:**

- Of the 2 respondents who indicated a third site, areas of service include geriatric/long term care (1 respondent), and maternal/newborn (1 respondent)

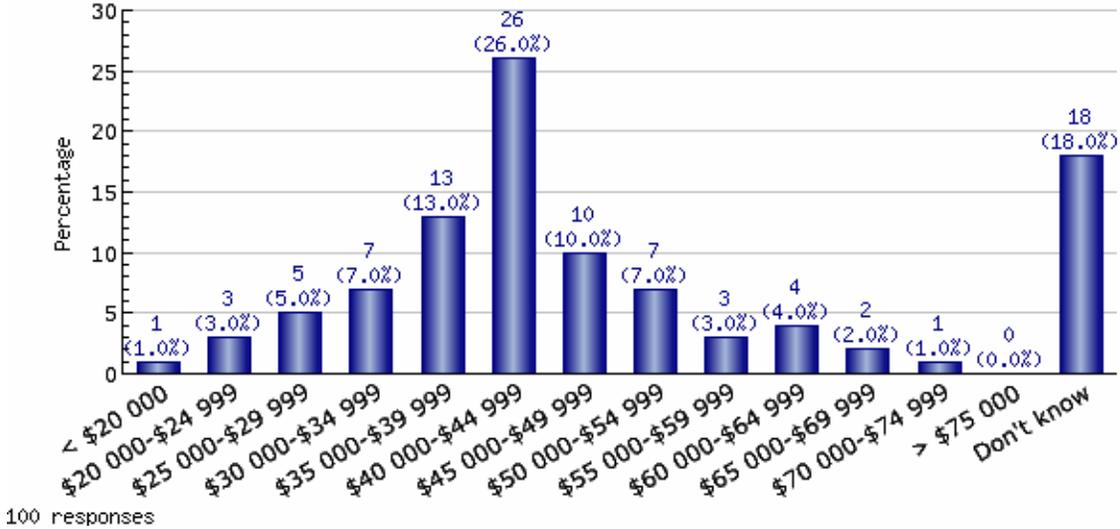
### 2.2.43 On average, how many hours per week do you expect to work?

	2003 (Number of hours)		
	Minimum	Maximum	Mean
<b>Primary Site</b>	18	46	36.9
<b>Secondary Site</b>	12	40	26.8
<b>Third Site (1 respondent)</b>	40	40	40

**Key Findings:**

- The mean number of hours at the primary is 36.9 and the secondary site is 26.8

**2.2.44 What do you expect will be your total annual earnings per year before taxes and deductions (Canadian Dollars)?**



	Total #	% of Responses	Cumulative %	Weight	Weighted Total
< \$20 000	1	1.0	1.0	1	1
\$20 000-\$24 999	3	3.0	4.0	2	6
\$25 000-\$29 999	5	5.0	9.0	3	15
\$30 000-\$34 999	7	7.0	16.0	4	28
\$35 000-\$39 999	13	13.0	29.0	5	65
\$40 000-\$44 999	26	26.0	55.0	6	156
\$45 000-\$49 999	10	10.0	65.0	7	70
\$50 000-\$54 999	7	7.0	72.0	8	56
\$55 000-\$59 999	3	3.0	75.0	9	27
\$60 000-\$64 999	4	4.0	79.0	10	40
\$65 000-\$69 999	2	2.0	81.0	11	22
\$70 000-\$74 999	1	1.0	82.0	12	12
> \$75 000	0	0.0	82.0	13	0
Don't know	18	18.0	100.0	98	
<b>Total</b>	<b>100</b>	<b>100</b>			<b>498</b>
<b>Average</b>					<b>6.1</b>

**Key Findings:**

- 70% of respondents indicate that their expected total annual gross earnings will be between \$30,000 and \$64,999
- 43% of respondents indicate that their expected total annual gross earnings will be between \$40,000 and \$54,999

### 2.2.44.1 Breakdown by Expected Location of Job

"Expected annual income" by "Geographical location for first nursing job"

