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For:
Nursing Education Program of Saskatchewan

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**Nursing Education Program of Saskatchewan (NEPS) Exit Survey:
Graduates of the 2004-2005 Academic Year**

Executive Summary

June 2005

Executive Summary

This report summarizes the results of the 2004-2005 Graduate Exit Survey for the Nursing Education Program of Saskatchewan (NEPS). This is the third exit survey that has been conducted; it examines anticipated employment and graduate expectations at program completion. This report includes the comparisons between the 2002-2003, 2003-2004, and 2004-2005 exit surveys.

Response Rates

Data was collected at the time of program completion: From September 21, 2004 to May 5, 2005. Of the total 218 graduates, 134 completed the questionnaire, representing a 61.5% response rate.

Who is the Nursing Graduate?

Of the graduates surveyed, 93.3% were female and 6.7% were male. The vast majority of the graduates (95.5%) grew up in Saskatchewan. Most of the graduates (59.4%) were 20 years of age or younger upon entering the program. Another 31.6% were 21 to 25, and 9% were over 25. Of the total graduates, 5.2% identified themselves as aboriginal. Also, 85% of respondents were single at the start of the program, compared to 59% at graduation.

Of the total graduates surveyed, 19.4% had previous education in the health care field prior to starting the NEPS program; this is down from 27.6% from the previous year. Prior to starting NEPS almost 42% of respondents had some university education; this is a slight increase from the 2003-2004 survey where 39% indicated some university. There was a slight decrease in respondents with a baccalaureate degree, from 11% to 5%.

The main activity of the graduate before starting the NEPS was attending school (62.7%). Another 35.1% of respondents indicated that they were working in the year before starting NEPS. Of those working, 40.4% worked in the health care field.

During the NEPS Program

Eighty-one percent of respondents indicated starting their program in 2001. When compared to the date of graduation, we see that 9.7% of respondents took more than 4 years to complete the program.

The majority (61%) of respondents indicated that Saskatoon was the program site of entry and 39% began the program in Regina. The percentage of respondents who started in Saskatoon has increased from 54% in 2002-2003.

Less than half of respondents (45.5%) indicated that they had worked as a Senior Assist during the NEPS program. This is a significant decrease from the 59.1% in 2003-2004. Fifty-eight percent of Saskatoon students worked as a Senior Assist, compared to only 28.8% of Regina students. Of the total graduates surveyed, 82.1% indicated they worked in a job other than as a senior assist, while taking the NEPS program. This number has increased steadily since 2002-2003. While the number of students who work is increasing, the number of hours per week that those students work has not changed significantly from 2003-2004.

The average number of hours worked per week in the first year was 15.6. With 25 hours per week of courses and labs in the second term of the first year, the average working student committed more than 40 hours per week, not including time for study and assignments. In their second year of study, working students committed an average of 46.8 hours per week (16.3 at work and 30.5 at school). Third year students committed an average of 39.9 hours (14.9 at work and 25 at school). In their fourth year of studies, working students worked an average of 13.1 hours per week, while going to school for 37 hours in the second term. This means that some students were committed for more than 50 hours per week, not including time for study and assignments.

Seventy-one percent of respondents indicated they had received bursaries or scholarships during the program, compared with 73% from the previous year and 67% from 2003. These percentages have not changed greatly, but the average scholarship and bursary amount showed a major increase from 2003 (\$4065) to 2004 (\$7012) and then dropped back down slightly in 2005 to \$6008. The percentage of respondents receiving student or other educational loans was 73.1%, similar to the 74% of the previous year. The mean total dollar value of student or educational loans at the completion of the NEPS program was \$27,103, similar to the \$28,976 from the previous year. There was an increase in student loans from 2003 to 2004, but they held quite steady from 2004 to 2005.

Half of all respondents experienced an illness or death of a family member or friend during the NEPS program. This, along with home relocation (48%), was the most common life change experienced.

The majority of respondents (62.7%) indicated Saskatoon as their program site at graduation, while 37.3% indicated Regina as their program site at graduation. Three respondents moved from Regina to Saskatoon during the program, and one moved from Saskatoon to Regina.

Employment Outcomes

Hiring

Almost all (98.5%) of the respondents indicated they expected to be employed as a nurse within the first six months after graduation. Twenty-six percent of respondents found their experience in finding their first job more difficult than they had expected.

While the proportion of those who found their job search more difficult is the same as the 2004 survey, only 15% of respondents in 2005 found their job search easier than expected, significantly lower than the 36.3% in 2004.

Of the total graduates, 59% of respondents indicated having a confirmed job as a graduate nurse at the time of graduation, this is similar to the 57% in 2004, but much less than the 82% of the respondents from 2003.

By completion date, 68.4% of the October 2004 graduates had confirmed employment, followed by December 2004 graduates at 61.9% and April graduates at 50%.

Of the respondents who worked as Senior Assists during the NEPS program, 52.5% received a job offer from a unit in which they were employed as a Senior Assist, similar to the 53% from the 2002-2003 survey, but less than the 58.7% of 2003-2004. Also, 54.5% of respondents indicated they received a job offer from the unit where they did their 4th year practicum, compared with 61.1% from the previous year, and 67.6% from 2002-2003.

When asked to rate different aspects of their first job on a scale of one to five, where one is not at all ideal, and five is very ideal, the average ratings, from highest to lowest are as follows:

- Responsibilities – 4.3
- Client Group – 4.2
- Location – 4.1
- Work Environment – 4.0
- Shifts – 3.5

These ratings did not show major changes from previous years.

Location

Of the total graduates employed as a nurse, 93.7% indicated they would be working in Saskatchewan. Of those who do not have a job confirmed, 85.5% expect to work in Saskatchewan.

The majority (65%) of respondents indicated their first job would be in an urban setting. This has dropped significantly from 2003-2004 (86.6%). Of the graduates surveyed, 74.7% indicated that the location of their first job was ideal or highly ideal.

Choosing a Job

Although family and community commitments continue to be the number one factor in determining job location, the overall percentage of respondents who rank it as their most influential factor has steadily decreased from 68% in 2003 to 58% in 2004 to 40% in 2005. The second most influential factor in choosing a work location is geography, which is becoming increasingly more of a factor. Forty percent of respondents ranked geographical location as one of their top three factors, compared to 22% in the previous year.

Orientation

The majority (54.5%) of respondents indicated that their expected orientation would last between 6 and 15 days at their first nursing job. Another 27% of respondents indicated that their expected orientation would last between 2 and 5 days, and 18% said 16 to 30 days.

Profile of First Job

Of the total respondents, 30.6% indicated they will be employed on a regular full-time basis. This has decreased significantly in the past two years, from 68% in 2003 and 58% in 2004. Sixty-nine percent of those who do not yet have a job confirmed expect to work on a casual basis (either part or full time), compared to 53% of those who do have a job confirmed.

Only 54.5% of respondents indicated that they anticipate working at 1 site for their first job as a graduate nurse. This is significantly less than the 76.5% in 2003 and 70.9% in 2004. Another 35.8% of respondents indicated they anticipate working at 2 sites, and 9.7% of respondents indicated they expect to work at 3 or more sites.

The majority (66%) of respondents indicated that their primary work site would be a general hospital with over 100 beds. This is similar to 2003 (63%), but much less than 2004 (86%). Ninety-two percent of respondents indicated that they would be employed as a staff nurse at their primary site and all but one indicated that their main area of responsibility at the primary site would be direct care (with one person working in education).

Of the respondents providing direct care, 53% indicated that their area of service at the primary site will be medical/surgical. Pediatric and maternal care each received 16%.

Compensation

Of the total graduates, 32.4% indicated that their expected total annual gross earnings will be between \$35,000 and \$45,000. Another 20.3% expect to make less than \$35,000, 15.1% expect to make between \$45,000 and \$55,000, and 6.8% expect to make more than \$55,000. The remaining 25.6% do not know. The average annual salary is approximately \$41,500. The average salary for both 2002-2003 and 2003-2004 graduates was approximately \$42,800. Since salaries were given in ranges, and averages are approximate, we cannot say that there has been a significant change.

Further Education

Fifty-five percent of the respondents expressed an intent to pursue graduate studies at some time in the future; this is similar to the previous survey, where 59% planned to pursue graduate studies.

Satisfaction with the Program

Most respondents are satisfied (59.7%) or very satisfied (13.4%) with their educational experience in the NEPS program. Eleven percent are dissatisfied, and 7% are very dissatisfied. The remaining 9% are not sure. Satisfaction has decreased slightly from previous years. Those who entered the program in Regina are significantly more satisfied than those who entered in Saskatoon.

Most respondents (69.4%) believe their educational program has prepared them well or very well for nursing practice. Another 22.4% said that it prepared them not well or poorly. The remaining 8% were unsure. Again, satisfaction has decreased slightly from previous years. This could possibly be due to the increased difficulty in obtaining regular full-time work.

Summary

The findings of this 2005 Exit Survey of NEPS graduates are very similar to those of the previous surveys in 2003 and 2004. There have also been some interesting changes in certain areas over the past three years.

The proportion of respondents who started their program in Saskatoon increased from 53.9% in 2002-2003, to 56.7% in 2003-2004, to 61.2% in 2004-2005. Those who started their program in Regina were significantly more satisfied with the education they received from NEPS than those who started in Saskatoon.

The percentage of respondents who experienced major uncertainty about Nursing as their career while attending the program (35%) was a concern for 2003-2004 graduates, as it jumped from 19% in 2002-2003. It is a good sign that the percentage has dropped back down to 22% for 2004-2005 graduates.

The number of respondents who worked as a Senior Assist during the program dropped significantly from previous years, from 59.1% to 45.5%, while the number of those who worked in a job other than a senior assist increased significantly, from 66.7% (2002-2003) to 74.8% (2003-2004) to 82.1% this year.

There was a significant decrease in the number of respondents who had a job confirmed at the time of graduation from 2002-2003 graduates (82.4%) to 2003-2004 graduates (56.7%). On the positive side, it did not continue to decrease for 2004-2005 graduates, but it did remain quite low, at 59%.

Most respondents (98.5%) expected to be employed as a nurse in the first 6 months after completing the NEPS program. The percentage of students who received a job offer from a unit where they had their fourth year practicum experiences dropped from 67.6% in 2002-2003 to 61.1% in 2003-2004, to 54.4% in 2004-2005. This year, respondents did not find it as easy to find a job as graduates in previous years. Only 15% found it easier than they expected, compared to 30% in the previous year, and 36% the year before that. As well, only 30.6% of respondents will be working regular full-time hours, compared to 57.5% the previous year and 68% the year before that.

Only 41% of respondents will be working their preferred hours, dropping from over 70% in previous years.

The most frequently cited factor for determining work location continues to be family and community commitments, although this number is decreasing and geography is becoming more of a factor. Their first job is most likely to be on a regular or casual, full-time basis, on a medical-surgical unit in an urban setting in Saskatchewan.

This third exit survey report provides a valuable comparative examination of the 2004-2005 survey to the 2002-2003 and 2003-2004 NEPS Exit surveys and will aid in the comparative studies of subsequent years.

Introduction and Methodology

Goals and Objectives

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

- Establish employment profiles of graduates and to identify trends over time
- Identify graduates' perceptions of preparation and support for entry into the workforce
- Explore details of the job search process

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

This report includes the results of the Exit Survey for the graduates of the 2004-2005 academic year and compares them to the results of the 2002-2003 and 2003-2004 NEPS Exit surveys.

Scope of Work

The College of Nursing of the University of Saskatchewan, and the Saskatchewan Institute of Applied Science and Technology (SIAST) contracted Insightrix Research Services to conduct analysis of the 2004-2005 Exit Survey of the Nursing Education Program of Saskatchewan (NEPS) graduates. The survey was conducted primarily online.

Survey Design

The questions were similar to the two previous NEPS Exit surveys of 2003 and 2004. It was designed jointly by Insightrix and NEPS. Insightrix programmed the survey online and distributed it by email to the graduates.

Survey Distribution

Insightrix received 218 e-mail addresses of the graduating students and each potential respondent was sent a personalized e-mail with a link to the survey.

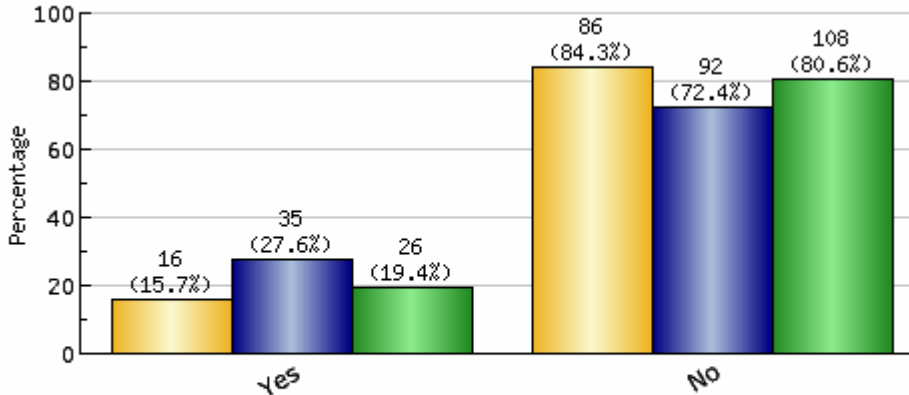
The data collection was divided into three phases. The survey was delivered to the graduates at the end of their NEPS program, either in September (for October graduates), November (for December graduates), or March (for April graduates). Reminder e-mails were sent to those who did not respond to the first invitation.

Response Rates and Confidence Intervals

The survey was conducted online by an e-mail invitation sent to 218 graduates. Of the 218 graduates, 134 completed the survey (132 completes online and 2 completes by phone), giving a response rate of 61.5% overall. Given this response rate, we can be 95% sure that the results reported are within $\pm 5.13\%$ of the actual population figures.