	Totals	< \$20 000	\$20 000- \$24 999	\$25 000- \$29 999	\$30 000- \$34 999	\$35 000- \$39 999	\$40 000- \$44 999	\$45 000- \$49 999	\$50 000- \$54 999	\$55 000- \$59 999	\$60 000- \$64 999	\$65 000- \$69 999	\$70 000- \$74 999	> \$75 000	Don't know
<b>Totals</b>	<b>99</b> (100%)	<b>1</b> (1.0%)	<b>3</b> (3.0%)	<b>5</b> (5.1%)	<b>7</b> (7.1%)	<b>12</b> (12.1%)	<b>26</b> (26.3%)	<b>10</b> (10.1%)	<b>7</b> (7.1%)	<b>3</b> (3.0%)	<b>4</b> (4.0%)	<b>2</b> (2.0%)	<b>1</b> (1.0%)	<b>0</b> (0.0%)	<b>18</b> (18.2%)
<b>Saskatchewan</b>	<b>80</b> (80.8%)	<b>1</b> (1.3%)	<b>3</b> (3.8%)	<b>5</b> (6.3%)	<b>7</b> (8.8%)	<b>10</b> (12.5%)	<b>22</b> (27.5%)	<b>8</b> (10.0%)	<b>6</b> (7.5%)	<b>1</b> (1.3%)	<b>1</b> (1.3%)	<b>1</b> (1.3%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>15</b> (18.8%)
<b>Manitoba or Eastern Canada</b>	<b>1</b> (1.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>1</b> (100.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)
<b>Alberta or BC</b>	<b>11</b> (11.1%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>2</b> (18.2%)	<b>3</b> (27.3%)	<b>1</b> (9.1%)	<b>1</b> (9.1%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>1</b> (9.1%)	<b>1</b> (9.1%)	<b>0</b> (0.0%)	<b>2</b> (18.2%)
<b>USA</b>	<b>5</b> (5.1%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>1</b> (20.0%)	<b>1</b> (20.0%)	<b>0</b> (0.0%)	<b>1</b> (20.0%)	<b>1</b> (20.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>1</b> (20.0%)
<b>Other, (please specify)</b>	<b>2</b> (2.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>2</b> (100.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)

#### Key Findings:

- 50% of respondents who will be working in Saskatchewan indicated that their total gross annual earnings will be between \$35,000 and \$49,999, as compared to 54.6% of those respondents who will be working in Alberta or B.C.
- 11.4% of respondents who will be working in Saskatchewan indicated their total annual gross earnings will be between \$50,000 and \$69,999, as compared to 18.2% of those respondents who will be working in Alberta or B.C.

### 2.2.44.2 Breakdown by Gender

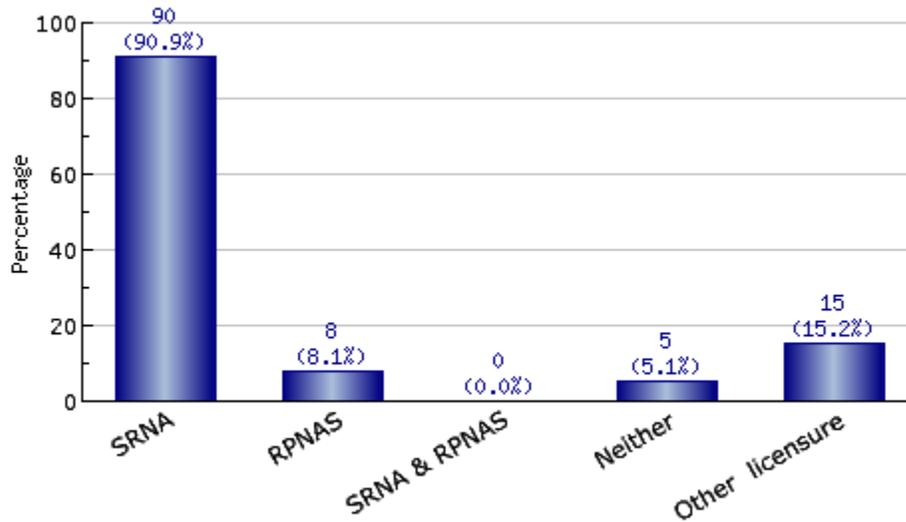
"Expected annual income" by "Gender"

	Totals	< \$20 000	\$20 000- \$24 999	\$25 000- \$29 999	\$30 000- \$34 999	\$35 000- \$39 999	\$40 000- \$44 999	\$45 000- \$49 999	\$50 000- \$54 999	\$55 000- \$59 999	\$60 000- \$64 999	\$65 000- \$69 999	\$70 000- \$74 999	> \$75 000	Don't know
<b>Totals</b>	<b>99</b> (100%)	<b>1</b> (1.0%)	<b>3</b> (3.0%)	<b>5</b> (5.1%)	<b>7</b> (7.1%)	<b>13</b> (13.1%)	<b>25</b> (25.3%)	<b>10</b> (10.1%)	<b>7</b> (7.1%)	<b>3</b> (3.0%)	<b>4</b> (4.0%)	<b>2</b> (2.0%)	<b>1</b> (1.0%)	<b>0</b> (0.0%)	<b>18</b> (18.2%)
<b>Male</b>	<b>13</b> (13.1%)	<b>0</b> (0.0%)	<b>1</b> (7.7%)	<b>0</b> (0.0%)	<b>2</b> (15.4%)	<b>0</b> (0.0%)	<b>3</b> (23.1%)	<b>1</b> (7.7%)	<b>1</b> (7.7%)	<b>1</b> (7.7%)	<b>1</b> (7.7%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>0</b> (0.0%)	<b>3</b> (23.1%)
<b>Female</b>	<b>86</b> (86.9%)	<b>1</b> (1.2%)	<b>2</b> (2.3%)	<b>5</b> (5.8%)	<b>5</b> (5.8%)	<b>13</b> (15.1%)	<b>22</b> (25.6%)	<b>9</b> (10.5%)	<b>6</b> (7.0%)	<b>2</b> (2.3%)	<b>3</b> (3.5%)	<b>2</b> (2.3%)	<b>1</b> (1.2%)	<b>0</b> (0.0%)	<b>15</b> (17.4%)

**Key Findings:**

- 30.8% of male respondents anticipate their total annual gross earnings will be between \$35,000 and \$49,999, as compared to 51.2% of female respondents
- 23.1% of male respondents anticipate their total annual gross earnings will be between \$50,000 and \$69,999, as compared to 15.1% of female respondents

### 2.2.45 Are you registering with any of the following associations)?



99 responses

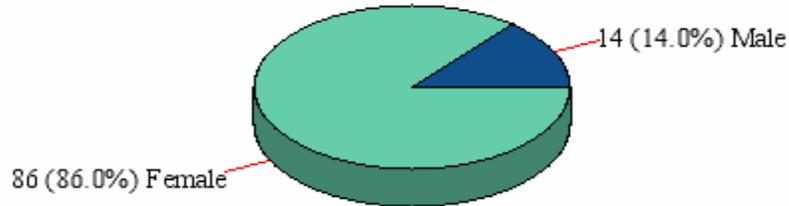
#### Key Findings:

- 90.9% of respondents are registering with the SRNA
- 15.2% are registering with Other nursing licensure
- 8.1% are registering with RPNAS

Entries under "Other":

- (6) AARN
- (4) NCLEX
- (1) California State
- (1) Hawaii Nurses Association
- (1) Minnesota, California
- (1) NWT RWA
- (1) Yukon Registered then transferred to Nursing Association

### 2.2.46 What is your gender?

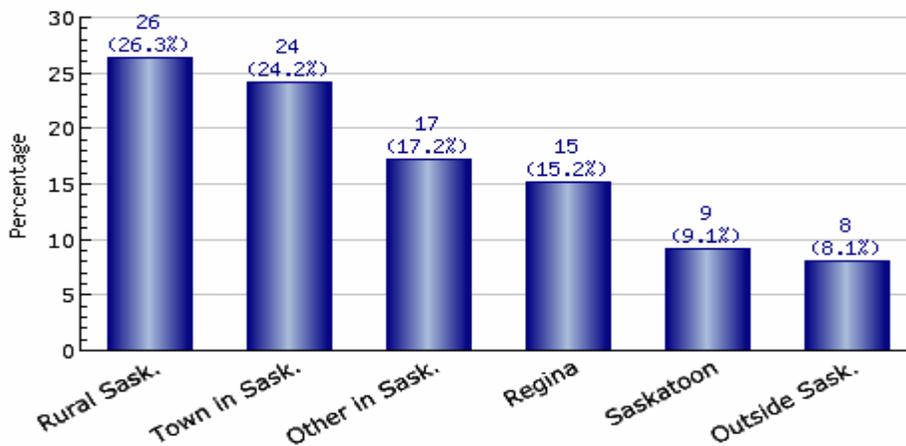


100 responses

**Key Findings:**

- 86% of respondents indicated their gender as female, and 14% indicated male

### 2.2.47 Where did you grow up?



99 responses

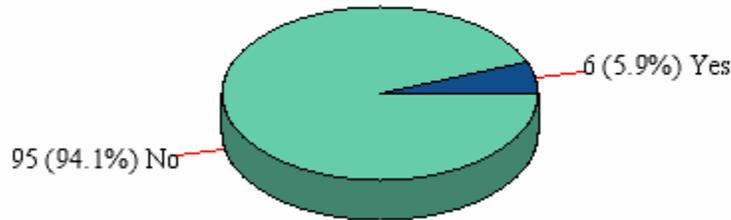
**Key Findings:**

- 91.9% of graduates from the NEPS program grew up in Saskatchewan
- 50.5% of respondents indicated growing up in rural Saskatchewan or a town in Saskatchewan

Entries under "Other":