SECTION 1: Experiences Prior to Starting the NEPS Program

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



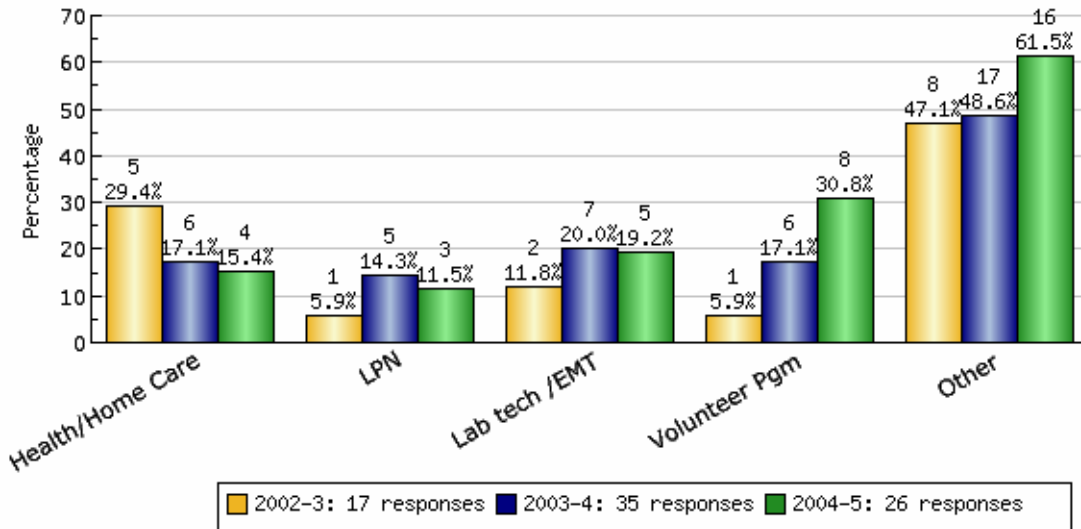
■ 2002-3: 102 responses
 ■ 2003-4: 127 responses
 ■ 2004-5: 134 responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Yes	16	15.7	35	27.6	26	19.4	Yes
No	86	84.3	92	72.4	108	80.6	No
Total	102	100	127	100	134	100	

Key Findings:

- 19.4% of respondents had previous education in the health care field prior to starting the NEPS program.
- This is less than the 27.6% in 2004, but more than the 15.7% in 2003.

2. Please identify your previous education in the health care field (check as many as apply):



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Health/Home Care	5	29.4	6	17.1	4	15.4	Health care/home care aide
LPN	1	5.9	5	14.3	3	11.5	LPN
Lab tech /EMT	2	11.8	7	20.0	5	19.2	Lab tech/ EMT
Volunteer Pgm	1	5.9	6	17.1	8	30.8	Volunteer Program
Other	8	47.1	17	48.6	16	61.5	Other, (please specify)
Total	17	100	35	100	26	100	

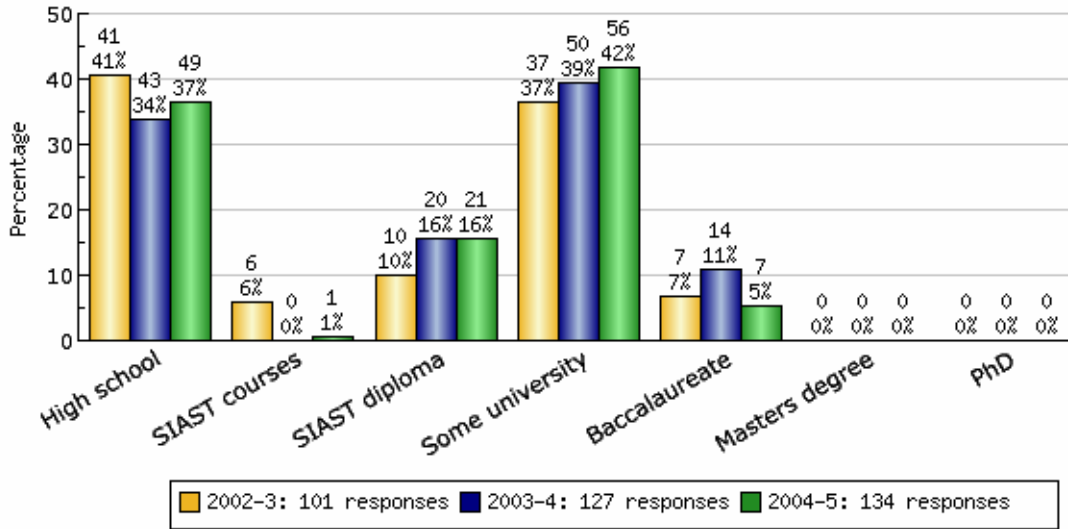
Key Findings:

- 30.8% of those who have had previous education were involved in a volunteer program. This has increased from 17.1% in 2004 and 5.9% in 2003.
- The next most common response was Lab tech/EMT at 19.2%.

Other Responses:

- (2) Kinesiology
- (1) 2.5 yrs of nursing education from a 3 yr program
- (1) Bachelor of Science in Biochemistry
- (1) British Columbia Level 2 Occupational First Aid
- (1) Certified Dental Assistant, previous university
- (1) Dental Assistant
- (1) Doctor's Assistant
- (1) First Responder
- (1) Medical secretary/nurse's aide
- (1) Medical Transcriptionist
- (1) Pre-chiropractic, healing hands cert.
- (1) Pre-medicine classes
- (1) Recreation Therapy
- (1) Worked in hospital

3. What was your highest educational achievement prior to starting the program?



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
High school	41	40.6	43	33.9	49	36.6	High school diploma
SIAST courses	6	5.9	0	0.0	1	0.7	SIAST (or other Technical Institute) courses
SIAST diploma	10	9.9	20	15.7	21	15.7	SIAST (or other Technical Institute) diploma/certificate
Some university	37	36.6	50	39.4	56	41.8	Some university classes
Baccalaureate	7	6.9	14	11.0	7	5.2	University baccalaureate (Under-Graduate) degree
Masters degree	0	0.0	0	0.0	0	0.0	Masters degree
PhD	0	0.0	0	0.0	0	0.0	PhD
Total	101	100	127	100	134	100	

Key Findings:

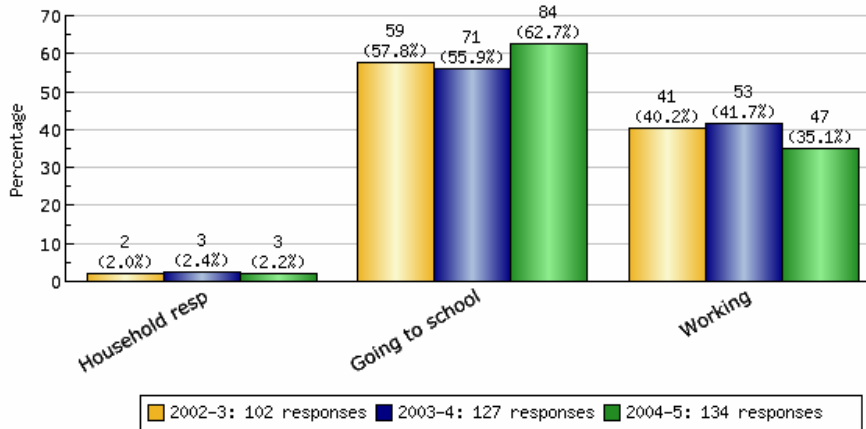
- 42% of respondents had some university prior to starting the program.
- Another 37% started the program with high school as their highest education.
- There are no major differences between years.

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

- (3) Office Education Certificate
- (2) Practical nursing
- (1) Admin assistant, computer application diploma
- (1) B.A (psychology)
- (1) B.A-Anthropology/Archaeology
- (1) Bachelor of Home Economics

- (1) Bachelor of Science in Biochemistry
- (1) Bachelor of Arts-Psychology
- (1) BPAS
- (1) BSc. (microbiology)
- (1) Certificate of Christian Studies
- (1) Certificate in cosmetology
- (1) Computer System Support Certificate
- (1) Diploma of Christian Ministries
- (1) Early Childhood Education Diploma
- (1) EMT
- (1) EMT certificate
- (1) Horticulture Diploma: Greenhouse Management
- (1) Library Information and Technology - Diploma
- (1) Medical Office Assistant
- (1) Missions Diploma
- (1) Occupational health and safety technician
- (1) Office education
- (1) Practical Nurse
- (1) Special Care Aide
- (1) Biblical Studies Diploma
- (1) ECG Tech
- (1) Emergency Medical Technician
- (1) Medical Terminology Certificate

5. What was your major activity in the year before starting NEPS?



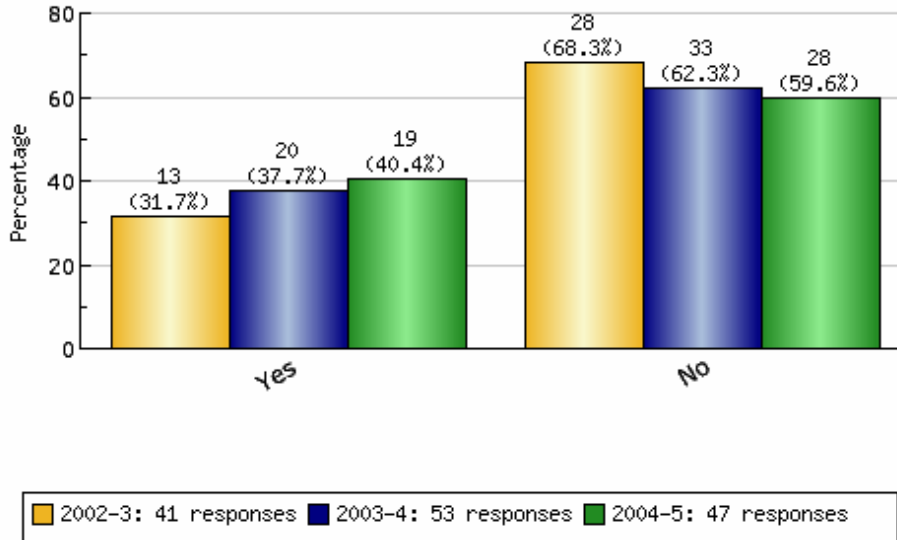
Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Household resp	2	2.0	3	2.4	3	2.2	Household responsibilities
Going to school	59	57.8	71	55.9	84	62.7	Going to school
Working	41	40.2	53	41.7	47	35.1	Working
Total	102	100	127	100	134	100	

Key Findings:

- 62.7% of respondents were going to school the year before starting NEPS.

- 35.1% were working, and 2.2% had household responsibilities.
- These numbers have stayed quite steady over the past three years.

6. Was this work in the health care field?



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Yes	13	31.7	20	37.7	19	40.4	Yes (please specify)
No	28	68.3	33	62.3	28	59.6	No
Total	41	100	53	100	47	100	

Key Findings:

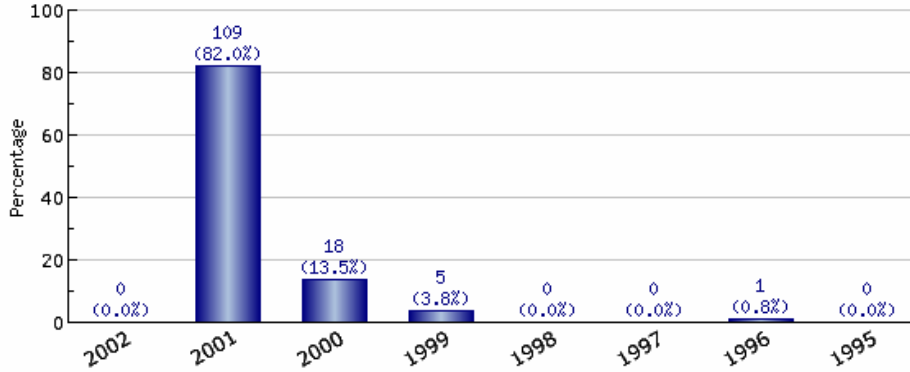
- 40.4% of those who worked the year before they entered the program worked in the health care field.
- 37.7% of the 2004 graduates who worked before entering the program did so in the health care field, and 31.7% of 2003 graduates did.

Following is a list of the specific health care positions respondents had before entering the program:

- (3) EMT
- (3) LPN
- (1) Caregiver
- (1) Certified Dental Assistant
- (1) Dental Assisting
- (1) Exercise Therapist
- (1) Health care aide
- (1) Home health aide position
- (1) Medical clinic
- (1) Nursing administration
- (1) Nursing Clerk/Aide
- (1) Recreation Therapist
- (1) Resident attendant in long term care
- (1) Secretary/nurse's aide in obs & gyne
- (1) Special Care Aide in a nursing home and local hosp

SECTION 2: Experiences During the NEPS Program

7. What year did you start your NEPS program:

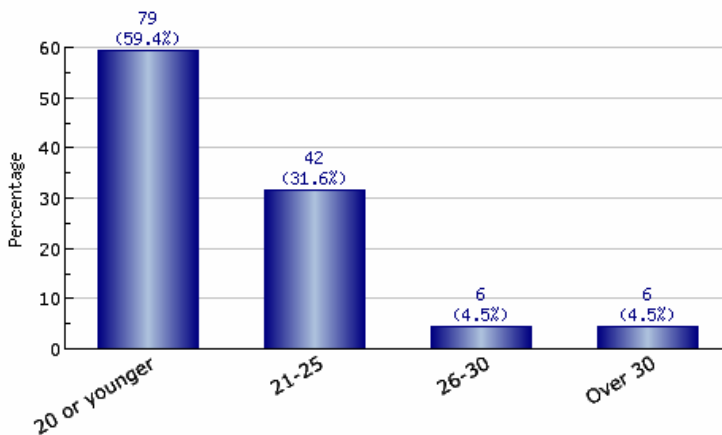


133 responses

Key Findings:

- Most respondents (82%) started the NEPS program in 2001.
- 13.5% started in 2000, and 4.6% started before 2000.