- (13) n/a
- (1) Ontario
- (1) Winnipeg

**2.2.48 Are you of Aboriginal ancestry?**

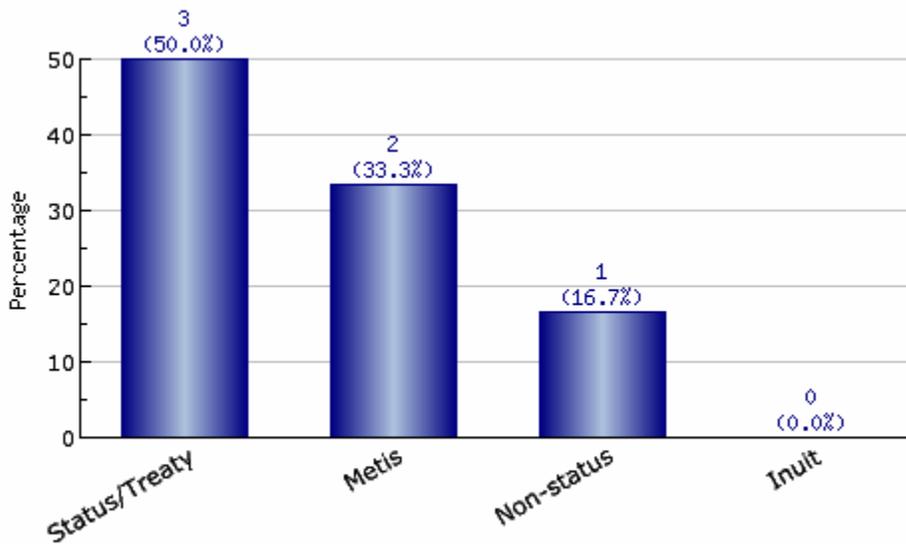


101 responses

**Key Findings:**

- 5.9% of respondents indicated being of Aboriginal ancestry

**2.2.49 You indicated that you are Aboriginal; please indicate if you are:**

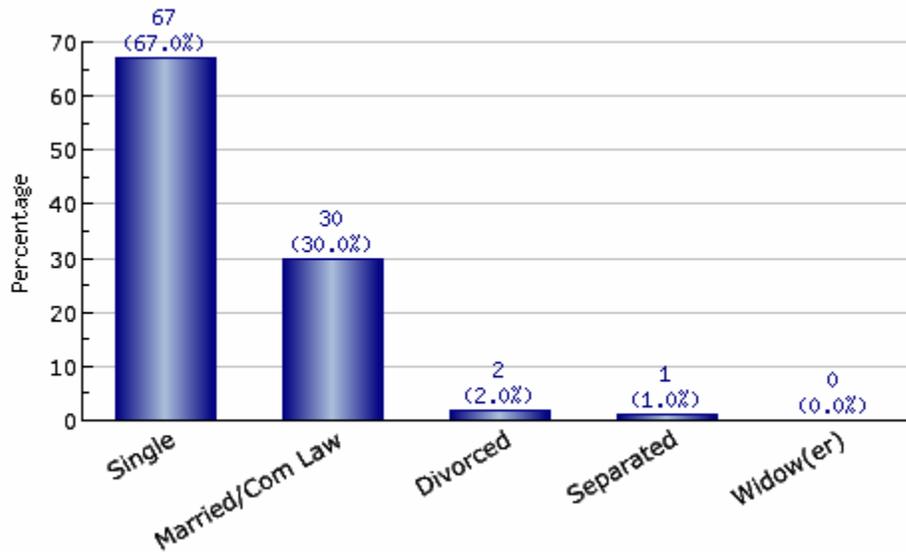


6 responses

**Key Findings:**

- Of those respondents indicating being of Aboriginal ancestry, 3 indicated being of status/treaty Indian, 2 indicated being of Metis ancestry, and 1 indicated being non-status Indian

### 2.2.50 What is your current marital status?



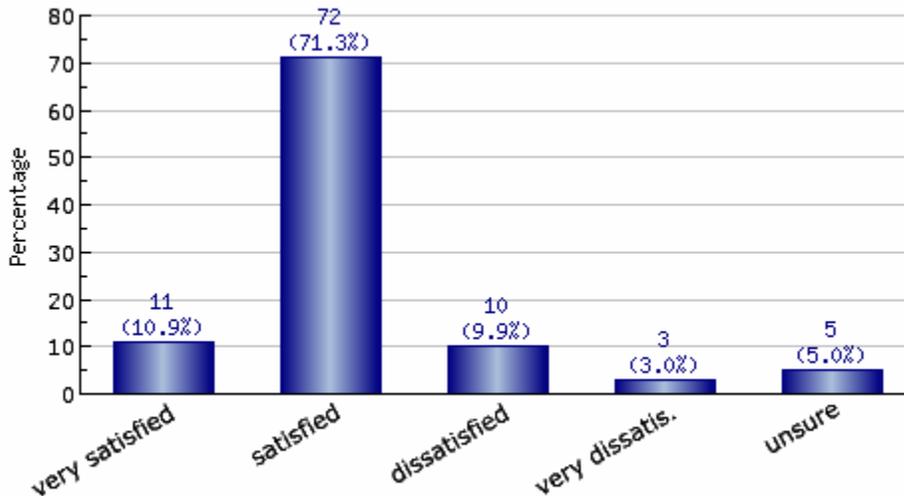
100 responses

#### Key Findings:

- 67% of respondents indicated their marital status as single
- 30% of respondents indicated being married or in a common-law relationship
- 2 respondents indicated being divorced, and another 1 respondent indicated being separated

## 2.2.51 How satisfied were you with your educational experience in the NEPS program?

### 2.2.51.1 Overall Results



101 responses

#### Key Findings:

- 82.2% of respondents indicated they were satisfied or very satisfied with their educational experience in the NEPS program, while 12.9% indicated they were either very dissatisfied or dissatisfied

### 2.2.51.2 Breakdown by Program Site

"Satisfaction with NEPS education" by "Program site at NEPS entry"