8. What was your age when you entered the NEPS program?

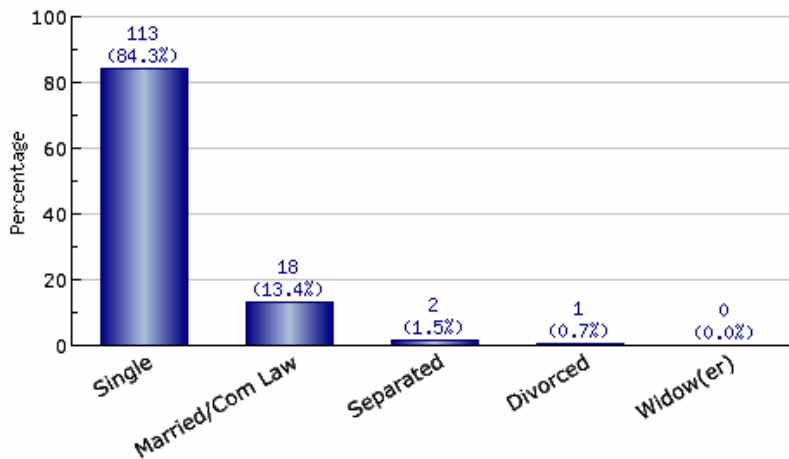


133 responses (excludes 1 "refused / don't know" responses)

Key Findings:

- The majority of respondents (59.4%) were 20 or younger when they started the program.
- 31.6% were 21 to 25, and 9% were over 25.
- The average starting age was 20.8 years old

9. What was your marital status when you entered the NEPS program?

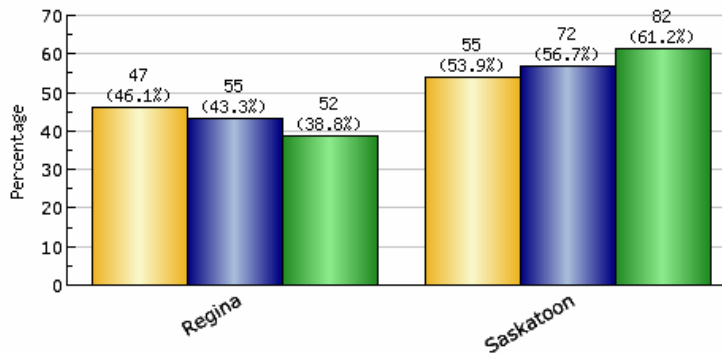


134 responses

Key Findings:

- 84.3% of respondents were single when they entered the program.
- Another 13.4% were married or in a common law relationship.

10. What was the program site at entry to the NEPS program?



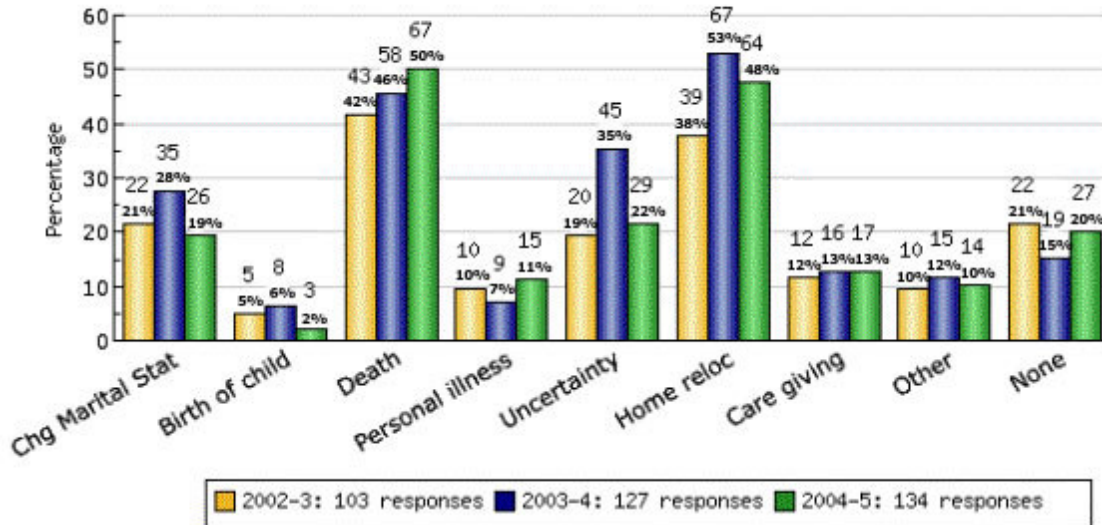
2002-3: 102 responses 2003-4: 127 responses 2004-5: 134 responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Regina	47	46.1	55	43.3	52	38.8	Regina
Saskatoon	55	53.9	72	56.7	82	61.2	Saskatoon
Total	102	100	127	100	134	100	

Key Findings:

- The percentage of respondents who entered the program in Saskatoon has increased each year, from 53.9% of 2003 graduates, to 56.7% of 2004 graduates, to 61.2% of 2005 graduates.

11. Please indicate if you experienced any of the following significant life changes during the NEPS program? (check all that apply)



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Chg Marital Stat	22	21.4	35	27.6	26	19.4	Change in marital status
Birth of child	5	4.9	8	6.3	3	2.2	Birth of child
Death	43	41.7	58	45.7	67	50.0	Illness or death of family member or friend
Personal illness	10	9.7	9	7.1	15	11.2	Major personal illness or disability
Uncertainty	20	19.4	45	35.4	29	21.6	Major uncertainty of Nursing as your profession
Home reloc	39	37.9	67	52.8	64	47.8	Home relocation
Care giving	12	11.7	16	12.6	17	12.7	Care giving for dependent children or dependent adults
Other	10	9.7	15	11.8	14	10.4	Other, (please specify)
None	22	21.4	19	15.0	27	20.1	None
Total	103	100	127	100	134	100	

Key Findings:

- 50% of respondents experienced the death of a family member or friend while they were in the NEPS program.
- 48% of respondents relocated their home while in the program.
- 22% of 2005 graduates experienced major uncertainty of Nursing as their profession, compared to 35% of 2004 grads and 19% of 2003 grads.

- There are no significant differences between those who attended in Regina compared to those who attended in Saskatoon.

Other Responses:

- (2) Parent's divorce
- (1) 3 other family deaths
- (1) Became engaged, am currently 6 months pregnant
- (1) Eating disorder
- (1) Farming/ caring for elderly parents
- (1) Financial status
- (1) Gaining custody of my step children
- (1) Getting Engaged
- (1) House fire
- (1) Move from Saskatoon to Regina
- (1) Separation
- (1) Significant drop in income leading to major life change
- (1) Uncertain if I should continue Nursing at time

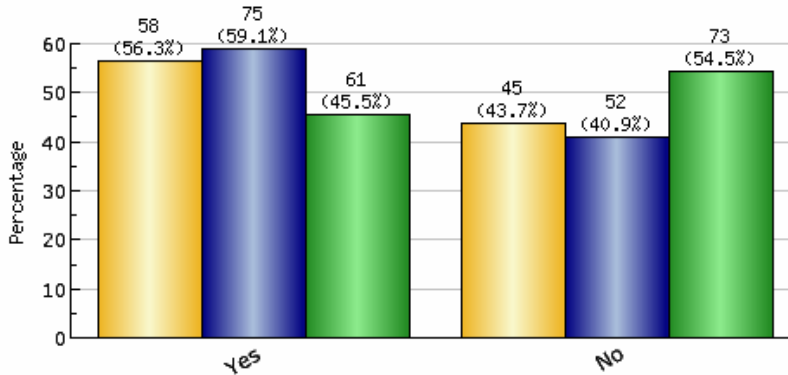
"Significant life changes during program" by "Gender"

	Totals	Chg Marital Stat	Birth of child	Death	Personal illness	Uncertainty	Home reloc	Care giving	Other	None
Totals	134 (100%)	26 (19.4%)	3 (2.2%)	67 (50.0%)	15 (11.2%)	29 (21.6%)	64 (47.8%)	17 (12.7%)	14 (10.4%)	27 (20.1%)
Male	9 (6.7%)	2 (22.2%)	0 (0.0%)	6 (66.7%)	2 (22.2%)	3 (33.3%)	4 (44.4%)	2 (22.2%)	0 (0.0%)	0 (0.0%)
Female	125 (93.3%)	24 (19.2%)	3 (2.4%)	61 (48.8%)	13 (10.4%)	26 (20.8%)	60 (48.0%)	15 (12.0%)	14 (11.2%)	27 (21.6%)

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

- The above cross-tab shows that it appears that males were more likely than females to experience the death of a loved one, personal illness, uncertainty of Nursing as a profession, and caregiving.
- Since there are only 9 males compared to 125 females, we cannot conclude that differences between genders are statistically significant.

12. Did you work as a Senior Assist during your NEPS program?



2002-3: 103 responses 2003-4: 127 responses 2004-5: 134 responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Yes	58	56.3	75	59.1	61	45.5	Yes
No	45	43.7	52	40.9	73	54.5	No
Total	103	100	127	100	134	100	

Key Findings:

- 45.5% of respondents worked as a Senior Assist during their NEPS program.
- This is a decrease from the 59.1% of 2004 graduates.

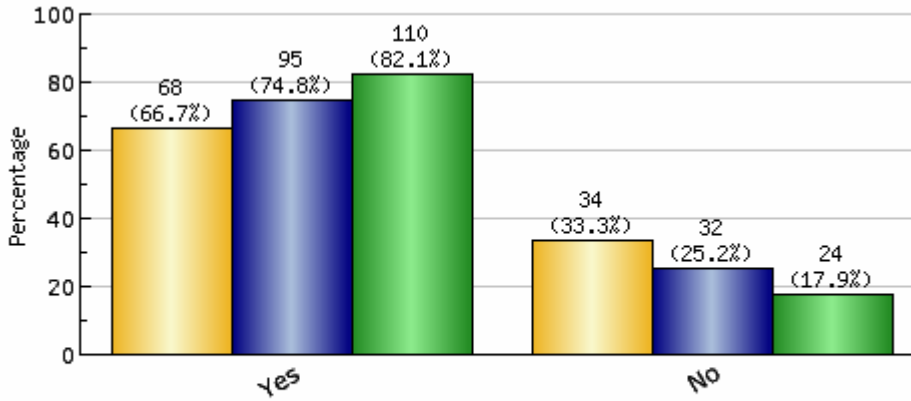
			Did you work as a Senior Assist		Total
			Yes	No	
Program site	Regina	Count	15	37	52
		%	28.8%	71.2%	100.0%
	Saskatoon	Count	46	36	82
		%	56.1%	43.9%	100.0%
Total		Count	61	73	134
		%	45.5%	54.5%	100.0%

- The above cross-tabulation shows that 56.1% of those who attended in Saskatoon worked as a Senior Assist, compared to only 28.8% of Regina respondents.
- A chi-square test confirms that this is a significant difference.

			Did you work as a Senior Assist		Total
			Yes	No	
Gender	Male	Count	1	8	9
		%	11.1%	88.9%	100.0%
	Female	Count	60	65	125
		%	48.0%	52.0%	100.0%
Total		Count	61	73	134
		%	45.5%	54.5%	100.0%

- The above cross-tab shows that only one male (11%) worked as a Senior Assist, compared to 48% of females. This is a significant difference.

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



2002-3: 102 responses 2003-4: 127 responses 2004-5: 134 responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Yes	68	66.7	95	74.8	110	82.1	Yes
No	34	33.3	32	25.2	24	17.9	No
Total	102	100	127	100	134	100	

Key Findings:

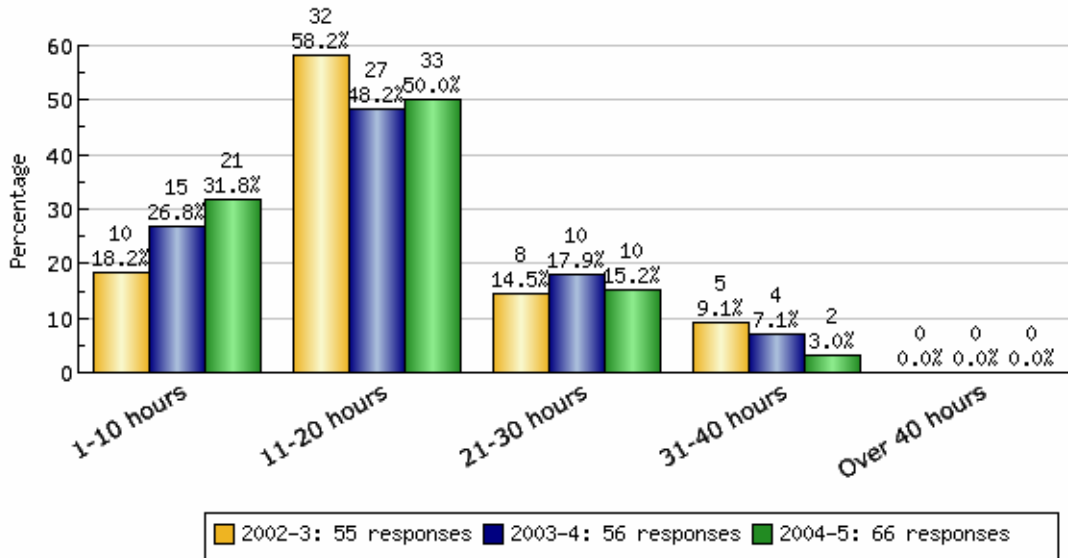
- 82.1% of respondents had a job other than a Senior Assist while in the NEPS program.
- There has been a steady increase since 2003, when 66.7% had a job other than a Senior Assist.

			Job other than a Senior Assist		Total
			Yes	No	
Program Site	Regina	Count	44	8	52
		%	84.6%	15.4%	100.0%
	Saskatoon	Count	66	16	82
		%	80.5%	19.5%	100.0%
Total		Count	110	24	134
		%	82.1%	17.9%	100.0%

- The above cross-tab shows that 84.6% of Regina respondents, and 80.5% of Saskatoon respondents had a job other than a Senior Assist while in the NEPS program. This is not a significant difference.

14. On average, how many hours a week did you work at your job?

First Year

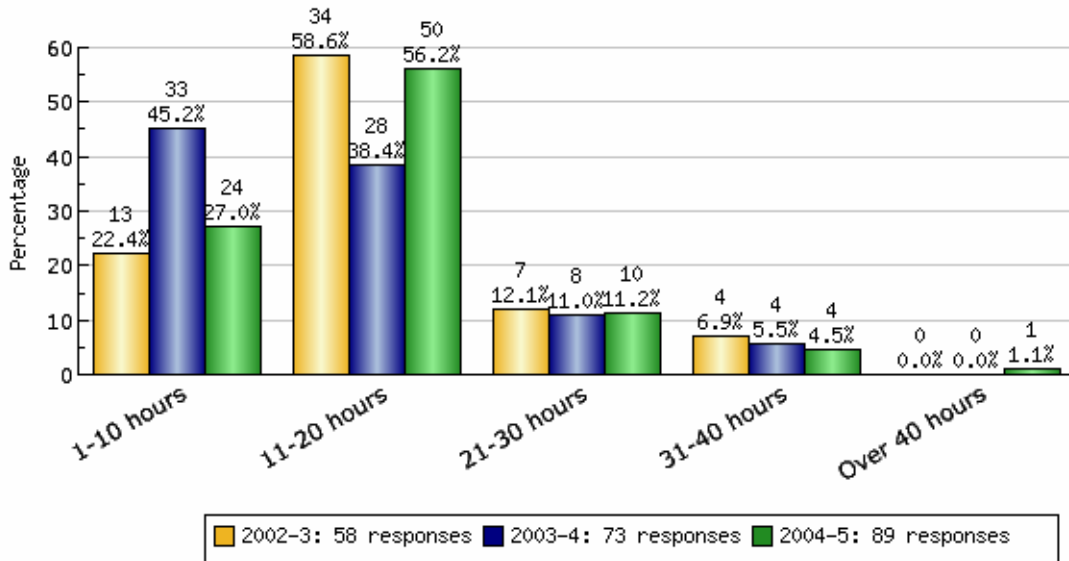


Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
1-10 hours	10	18.2	15	26.8	21	31.8
11-20 hours	32	58.2	27	48.2	33	50.0
21-30 hours	8	14.5	10	17.9	10	15.2
31-40 hours	5	9.1	4	7.1	2	3.0
Over 40 hours	0	0.0	0	0.0	0	0.0
Total	55	100	56	100	66	100

Key Findings:

- Of the 66 respondents who had a job other than a Senior Assist in their first year, 50% worked 11 to 20 hours per week in their first year of courses.
- 31.8% worked less than 11 hours per week, and 18.2% worked more than 20 hours.
- The average hours worked per week in the first year is 15.6.

Second Year

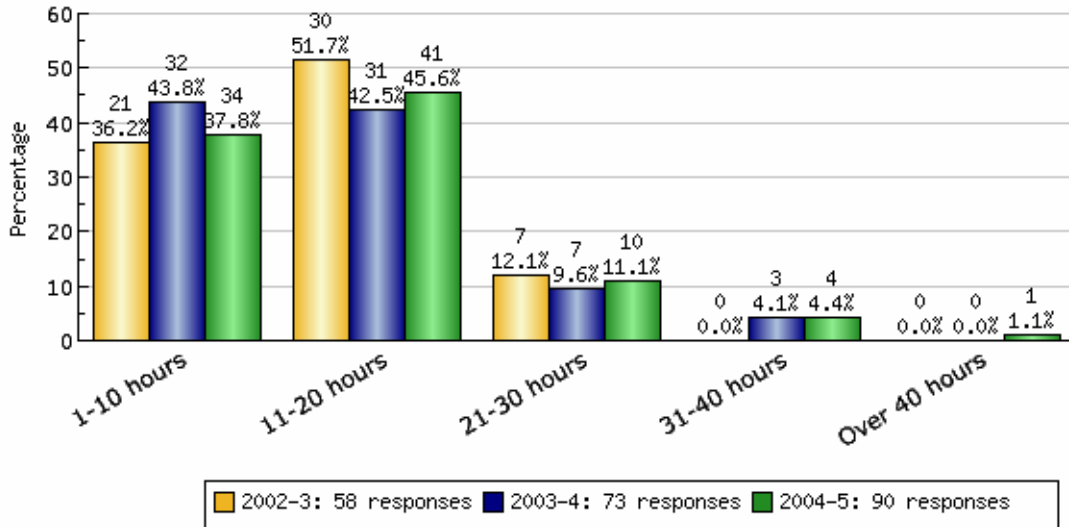


Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
1-10 hours	13	22.4	33	45.2	24	27.0
11-20 hours	34	58.6	28	38.4	50	56.2
21-30 hours	7	12.1	8	11.0	10	11.2
31-40 hours	4	6.9	4	5.5	4	4.5
Over 40 hours	0	0.0	0	0.0	1	1.1
Total	58	100	73	100	89	100

Key Findings:

- Of the 89 respondents who worked in their second year of courses, 56.2% worked 11 to 20 hours per week.
- 27% worked less than 11, and 16.8% worked more than 20 hours.
- The average number of hours worked per week in the second year is 16.3

Third Year

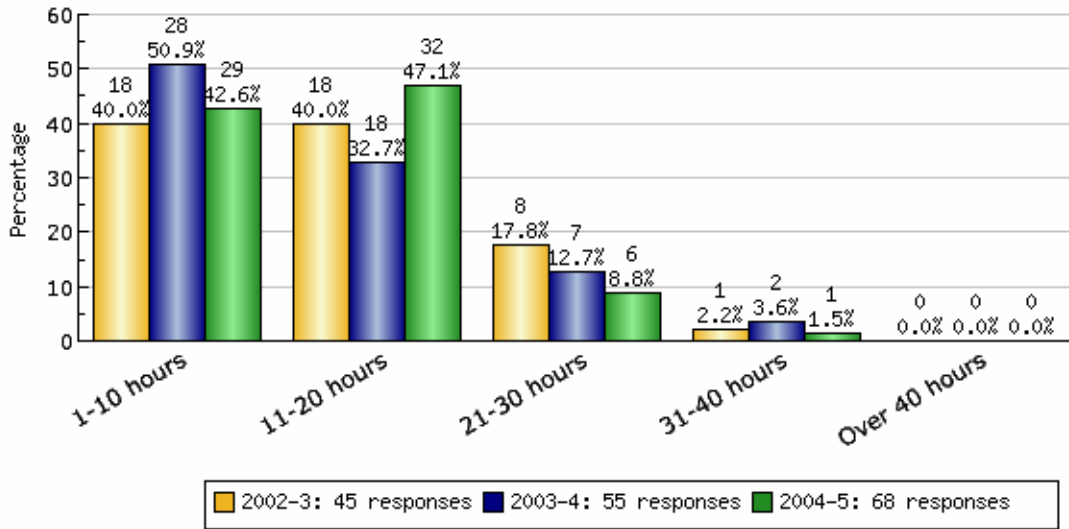


Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
1-10 hours	21	36.2	32	43.8	34	37.8
11-20 hours	30	51.7	31	42.5	41	45.6
21-30 hours	7	12.1	7	9.6	10	11.1
31-40 hours	0	0.0	3	4.1	4	4.4
Over 40 hours	0	0.0	0	0.0	1	1.1
Total	58	100	73	100	90	100

Key Findings:

- Of the 90 respondents who worked in their third year, 45.6% worked 11 to 20 hours per week.
- 37.8% worked less than 11, and 16.6% worked more than 20 hours.
- The average number of hours worked per week in the third year is 14.9.

Fourth Year



Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
1-10 hours	18	40.0	28	50.9	29	42.6
11-20 hours	18	40.0	18	32.7	32	47.1
21-30 hours	8	17.8	7	12.7	6	8.8
31-40 hours	1	2.2	2	3.6	1	1.5
Over 40 hours	0	0.0	0	0.0	0	0.0
Total	45	100	55	100	68	100

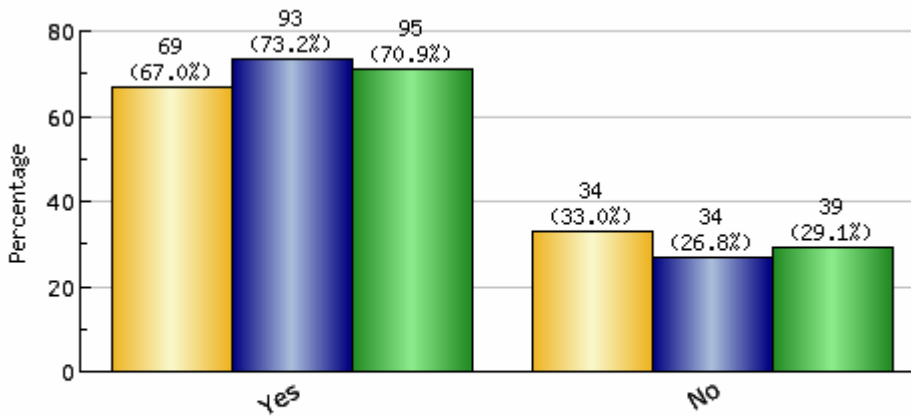
Key Findings:

- Of the 68 respondents who worked in their fourth year, 47.1% worked 11 to 20 hours.
- 42.6% worked less than 11, and 10.3% worked more than 20 hours per week
- The average number of hours worked in the fourth year is 13.1.

Year	Number of respondents who worked	Percentage of total	Average hours per week	2003-2004 Graduates' Average hours per week	2002-2003 Graduates' Average hours per week
First	66	49.3%	15.8	15.9	16.9
Second	89	66.4%	16.3	13.2	14.2
Third	90	67.2%	14.9	12.9	13.1
Fourth	68	50.7%	13.1	12.4	13.7

- The above table is a summary of how many students worked and their average hours for each year. We can see that the most students worked during their second and third year and that work declined in the fourth year.
- The last two columns show the average hours worked by graduates in previous years. Since responses are in ranges, the averages provided are estimates and we cannot conclude that there are significant differences between years.

18. Did you receive any scholarships or bursaries during the program?



2002-3: 103 responses 2003-4: 127 responses 2004-5: 134 responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Yes	69	67.0	93	73.2	95	70.9	Yes
No	34	33.0	34	26.8	39	29.1	No
Total	103	100	127	100	134	100	

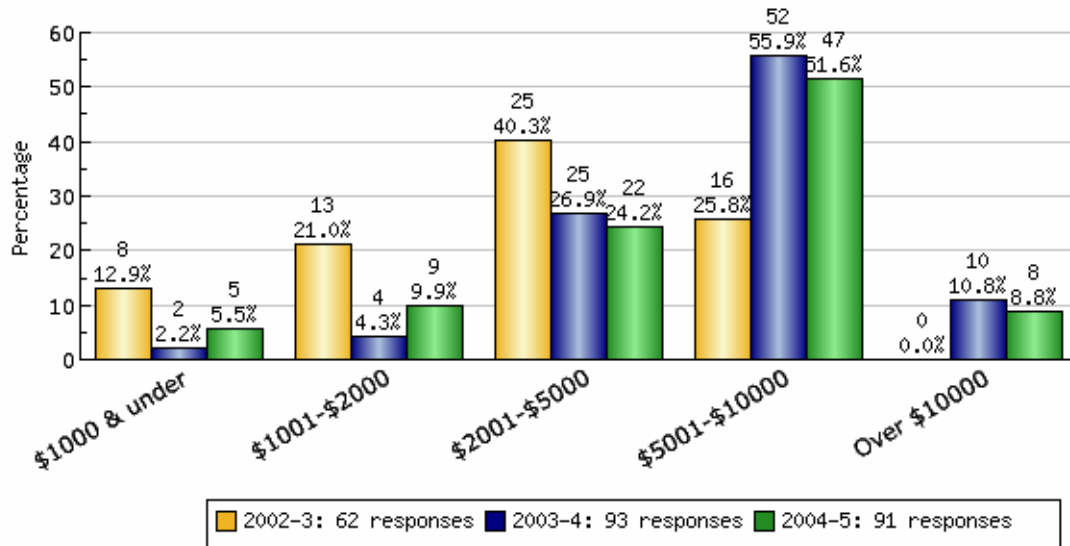
Key Findings:

- 70.9% of respondents received scholarships or bursaries during the program. This percentage has not changed dramatically over the years.

			Receive Scholarships		Total
			Yes	No	
Program Site	Regina	Count	37	15	52
		%	71.2%	28.8%	100.0%
	Saskatoon	Count	58	24	82
		%	70.7%	29.3%	100.0%
Total		Count	95	39	134
		%	70.9%	29.1%	100.0%

- The percentage of respondents who have received scholarships is the same for Regina and Saskatoon.

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



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
\$1000 & under	8	12.9	2	2.2	5	5.5	
\$1001-\$2000	13	21.0	4	4.3	9	9.9	
\$2001-\$5000	25	40.3	25	26.9	22	24.2	
\$5001-\$10000	16	25.8	52	55.9	47	51.6	
Over \$10000	0	0.0	10	10.8	8	8.8	
Total	62	100	93	100	91	100	
Excludes	0		0		4		"refused / don't know" responses

Key Findings:

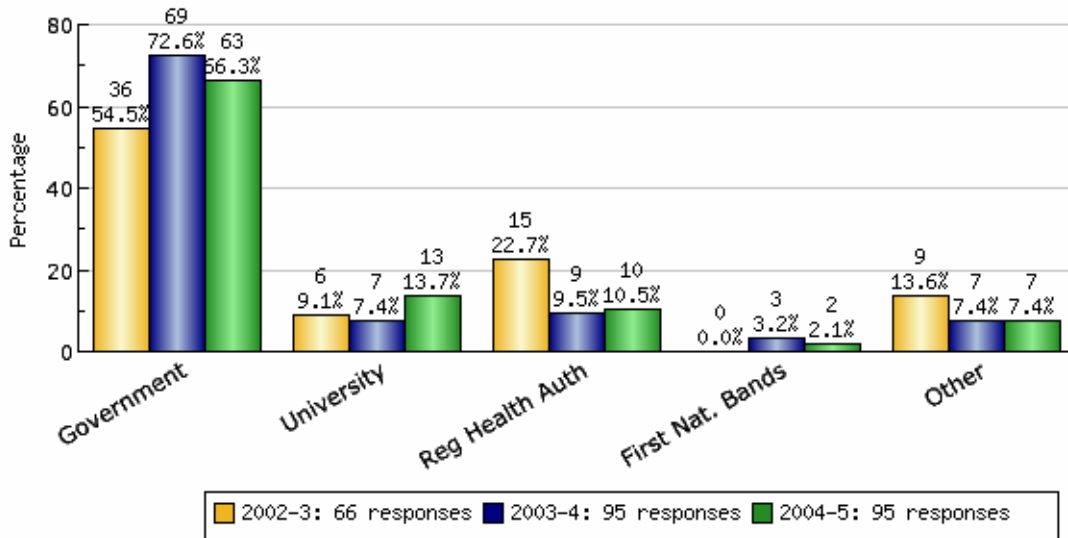
- 51.6% of those who received scholarships or bursaries got a total dollar value between \$5001 and \$10000.
- 26.8% received between \$2001 and \$5000.
- 15% received \$2000 or less, and 8.8% received more than \$10000.

Scholarship and Bursary Sums

	2002-2003	2003-2004	2004-2005
Minimum	\$150	\$500	\$100
Maximum	\$10,000	\$33,000	\$30,000
Average	\$4065	\$7012	\$6008

- There was a major increase in scholarship amounts from 2003 to 2004, and a slight decrease from 2004 to 2005.