	Totals	very satisfied	satisfied	dissatisfied	very dissatis.	unsure
<b>Totals</b>	<b>100 (100%)</b>	<b>11 (11.0%)</b>	<b>72 (72.0%)</b>	<b>10 (10.0%)</b>	<b>3 (3.0%)</b>	<b>4 (4.0%)</b>
<b>Regina</b>	<b>45 (45.0%)</b>	4 (8.9%)	31 (68.9%)	<b>5 (11.1%)</b>	<b>2 (4.4%)</b>	<b>3 (6.7%)</b>
<b>Saskatoon</b>	<b>55 (55.0%)</b>	<b>7 (12.7%)</b>	<b>41 (74.5%)</b>	5 (9.1%)	1 (1.8%)	1 (1.8%)

#### Key Findings:

- 77.8% of Regina respondents indicated being satisfied or very satisfied with the education they received in the NEPS program
- 87.2% of Saskatoon respondents indicated being satisfied or very satisfied with the education they received in the NEPS program

### 2.2.51.3 Breakdown by Gender

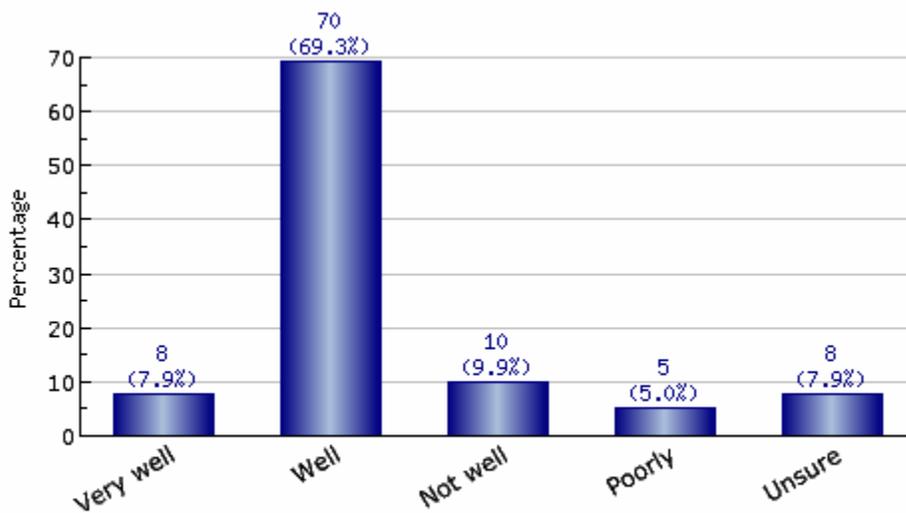
"Satisfaction with NEPS education" by "Gender"

	Totals	very satisfied	satisfied	dissatisfied	very dissatis.	unsure
<b>Totals</b>	<b>100 (100%)</b>	<b>11 (11.0%)</b>	<b>71 (71.0%)</b>	<b>10 (10.0%)</b>	<b>3 (3.0%)</b>	<b>5 (5.0%)</b>
<b>Male</b>	<b>14 (14.0%)</b>	1 (7.1%)	<b>13 (92.9%)</b>	0 (0.0%)	0 (0.0%)	0 (0.0%)
<b>Female</b>	<b>86 (86.0%)</b>	<b>10 (11.6%)</b>	58 (67.4%)	<b>10 (11.6%)</b>	<b>3 (3.5%)</b>	<b>5 (5.8%)</b>

**Key Findings:**

- 100% of male respondents (14 respondents) indicated being satisfied or very satisfied with the education they received in the NEPS program
- 79.0% of female respondents indicated being satisfied or very satisfied with the education they received in the NEPS program

### 2.2.52 How well do you believe your educational program has prepared you for nursing practice?



101 responses

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
Very well	8	7.9	7.9	1	8
Well	70	69.3	77.2	2	140
Not well	10	9.9	87.1	3	30
Poorly	5	5.0	92.1	4	20
Unsure	8	7.9	100.0	5	40
<b>Total</b>	<b>101</b>	<b>100</b>			<b>238</b>
<b>Average</b>					<b>2.4</b>

**Key Findings:**

- 77.2% of respondents indicated that the educational program prepared them well or very well for nursing practice, while 14.9% indicated they were not well prepared

**2.2.52.1 Breakdown by Program Site**

*"Quality of job preparation by NEPS program" by "Program site at NEPS graduation"*

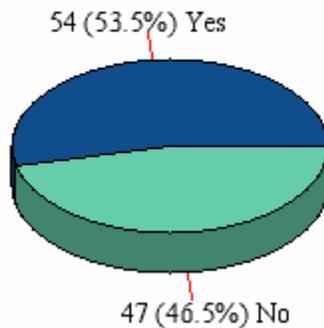
	Totals	Very well	Well	Not well	Poorly	Unsure
<b>Totals</b>	<b>100 (100%)</b>	<b>8 (8.0%)</b>	<b>70 (70.0%)</b>	<b>10 (10.0%)</b>	<b>5 (5.0%)</b>	<b>7 (7.0%)</b>
<b>Regina</b>	<b>38 (38.0%)</b>	1 (2.6%)	<b>30 (78.9%)</b>	<b>4 (10.5%)</b>	1 (2.6%)	2 (5.3%)
<b>Saskatoon</b>	<b>62 (62.0%)</b>	<b>7 (11.3%)</b>	40 (64.5%)	6 (9.7%)	<b>4 (6.5%)</b>	<b>5 (8.1%)</b>