20. What was the major source of your scholarship/bursary support?



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Government	36	54.5	69	72.6	63	66.3	Government
University	6	9.1	7	7.4	13	13.7	University
Reg Health Auth	15	22.7	9	9.5	10	10.5	Regional Health Authority
First Nat. Bands	0	0.0	3	3.2	2	2.1	First Nation Bands/Metis Organization
Other	9	13.6	7	7.4	7	7.4	Other (please specify)
Total	66	100	95	100	95	100	

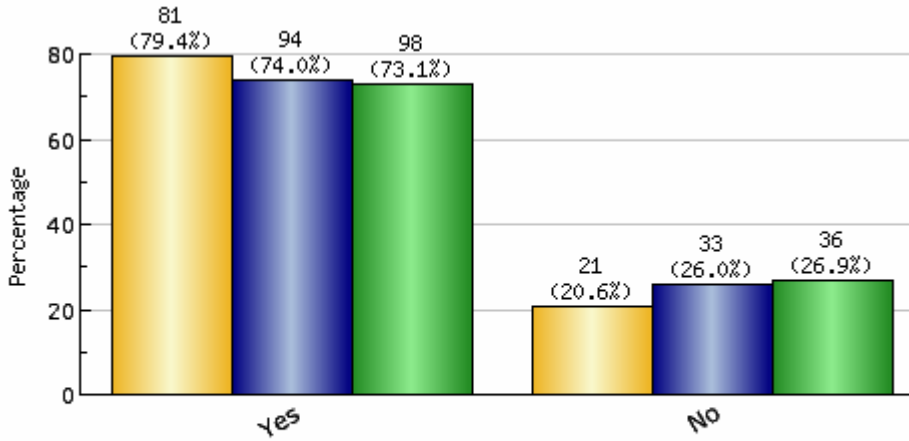
Key Findings:

- 66.3% of those who received scholarships or bursaries said that their major source was government.
- The university was the major source for 13.7% and 10.5% said the Regional Health Authority.

Entries under "Other":

- (1) Coast Capital Savings Credit Union
- (1) Government, RHA, and Local Health Care Foundation
- (1) Kelsey Nursing Student Association
- (1) Sask Health
- (1) Sask. Health Care Auxillary Association
- (1) Student Loan - Millenium Scholarship
- (1) Terry Fox Humanitarian

21. Did you obtain any student or educational loans during the program?



2002-3: 102 responses 2003-4: 127 responses 2004-5: 134 responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Yes	81	79.4	94	74.0	98	73.1	Yes
No	21	20.6	33	26.0	36	26.9	No
Total	102	100	127	100	134	100	

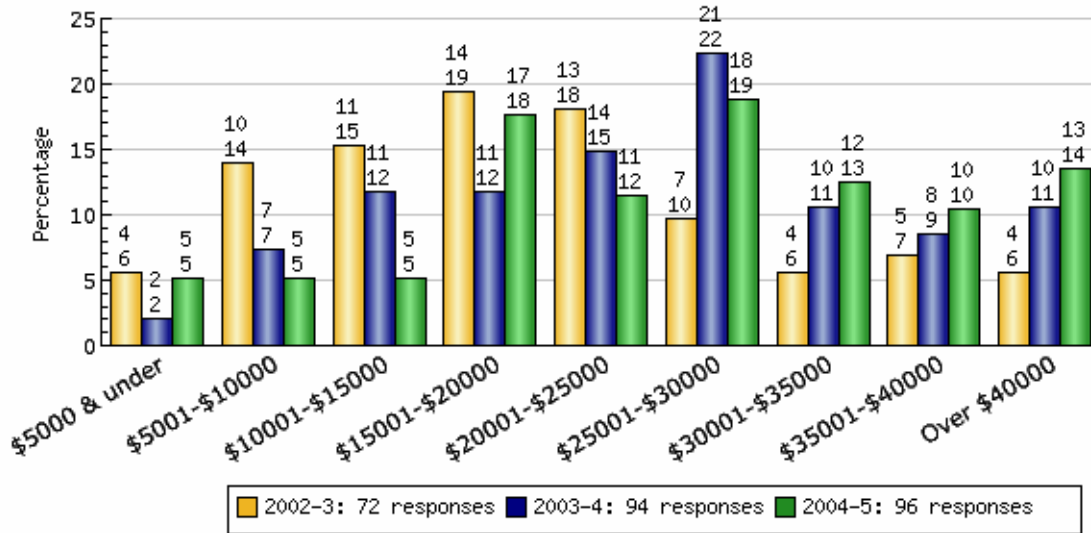
Key Findings:

- 73.1% of respondents obtained student or educational loans during the program. This has not changed significantly over the years.

			Obtain student loans		Total
			Yes	No	
Age at entry	20 or less	Count	52	27	79
		%	65.8%	34.2%	100.0%
	21 to 25	Count	37	5	42
		%	88.1%	11.9%	100.0%
	Over 25	Count	8	4	12
		%	66.7%	33.3%	100.0%
Total		Count	97	36	133
		%	72.9%	27.1%	100.0%

- The above cross-tab shows that those who entered the program between the ages of 21 and 25 were most likely to obtain student loans. A chi-square test confirms that this is so.
- There are no significant differences between program sites or genders.

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

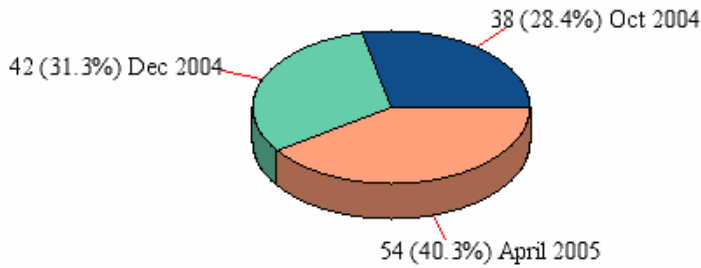


Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
\$5000 & under	4	5.6	2	2.1	5	5.2
\$5001-\$10000	10	13.9	7	7.4	5	5.2
\$10001-\$15000	11	15.3	11	11.7	5	5.2
\$15001-\$20000	14	19.4	11	11.7	17	17.7
\$20001-\$25000	13	18.1	14	14.9	11	11.5
\$25001-\$30000	7	9.7	21	22.3	18	18.8
\$30001-\$35000	4	5.6	10	10.6	12	12.5
\$35001-\$40000	5	6.9	8	8.5	10	10.4
Over \$40000	4	5.6	10	10.6	13	13.5
Total	72	100	94	100	96	100
Excludes	0		0		2	

Key Findings:

- Of those who received student or educational loans, the average total dollar value of these loans at the end of the program was \$27,103. This is similar to the \$28,976 of the previous year.
- 48% owe between \$15,000 and \$30,000.
- The total amount owed ranges from two respondents who received loans, but did not owe any money at the completion of the program to one respondent who owes \$65,000.

23. What date did you complete your NEPS program



134 responses

	Total #	% of Responses
Oct 2004	38	28.4
Dec 2004	42	31.3
April 2005	54	40.3
Total	134	100

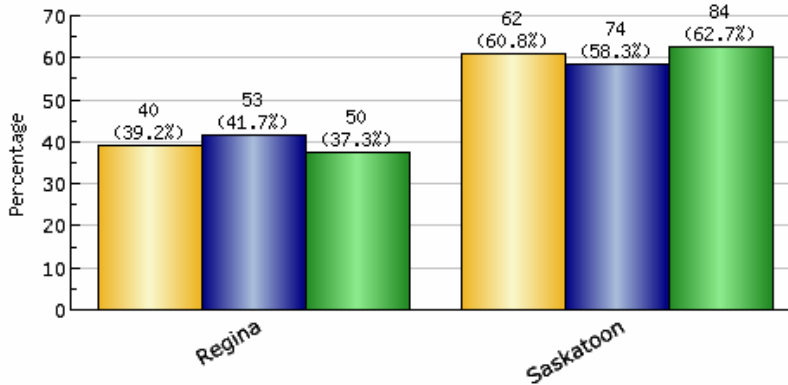
Key Findings:

- 40.3% of respondents completed their NEPS program in April 2005.
- 31.3% finished in December 2004, and 28.4% finished in October 2004.

			Date Completed			Total
			2004/10	2004/12	2005/04	
Year Started	1995	Count	1	0	0	1
		%	100.0%	.0%	.0%	100.0%
	1996	Count	0	1	0	1
		%	.0%	100.0%	.0%	100.0%
	1999	Count	2	3	0	5
		%	40.0%	60.0%	.0%	100.0%
	2000	Count	4	8	6	18
		%	22.2%	44.4%	33.3%	100.0%
	2001	Count	31	30	48	109
		%	28.4%	27.5%	44.0%	100.0%
Total		Count	38	42	54	134
		%	28.4%	31.3%	40.3%	100.0%

- The above table shows the breakdown of year started by date completed.
- In total, 13 respondents (9.7%) took more than four years to complete the program.

24. What was your program site at graduation from the NEPS program?



2002-3: 102 responses 2003-4: 127 responses 2004-5: 134 responses

Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Regina	40	39.2	53	41.7	50	37.3
Saskatoon	62	60.8	74	58.3	84	62.7
Total	102	100	127	100	134	100

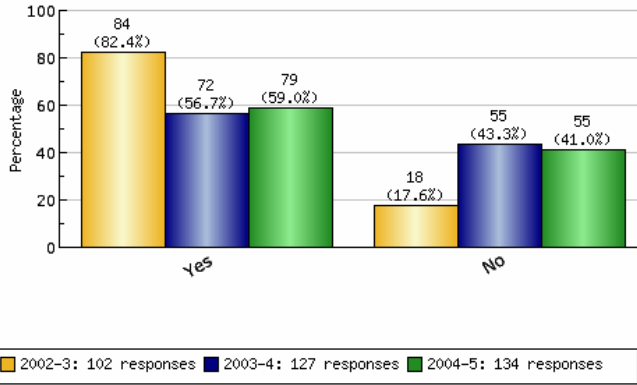
			Program site at graduation		Total
			Regina	Saskatoon	
Program site at entry	Regina	Count	49	3	52
		%	94.2%	5.8%	100.0%
	Saskatoon	Count	1	81	82
		%	1.2%	98.8%	100.0%
Total		Count	50	84	134
		%	37.3%	62.7%	100.0%

Key Findings:

- 62.7% of respondents graduated from NEPS in Saskatoon. 37.3% graduated from Regina.
- Three of those who started in Regina graduated in Saskatoon.
- One person who started in Saskatoon graduated in Regina.

Section 3: Employment Outcomes

25. At this time, do you have a job as a graduate nurse confirmed?



Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Yes	84	82.4	72	56.7	79	59.0
No	18	17.6	55	43.3	55	41.0
Total	102	100	127	100	134	100

Key Findings:

- 59% of respondents have a job as a graduate nurse confirmed. This is not greatly different from 2004, but it is significantly lower than the 82.4% of 2003 grads.

"Confirmed graduate nurse job" by "Completion Date"

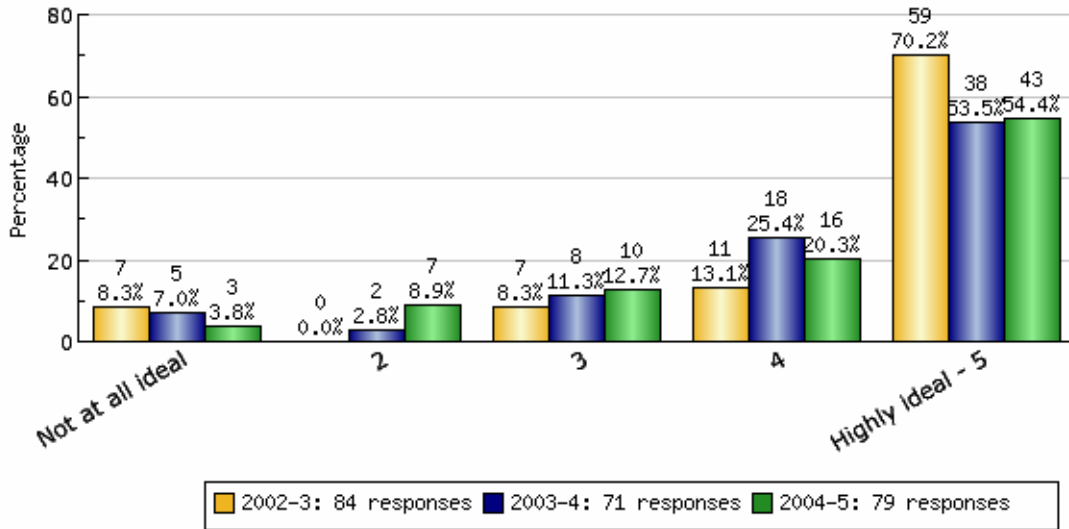
	Totals	Yes	No
Totals	134 (100%)	79 (59.0%)	55 (41.0%)
Oct 2004	38 (28.4%)	26 (68.4%)	12 (31.6%)
Dec 2004	42 (31.3%)	26 (61.9%)	16 (38.1%)
April 2005	54 (40.3%)	27 (50.0%)	27 (50.0%)

Key Findings:

- 68.4% of those who graduated in October of 2004 have a job confirmed, compared to 61.9% of those who graduated in December 2004 and 50% of those who graduated in April 2005.

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

Location

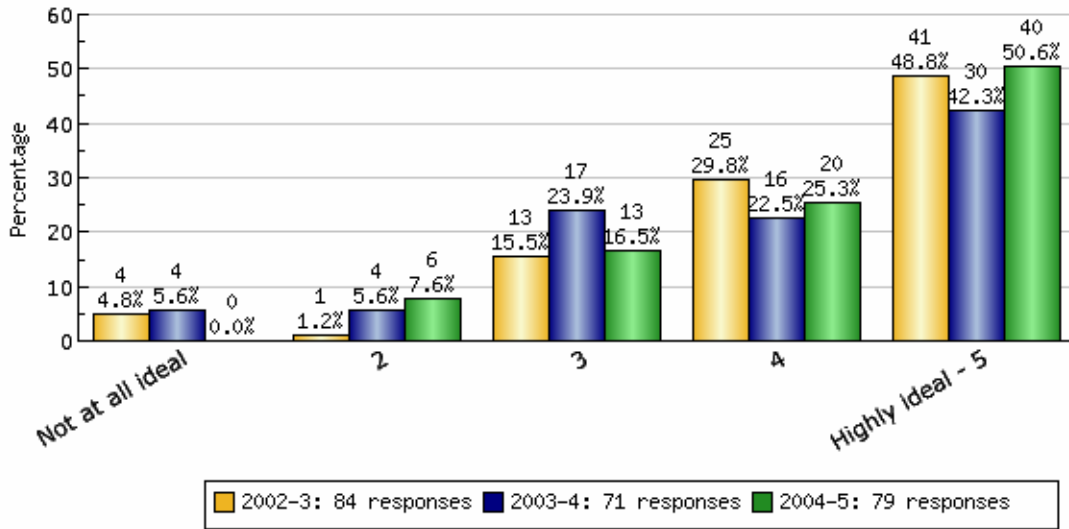


Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Not at all ideal- 1	7	8.3	5	7.0	3	3.8
2	0	0.0	2	2.8	7	8.9
3	7	8.3	8	11.3	10	12.7
4	11	13.1	18	25.4	16	20.3
Highly ideal - 5	59	70.2	38	53.5	43	54.4
Total	84	100	71	100	79	100

Key Findings:

- 54.4% of respondents feel that the location of their first job is highly ideal.
- Only 3.8% said that the location is not at all ideal.
- The average rating is 4.1 out of 5.

Client Group

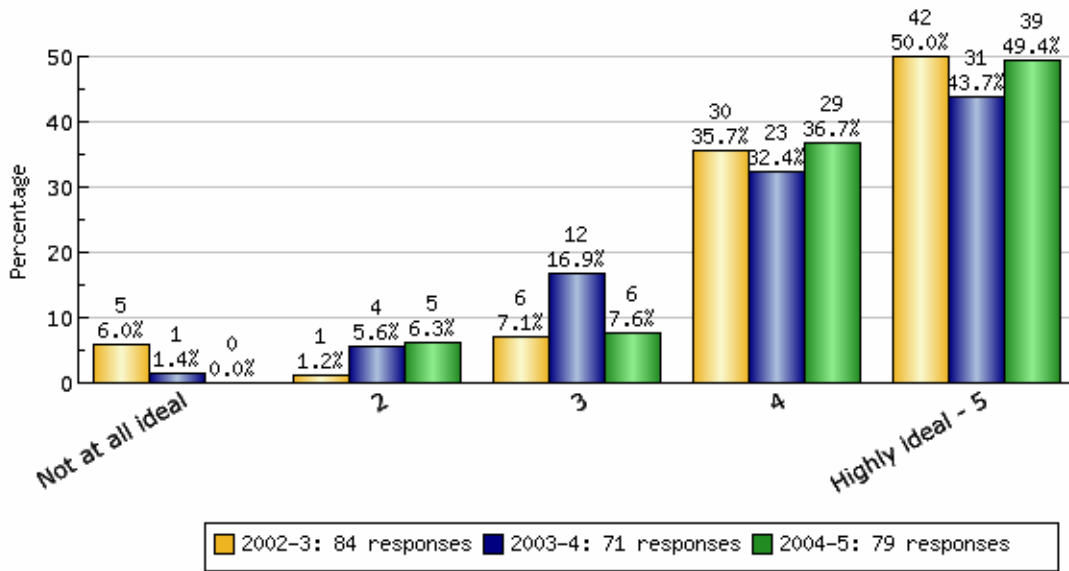


Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Not at all ideal-1	4	4.8	4	5.6	0	0.0
2	1	1.2	4	5.6	6	7.6
3	13	15.5	17	23.9	13	16.5
4	25	29.8	16	22.5	20	25.3
Highly ideal - 5	41	48.8	30	42.3	40	50.6
Total	84	100	71	100	79	100

Key Findings:

- The majority (50.6%) of respondents feel that their client group of their first job is highly ideal.
- No respondents said that it is not at all ideal.
- The average rating is 4.2.

Responsibilities

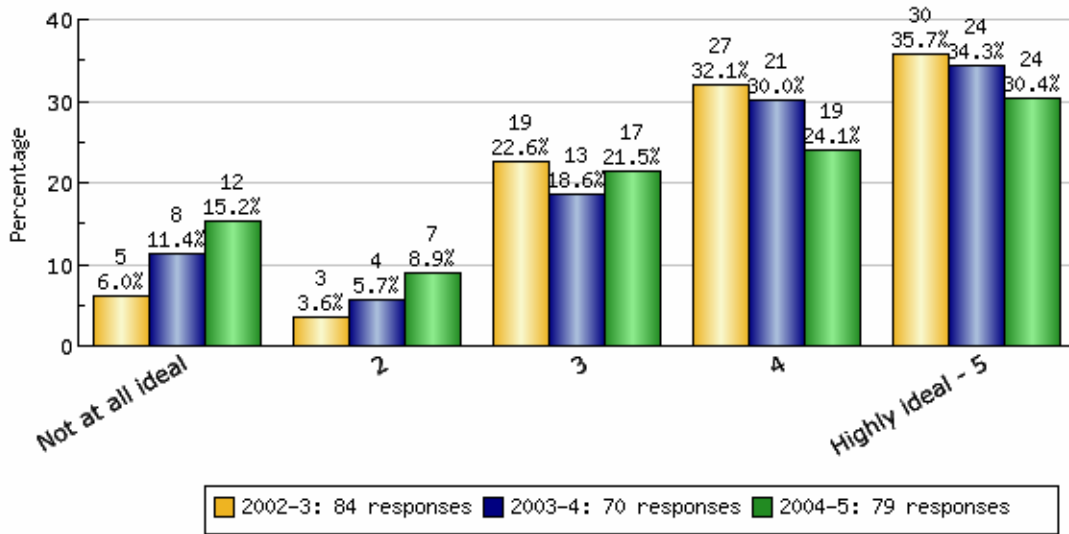


Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Not at all ideal	5	6.0	1	1.4	0	0.0
2	1	1.2	4	5.6	5	6.3
3	6	7.1	12	16.9	6	7.6
4	30	35.7	23	32.4	29	36.7
Highly ideal - 5	42	50.0	31	43.7	39	49.4
Total	84	100	71	100	79	100

Key Findings:

- Nearly half (49.4%) of respondents feel that the responsibilities of their first job are highly ideal.
- Another 36.7% gave a rating of 4 out of 5, and no respondents said that their responsibilities were not at all ideal.
- The average rating is 4.3.

Shifts

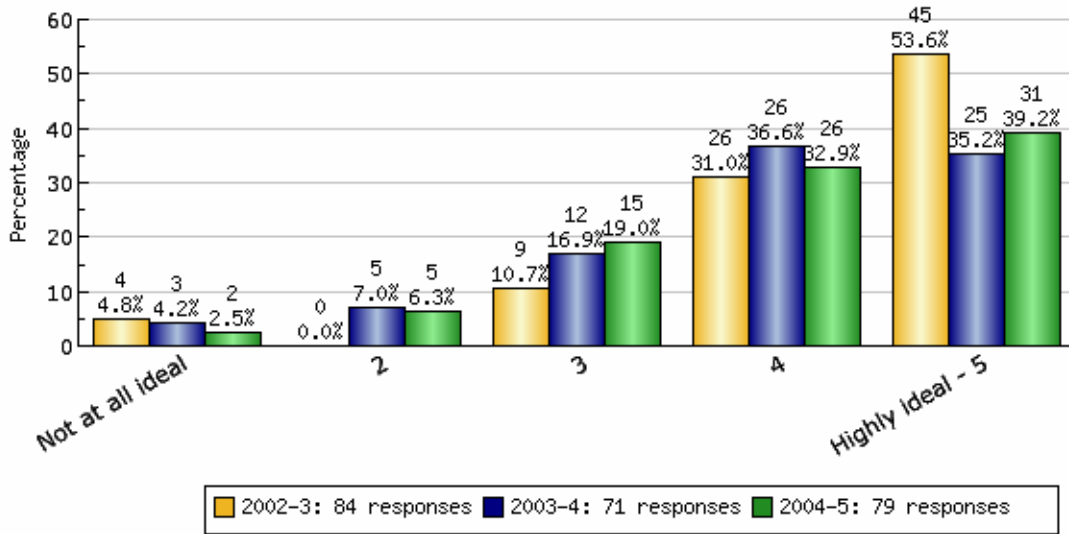


Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Not at all ideal	5	6.0	8	11.4	12	15.2
2	3	3.6	4	5.7	7	8.9
3	19	22.6	13	18.6	17	21.5
4	27	32.1	21	30.0	19	24.1
Highly ideal - 5	30	35.7	24	34.3	24	30.4
Total	84	100	70	100	79	100

Key Findings:

- 30.4% of respondents feel that the shifts of their first job are highly ideal. This percentage has decreased from 35.7% over the past two years, while the percentage of those who feel their shifts are not at all ideal have increased from 6% to 15.2%.
- The average rating is 3.5.

Work Environment

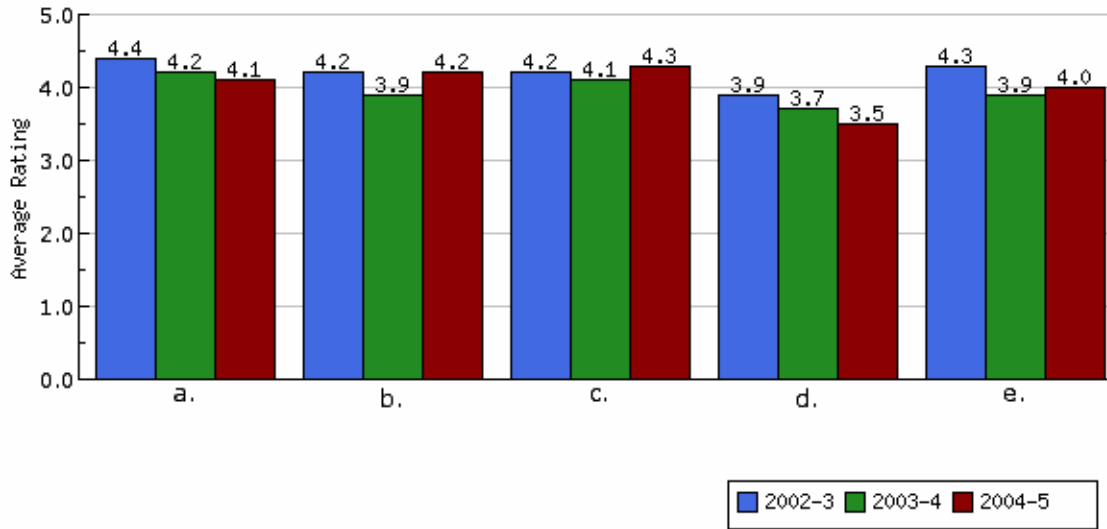


Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Not at all ideal	4	4.8	3	4.2	2	2.5
2	0	0.0	5	7.0	5	6.3
3	9	10.7	12	16.9	15	19.0
4	26	31.0	26	36.6	26	32.9
Highly ideal - 5	45	53.6	25	35.2	31	39.2
Total	84	100	71	100	79	100

Key Findings:

- 39.2% of respondents feel that the work environment of their first job is highly ideal.
- Another 32.9% gave a rating of 4 out of 5, and only 2.5% said their work environment is not at all ideal.
- The average rating is 4.0.

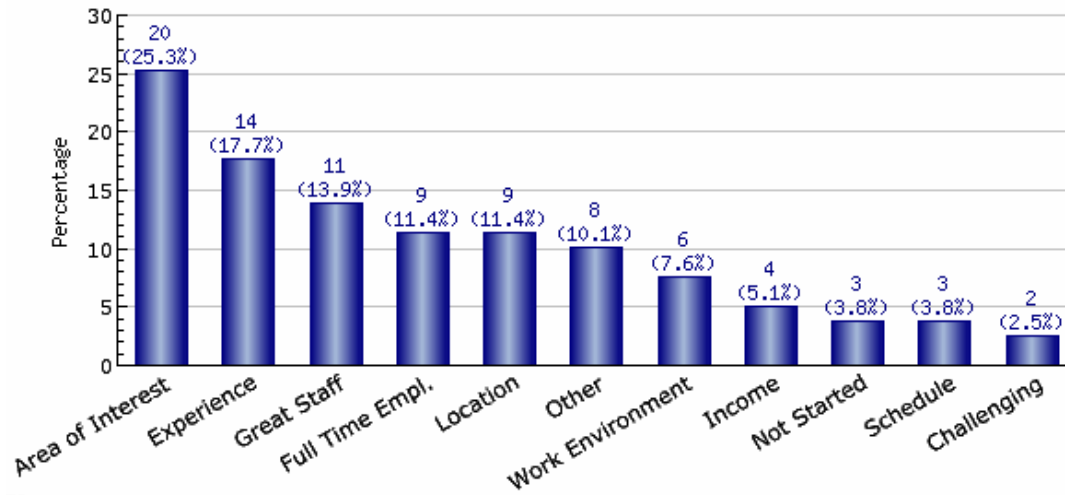
Average Ratings



Label	2002-3	2003-4	2004-5
	Average	Average	Average
a. Location	4.4	4.2	4.1
b. Client Group	4.2	3.9	4.2
c. Responsibilities	4.2	4.1	4.3
d. Shifts	3.9	3.7	3.5
e. Work Environment	4.3	3.9	4.0

- The average ratings for each factor have not changed dramatically over the years.
- The average ratings for 2005, from highest to lowest, are as follows:
 - Responsibilities – 4.3
 - Client Group – 4.2
 - Location – 4.1
 - Work Environment – 4.0
 - Shifts – 3.5
- T-tests prove that respondents are significantly less satisfied with their shifts than with any other factor.
- They are also significantly more satisfied with their responsibilities than with their work environment. There are no significant differences in satisfaction between client group, location, and work environment.

31. Name the (one) most positive aspect of your first job?



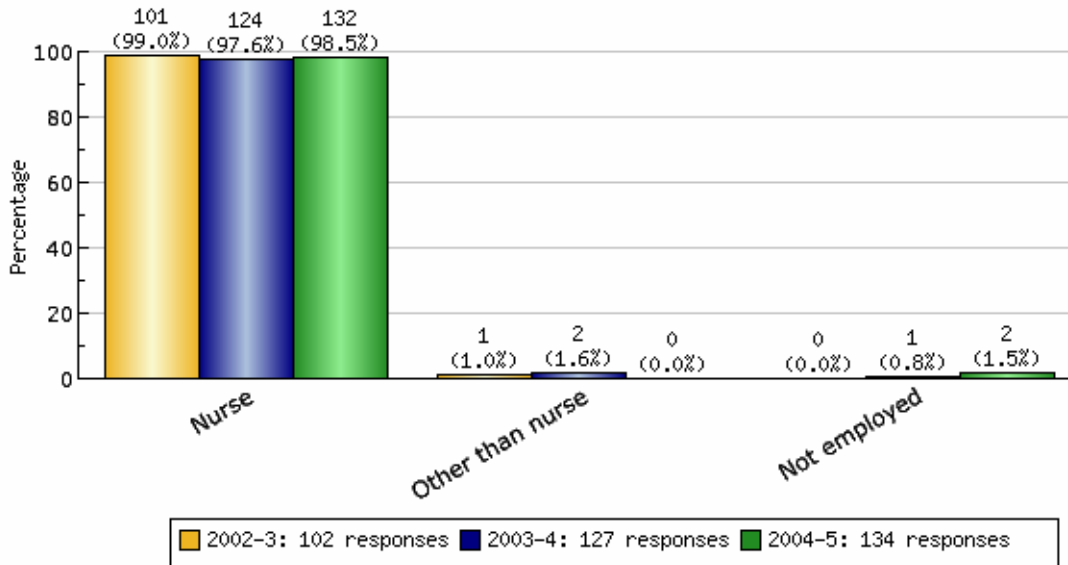
79 responses

	Total #	% of Responses
Area of Interest	20	25.3
Experience	14	17.7
Great Staff	11	13.9
Full Time Employment	9	11.4
Location	9	11.4
Other	8	10.1
Work Environment	6	7.6
Income	4	5.1
Not Started	3	3.8
Schedule	3	3.8
Challenging	2	2.5
Total	79	100

Key Findings:

- 25.3% of respondents said that the most positive aspect of their first job is that it is in their area of interest.
- Another 17.7% said that it gives them good experience and 13.9% said that they like the staff.
- 11.4% said that the most positive aspect is that it is full time employment and another 11.4% said location.