**Key Findings:**

- 81.5% of respondents graduating from Regina indicated they felt their education prepared them well or very well for their nursing practice, compared to 75.8% of Saskatoon graduates

**2.2.53 Do you plan to pursue graduate studies (Masters/PhD) at some time in the future?**

**2.2.53.1 Overall Results**



101 responses

**Key Findings:**

- 53.5% of respondents indicated they plan to enroll in a graduate studies (Masters/PhD) program at some time in the future

### 2.2.53.2 Breakdown by Location of Current Job

"Further education" by "Geographical location for first nursing job"

	Totals	Yes	No
<b>Totals</b>	<b>100 (100%)</b>	<b>54 (54.0%)</b>	<b>46 (46.0%)</b>
<b>Saskatchewan</b>	<b>82 (82.0%)</b>	44 (53.7%)	38 (46.3%)
<b>Manitoba or Eastern Canada</b>	<b>1 (1.0%)</b>	0 (0.0%)	1 (100.0%)
<b>Alberta or BC</b>	<b>10 (10.0%)</b>	5 (50.0%)	5 (50.0%)
<b>USA</b>	<b>5 (5.0%)</b>	<b>4 (80.0%)</b>	1 (20.0%)
<b>Other, (please specify)</b>	<b>2 (2.0%)</b>	1 (50.0%)	1 (50.0%)

"Further education" by "Program site at NEPS graduation"

	Totals	Yes	No
<b>Totals</b>	<b>100 (100%)</b>	<b>54 (54.0%)</b>	<b>46 (46.0%)</b>
<b>Regina</b>	<b>38 (38.0%)</b>	18 (47.4%)	<b>20 (52.6%)</b>
<b>Saskatoon</b>	<b>62 (62.0%)</b>	<b>36 (58.1%)</b>	26 (41.9%)

#### Key Findings:

- 4 of the 5 respondents expecting to work in the USA are planning on attending graduate school
- 53.7% of respondents expecting to work in Saskatchewan are planning on attending graduate school
- More than half (58.1%) of the graduates from Saskatoon plan to further their studies, while just less than half (47.4%) of graduates from Regina plan to gain further education.

### 2.2.54 Would you like a summary of the findings of this study?

#### Key Findings:

- 39 respondents requested a summary of the findings; 35 to be sent by mail and 4 by email.

## **3 Conclusions**

### **3.1 Survey Completion Results**

The surveys were conducted by paper. Of the 197 potential respondents, 103 completed the survey. Students were assured confidentiality in completing the survey.

### **3.2 Before Entering NEPS**

- 15.7% of respondents indicated they had previous education in the health care field, prior to starting the NEPS program
- 40.6% of respondents indicated attaining a high school diploma as their highest level of education before starting NEPS, accounting for the highest frequency of respondents
- 36.6% of respondents indicated that they had some university education prior to starting NEPS
- 57.8% of respondents indicated that their major activity in the year before starting NEPS was "Going to School" and another 40.2% of respondents indicated that they were working in the year before starting NEPS
- 31.7% of respondents indicated their work prior to entering the NEPS program was in the health care field

### **3.3 During the NEPS program**

- 85.4% of respondents indicating starting their program in 1999, followed by 12.6% of respondents in 1998
- 59.8% of respondents indicated being 20 years old or younger
- 80.4% of respondents indicated being single at the start of their NEPS program
- 53.9% of respondents indicated that Saskatoon was the program site of entry and 46.1% indicated that Regina was the program site of entry
- The major life change experienced by the most respondents was an illness or death in the family or friend, 41.7%
- 56.3% of respondents indicated that they had worked as a senior assist during the NEPS program
- 66.7% of respondents indicated they worked while taking the NEPS (other than as a senior assist)
- In Year 1, 58.2% of respondents indicated working on average between 11 and 20 hours per week during the NEPS program
- In Year 2, 58.6% of respondents indicated working between 11 and 20 hours per week during their NEPS program

- In Year 3, 51.7% of respondents indicated working between 11 and 20 hours per week during their NEPS program
- In Year 4, 40% of respondents indicated working between 11 and 20 hours per week
- 67% of respondents indicated they had received bursaries or scholarships during the program
- The average scholarship/bursary amount obtained by respondents was \$4,065
- 54.5% of respondents indicated the major source of their scholarships and bursaries to be from the government
- 22.7% of respondents indicated the major source of their scholarships and bursaries to be from the regional health authority
- 79.4% of respondents indicated they had received student or educational loans during the program
- The average student or educational loan amount was \$21,916
- 58.3% of respondents completed the program in 2002, and 40.8% in 2003
- 60.8% of respondents indicated Saskatoon as their program site at graduation, while 39.2% indicated Regina as their program site at graduation