32. Within the first 6 months after graduation, do you expect to be:



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Nurse	101	99.0	124	97.6	132	98.5	Employed as a nurse
Other than nurse	1	1.0	2	1.6	0	0.0	Employed in a field other than nursing
Not employed	0	0.0	1	0.8	2	1.5	Not employed
Total	102	100	127	100	134	100	

Key Findings:

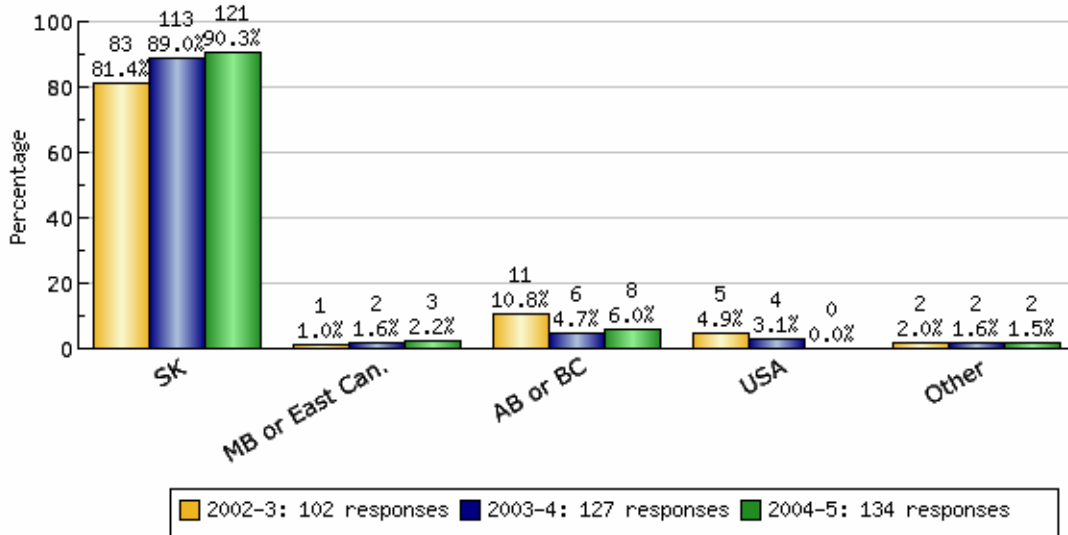
- The vast majority of respondents (98.5%) expect to be employed as a nurse within the first six months after graduation. The other 1.5% (2 people) do not expect to be employed. This is not a major change from previous years.

33. 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?

Key Findings:

- Of the two people who do not expect to be employed in the first six months, one does not expect to find a job they want, and one wanted time off.

34. What is/would likely be the geographical location of your first job as a graduate nurse?



Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
SK	83	81.4	113	89.0	121	90.3
MB or East Can.	1	1.0	2	1.6	3	2.2
AB or BC	11	10.8	6	4.7	8	6.0
USA	5	4.9	4	3.1	0	0.0
Other	2	2.0	2	1.6	2	1.5
Total	102	100	127	100	134	100

Key Findings:

- 90.3% of respondents expect their first job as a graduate nurse to be in Saskatchewan. 2004 and 2005 show an increase from the 81.4% in 2003.

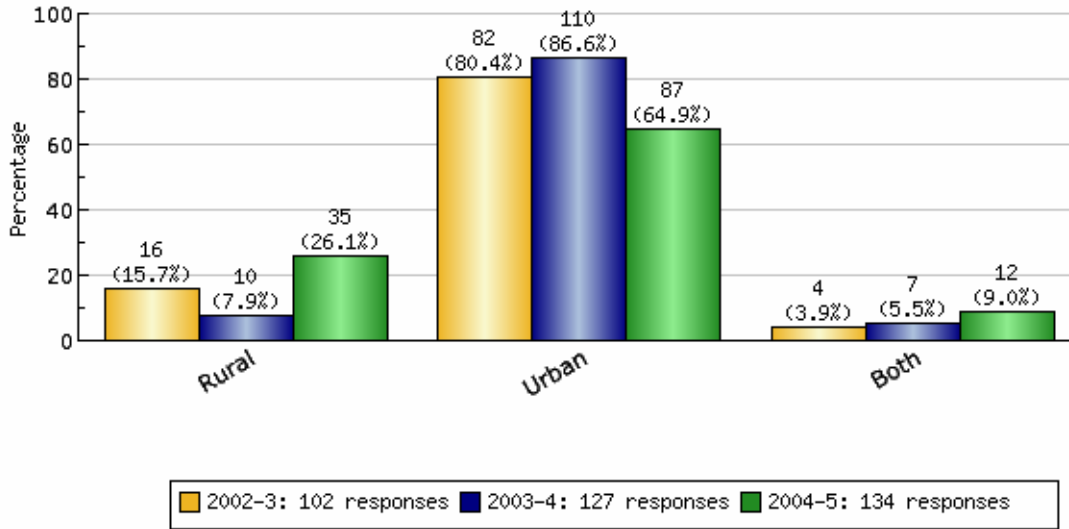
Entries under "Other":

- (1) Australia
- (1) Wherever there are full time positions

			Province of First Job				Total
	Yes	No	Sask	Eastern Canada	Alberta or BC	Other	
Do you have a job confirmed	Yes	Count	74	0	4	1	79
		%	93.7%	.0%	5.1%	1.3%	100.0%
	No	Count	47	3	4	1	55
		%	85.5%	5.5%	7.3%	1.8%	100.0%
Total		Count	121	3	8	2	134
		%	90.3%	2.2%	6.0%	1.5%	100.0%

- The above cross-tab shows that 93.7% of those who have a job confirmed will be working in Saskatchewan.
- 85.5% of those who do not have a job confirmed will likely work in Saskatchewan. We cannot say that this is a significant difference.

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



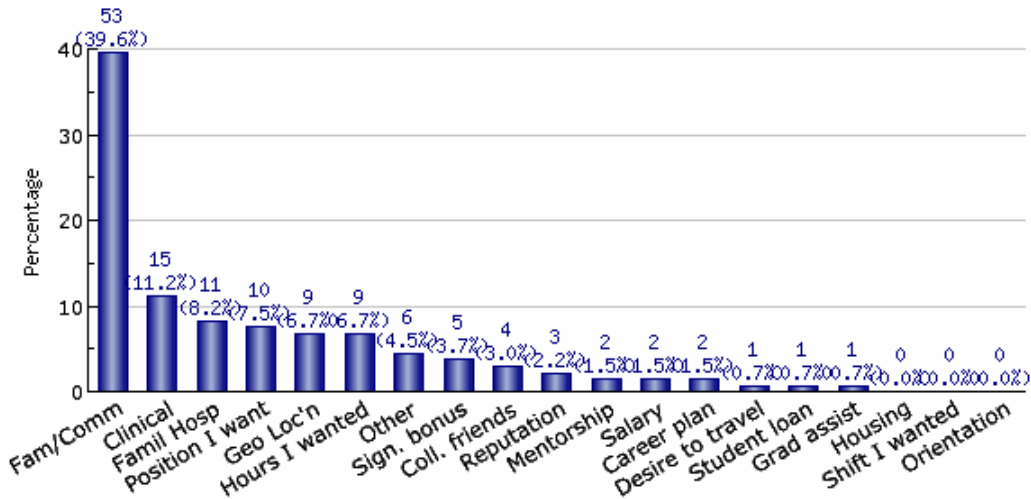
Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Rural	16	15.7	10	7.9	35	26.1
Urban	82	80.4	110	86.6	87	64.9
Both	4	3.9	7	5.5	12	9.0
Total	102	100	127	100	134	100

Key Findings:

- 64.9% of respondents expect that their first job as a graduate nurse will be in an urban area, significantly less than the 86.6% in 2004 and 80.4% in 2003.
- 26.1% will work in a rural location, and 9% will work in both urban and rural.

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

First Factor

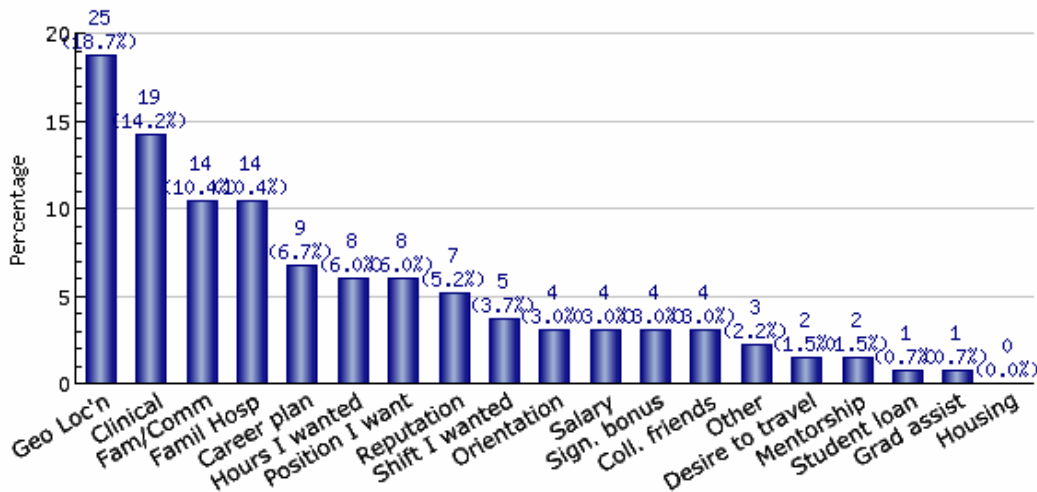


134 responses

Key Findings:

- 39.6% of respondents ranked family or community commitments as the most influential factor in their choice of work location.
- The next most common first factor was that the job had the desired clinical or client group (11.2%)

Second Factor



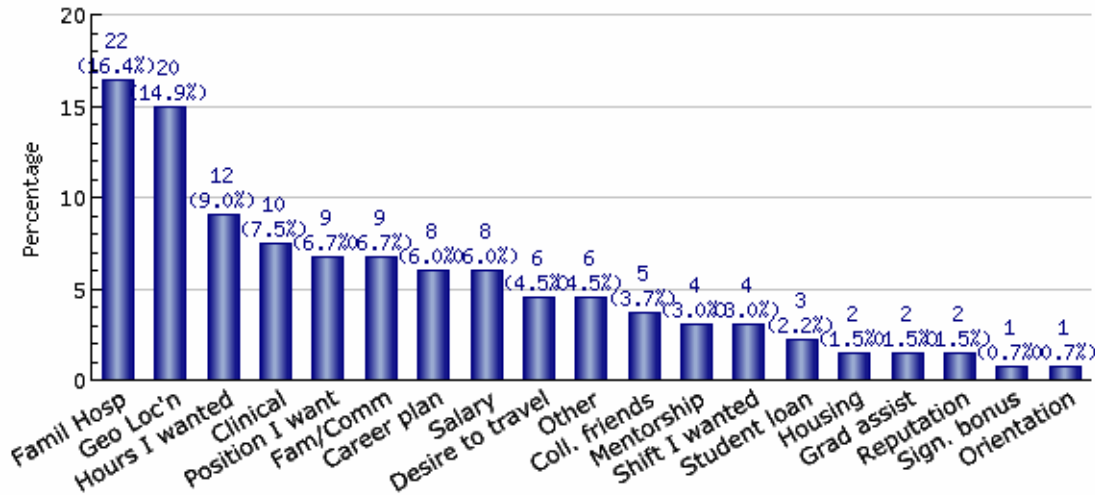
134 responses

Key Findings:

- 18.7% of respondents ranked geographic location as the second most influential factor.

- Clinical or client group was the next most common response at 14.2%.

Third Factor



134 responses

Key Findings:

- 16.4% of respondents cited a familiarity with the Hospital where they completed their practicum as their third most influential factor.
- Geographic location was the next most common response with 14.9%.