### **3.4 Employment of Graduates in First Year After Graduation**

#### **3.4.1 Getting Hired**

- 82.4% of respondents indicated having a confirmed job as a graduate nurse at the time of graduation
- 83.3% of respondents indicated that the location of their first job is ideal or highly ideal
- 78.6% of respondents indicated that the client group of their first job is ideal or highly ideal
- 85.7% of respondents indicated that the level of responsibility of their first job is ideal or highly ideal
- 67.9% of respondents indicated that the shifts of their first job are ideal or highly ideal
- 84.6% of respondents indicated that the work environment of their first job is ideal or highly ideal
- 99% of respondents indicated they expect to be working as a nurse within 6 months after graduating, and one respondent indicated expecting to be employed in a field other than nursing
- The one respondent who indicated expecting to not be working as a nurse indicated he/she plans to continue with school
- In terms of strategies most useful for respondent job searches:
  - 44.1% of respondents indicated clinical or work experience in the facility during the program

- 25.5% of respondents indicated word of mouth
- 13.7% indicated recruitment fairs
- 5.9% indicated an internet directories
- 5.9% indicated Other
- 4.9% indicated advertisements including journals, newspapers and postings
- Of the respondents that worked as Senior Assists during the NEPS program, 52.6% indicated receiving a job offer from the unit
- 67.6% of respondents indicated they received a job offer from the unit where they did their 4th year practicum
- 52.9% of respondents indicated they found the difficulty in finding their first job to be about what they expected it to be and 36.3% of respondents found their experience in finding their first job less difficult than they had expected. Another 10.8% of respondents felt it was more difficult than what they had expected

### **3.4.2 Location**

- 81.4% of respondents indicated they would likely be employed as a nurse in Saskatchewan, 10.8% in Alberta or B.C., and 1.0% (1 respondent) in Manitoba and Eastern Canada
- 4.9% of respondents (5 respondents) indicated they will be working in the USA
- 80.4% of respondents indicated their first job as a graduate would likely be in an urban setting, while 15.7% indicated their first job likely to be in a rural setting

### **3.4.3 Orientation**

- 72.3% of respondents indicate that their expected orientation will last between 6 and 30 days at their first nursing job. Another 23.8% of respondents indicate that their expected orientation will last between 2 and 5 days at their first nursing job.

### **3.4.4 Profile of First Job**

- 76.5% of respondents indicated expecting to work at only 1 site
- 19.6% of respondents indicated expecting to work at 2 sites
- 3.9% of respondents indicated expecting to work at 3 or more sites at their first nursing job as a graduate nurse
- 62.5% of respondents indicated expecting their primary work site will be a general hospital with over 100 beds, while another 25.0% indicated expecting their primary work site will be a general hospital with less than 100 beds

- 31.3% of respondents indicated expecting their secondary work site will be a general hospital with over 100 beds, while another 25.0% indicated expecting their secondary work site will be a community health/health centre
- 18.8% of respondents indicated expecting their secondary work site will be a long-term care facility
- 1 of each of the 4 respondents (25.0%) indicated expecting their third work site will be either a general hospital with over 100 beds, a mental health centre, a nursing home/long term care facility, or a private nursing agency/private duty
- 97.1% of respondents indicated that they will be employed as a staff nurse at their primary site
- For those respondents who will work at a second site, 85.7% (12 respondents) indicated that they will be employed as a staff nurse
- For those respondents who will work at a third site, 50% (1 respondent) indicated they will be employed as an educator, and another 1 respondent indicated they will be employed as a nursing practitioner
- 100% of respondents indicated that their main area of responsibility at the primary site will be direct care
- For those respondents who will be working at a second site, 92.9%, or 13 respondents, indicated that their main area of responsibility will be direct care and another respondent indicated that their main area of responsibility will be education
- For those 2 respondents who will be working at a third site, both indicated that their main area of responsibility will be direct care
- 62.3% of respondents indicated that their area of service at the primary site will be medical/surgical, 8.7% indicated pediatric, and 5.8% indicated providing service in the area of critical care
- 15.4% of respondents indicated that their areas of service at the secondary site will be pediatric, geriatric/long term care, community health, and maternal/newborn
- The one respondent in education at a secondary site indicated they would be orienting new staff
- Of the 2 respondents who indicated a third site, areas of service include geriatric/long term care (1 respondent), and maternal/newborn (1 respondent)

### 3.4.5 Hours

- 68% of respondents indicated they anticipate/are being employed on a regular full-time basis, while another 20.4% indicated they anticipate/are being employed on a casual full-time basis
- 8.7% of respondents indicated they anticipate/are being employed on a regular part time basis, while another 2.9% indicated they anticipate/are being employed on a casual part time basis
- 79% of respondents indicated the hours they will be working or anticipate to be working is their preference

- Of the 21 respondents indicating that the hours will not their preference, 42.9% will be working or anticipate to be working on a casual full time, 38.1% will be working or anticipate to be working regular full time, 9.5% will be working or anticipate to working casual part time, and 9.5% will be working or anticipate to be working regular part time.

The following table shows the hours respondents expect to work per week at their first job:

	2003 (Number of hours)		
	Minimum	Maximum	Mean
<b>Primary Site</b>	18	46	36.9
<b>Secondary Site</b>	12	40	26.8
<b>Third Site</b>	40	40	40

- The mean number of hours at the primary site is 36.9 and the secondary site is 26.8
- The lone respondent expecting to work at a third site indicated working a mean number of 40 hours

### 3.4.6 Choosing a Job

- The most frequently cited factors are family and community commitments (69%), position desired (39%), and clinical/client group desired (37%)

### 3.4.7 Compensation

- 70% of respondents indicate that their expected total annual gross earnings will be between \$30,000 and \$64,999
- 43% of respondents indicate that their expected total annual gross earnings will be between \$40,000 and \$54,999
- 50% of respondents that will be working in Saskatchewan indicated that their total gross annual earnings will be between \$35,000 and \$49,999, as compared to 54.6% of those respondents that will be working in Alberta or B.C.
- 11.4% of respondents that will be working in Saskatchewan indicated their total annual gross earnings will be between \$50,000 and \$69,999, as compared to 18.2% of those respondents that will be working in Alberta or B.C.
- 30.8% of male respondents anticipate their total annual gross earnings will be between \$35,000 and \$49,999, as compared to 51.2% of female respondents
- 23.1% of male respondents anticipate their total annual gross earnings will be between \$50,000 and \$69,999, as compared to 15.1% of female respondents female

### 3.4.8 General

- 90.9% of respondents are registering with the SRNA
- 86% of respondents indicated their gender as female, and 14% indicated male

- 91.9% of graduates from the NEPS program grew up in Saskatchewan
- 50.5% of respondents indicated growing up in rural Saskatchewan or a town in Saskatchewan
- 5.9% of respondents indicated being of Aboriginal ancestry
- Of those respondents indicating being of Aboriginal ancestry, 3 indicated being of status/treaty Indian, 2 indicated being of Metis ancestry, and 1 indicated being non-status Indian
- 67% of respondents indicated their marital status as single
- 30% of respondents indicated being married or in a common-law relationship
- 53.5% of respondents indicated they planning to enroll in a graduate studies (Masters/PhD) program at some time in the future
- 4 of the 5 respondents expecting to work in the USA are planning on attending graduate school
- 53.7% of respondents expecting to work in Saskatchewan are planning on attending graduate school
- More than half (58.1%) of the graduates from Saskatoon plan to further their studies, while just less than half (47.4%) of graduates from Regina plan to gain further education.

### **3.5 Satisfaction Levels**

#### **3.5.1 NEPS Program**

- 82.2% of respondents indicated they were satisfied or very satisfied with their educational experience in the NEPS program, while 12.9% indicated they were either very dissatisfied or dissatisfied
- 77.8% of Regina respondents indicated being satisfied or very satisfied with the education they received in the NEPS program
- 87.2% of Saskatoon respondents indicated being satisfied or very satisfied with the education they received in the NEPS program
- 100% of male respondents (14 respondents) indicated being satisfied or very satisfied with the education they received in the NEPS program
- 79.0% of female respondents indicated being satisfied or very satisfied with the education they received in the NEPS program
- 77.2% of respondents indicated that the educational program prepared them well or very well for nursing practice, while 14.9% indicated they were not well prepared
- 81.5% of respondents graduating from Regina indicated they felt their education prepared them well or very well for their nursing practice, compared to 75.8% of Saskatoon graduates

## Appendix A

### ***Information Sheet Given to Graduates***

#### **Congratulations on Completing Your Nursing Degree!!**

The College of Nursing and the Nursing Division, SIAST, are setting up a data base in order to answer questions from governments, professional agencies, and the Nursing Education Program of Saskatchewan (NEPS), about the program and about graduates' career paths and worklife. We invite you to be a part of this data base by completing the attached questionnaire about your plans for employment.

The questionnaire has been approved by the University of Saskatchewan Committee on Ethics in Behavioural Research, and the College of Nursing Ethics Committee. We estimate that it will take you 15 to 20 minutes to complete.

You are free to not participate or to withdraw at any time without repercussion. If you wish at any time to have your data removed from the study or data base it will be removed and destroyed.

Although we need your name on the questionnaire in order to link these data with previous and prospective data, your name or other identifying particulars will be kept strictly confidential. Data will only be reported in aggregate form so it will not be possible to identify individuals. Data will be stored securely at the College of Nursing for a minimum of 5 years.

Professors Joan Sawatzky and Gail Laing are in charge of the project. They can be reached at 966-6256 or 966-6229 respectively if you have further questions. You may also contact Research Services at the University of Saskatchewan (966-2084) with regard to the study if you wish.

Return of the completed questionnaire in the accompanying envelope will signify consent.

You may keep this page for your records.

Thank you very much, and Very Best Wishes in your future Career!



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