Entries Under 'Other':

- (1) Being a senior assistant there
- (1) Close to home
- (1) Enjoyed working there in the summer
- (1) Familiarity with doctors, staff and hospital
- (1) Gain experience to move on
- (1) Health issues
- (1) My fiance and I wanted to live in Golden (ski etc)
- (1) Positive staff morale
- (1) Return for Service contract signed previously
- (1) Senior Assisted there- familiar
- (1) Sig. other is employed there with the R.C.M.P.
- (1) Want to take critical care course here
- (1) Worked as a SA there

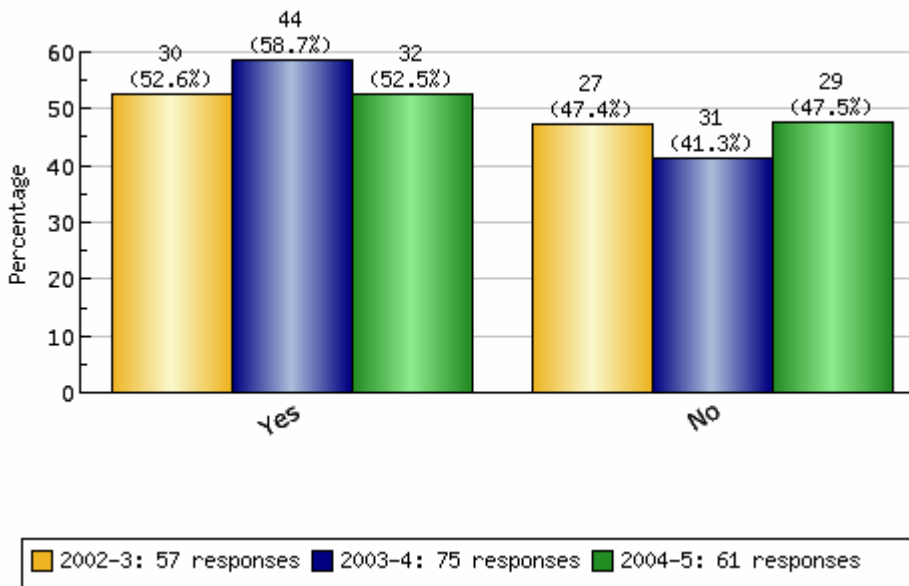
Three Factors Combined

Factor	First	Second	Third	Total
Family or community commitments	39.6	10.4	6.7	56.7
Geographic Location	6.7	18.7	14.9	40.3
Familiarity with Hospital where Completed Practicum	8.2	10.4	16.4	35.1
Clinical/client group I wanted	11.2	14.2	7.5	32.8
Total hours I wanted	6.7	6.0	9.0	21.6

Position I wanted	7.5	6.0	6.7	20.1
Career planning	1.5	6.7	6.0	14.2
Other, (please specify)	4.5	2.2	4.5	11.2
Salary	1.5	3.0	6.0	10.4
College friends	3.0	3.0	3.7	9.7
Reputation of the Institution as a quality workplace	2.2	5.2	1.5	9.0
Signing bonus	3.7	3.0	0.7	7.5
Shift I wanted	0.0	3.7	3.0	6.7
Desire to travel	0.7	1.5	4.5	6.7
Mentorship opportunities	1.5	1.5	3.0	6.0
Orientation program	0.0	3.0	0.7	3.7
Student loan assistance	0.7	0.7	2.2	3.7
Graduate school assistance	0.7	0.7	1.5	3.0
Housing provided	0.0	0.0	1.5	1.5

- 56.7% of respondents cited family or community commitments as one of the top three factors in their choice of work location.
- Geographical location (40.3%), familiarity with the hospital (35.1%), clinical/client group (32.8%), total hours (21.6%), and position (20.1%) were the other common responses.

38. Did you get a job offer from a unit where you were employed as a Senior Assist?

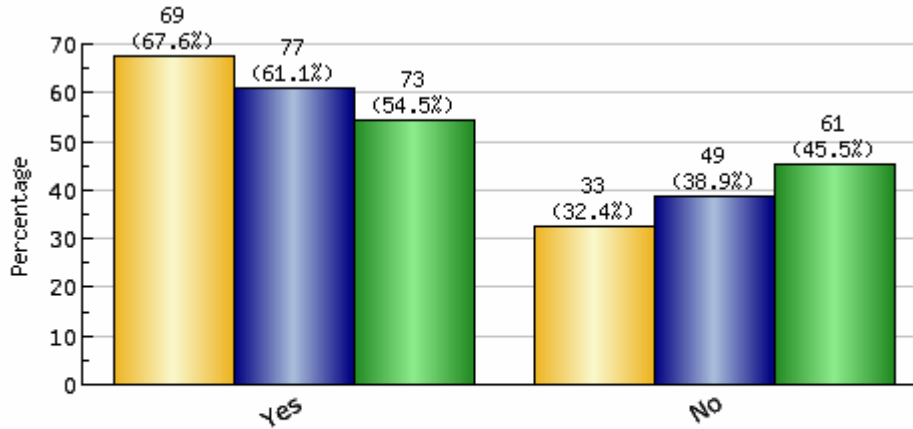


Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Yes	30	52.6	44	58.7	32	52.5
No	27	47.4	31	41.3	29	47.5
Total	57	100	75	100	61	100

Key Findings:

- 52.5% of respondents got a job offer from a unit where they were employed as a Senior Assist. This is the same as in 2003, but less than the 58.7% in 2004.

39. Did you get a job offer from a unit where you had your 4th year senior practicum experiences?



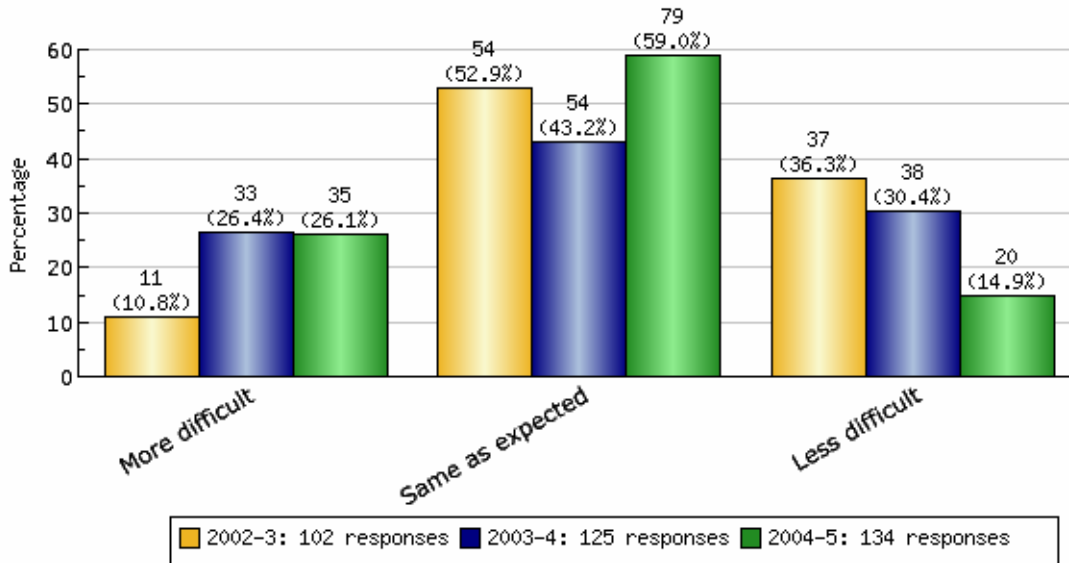
2002-3: 102 responses 2003-4: 126 responses 2004-5: 134 responses

Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Yes	69	67.6	77	61.1	73	54.5
No	33	32.4	49	38.9	61	45.5
Total	102	100	126	100	134	100

Key Findings:

- 54.5% of respondents got a job offer from a unit where they had their 4th year senior practicum experience. This has declined from 67.6% in 2003 and 61.1% in 2004.

40. How does your experience in finding your first job compare with your expectations?



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
More difficult	11	10.8	33	26.4	35	26.1	More difficult than expected
Same as expected	54	52.9	54	43.2	79	59.0	About the same as expected
Less difficult	37	36.3	38	30.4	20	14.9	Less difficult than expected
Total	102	100	125	100	134	100	

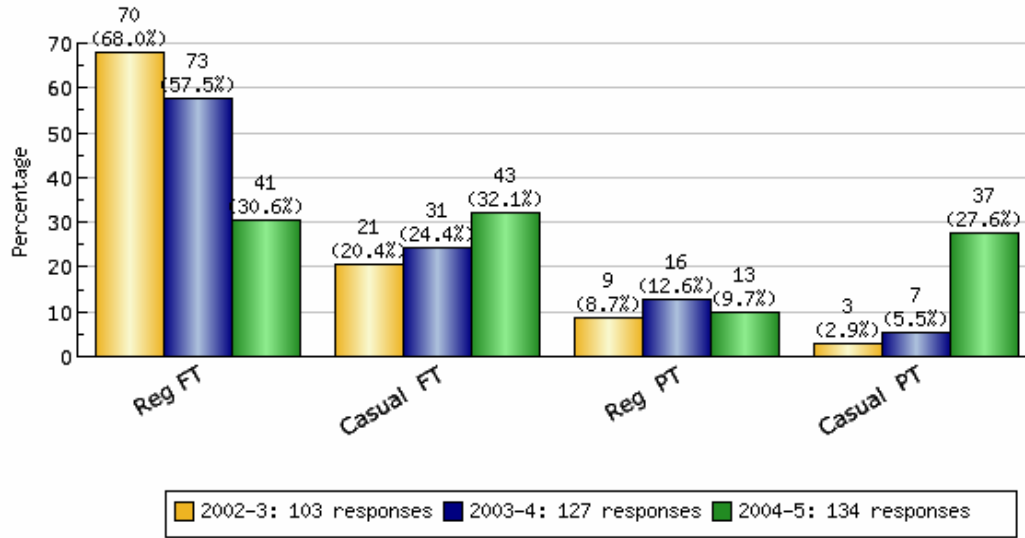
Key Findings:

- 59% of respondents think that their experience in finding their first job is the same as they expected.
- 26.1% feel that it is more difficult, and 14.9% feel it is less difficult than they expected.
- The percentage of people who found finding their first job less difficult than they expected has decreased significantly (from 36.3% in 2003 to 14.9% in 2005) in the past two years.

			Experience finding first job			Total
			More difficult than expected	Same as expected	Less difficult than expected	
Job confirmed	Yes	Count	13	46	20	79
		%	16.5%	58.2%	25.3%	100.0%
	No	Count	22	33	0	55
		%	40.0%	60.0%	.0%	100.0%
Total		Count	35	79	20	134
		%	26.1%	59.0%	14.9%	100.0%

- As would be expected, those who have a job confirmed found finding their first job less difficult than those who do not.

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



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Reg FT	70	68.0	73	57.5	41	30.6	Regular full-time
Casual FT	21	20.4	31	24.4	43	32.1	Casual full-time
Reg PT	9	8.7	16	12.6	13	9.7	Regular part-time
Casual PT	3	2.9	7	5.5	37	27.6	Casual part-time
Total	103	100	127	100	134	100	

Key Findings:

- The percentage of graduates who will be working regular full time has dropped from 68% in 2003 to 57.5% in 2004 to only 30.6% in 2005.
- 32.1% of respondents will be working casual full time, and 27.6% will be working casual part time. This is a significant increase from previous years.
- 9.7% of respondents will be working regular part time.

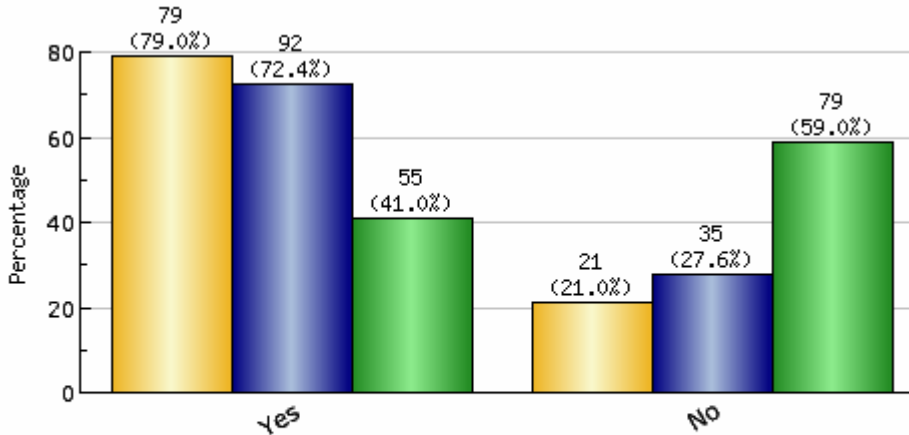
Definitions

"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.)

			Hours of first job				Total
			Regular full-time	Casual full-time	Regular part-time	Casual part-time	
Job confirmed	Yes	Count	28	23	9	19	79
		%	35.4%	29.1%	11.4%	24.1%	100.0%
	No	Count	13	20	4	18	55
		%	23.6%	36.4%	7.3%	32.7%	100.0%
Total		Count	41	43	13	37	134
		%	30.6%	32.1%	9.7%	27.6%	100.0%

- The above cross-tab shows that those who do not have a job confirmed expect to work on a casual basis more than those who do have a job confirmed.

42. Is being employed on a {Hours} basis your preference?



2002-3: 100 responses 2003-4: 127 responses 2004-5: 134 responses

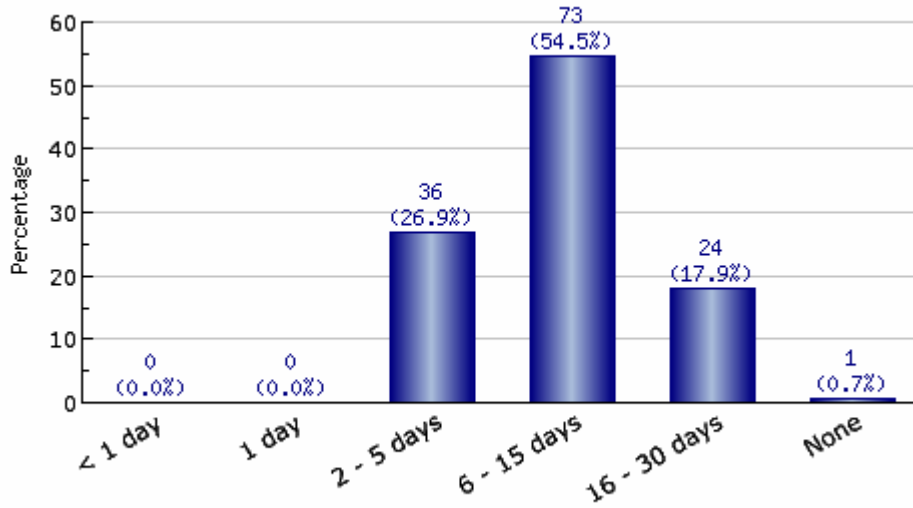
Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
Yes	79	79.0	92	72.4	55	41.0
No	21	21.0	35	27.6	79	59.0
Total	100	100	127	100	134	100

			Is this your preference		Total
			Yes	No	
Hours	Regular full-time	Count	41	0	41
		%	100.0%	.0%	100.0%
	Casual full-time	Count	7	36	43
		%	16.3%	83.7%	100.0%
	Regular part-time	Count	3	10	13
		%	23.1%	76.9%	100.0%
	Casual part-time	Count	4	33	37
		%	10.8%	89.2%	100.0%
Total		Count	55	79	134
		%	41.0%	59.0%	100.0%

Key Findings:

- Only 41% of respondents will be working the hours that they would prefer to work. This is a major decrease from the 79% in 2003 and 72.4% in 2004.
- All of those who will be working regular full-time prefer to do so.
- Only 23.1% of those working regular part-time, 16.3% of those working casual full-time, and 10.8% of those working casual part-time actually prefer these hours.

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



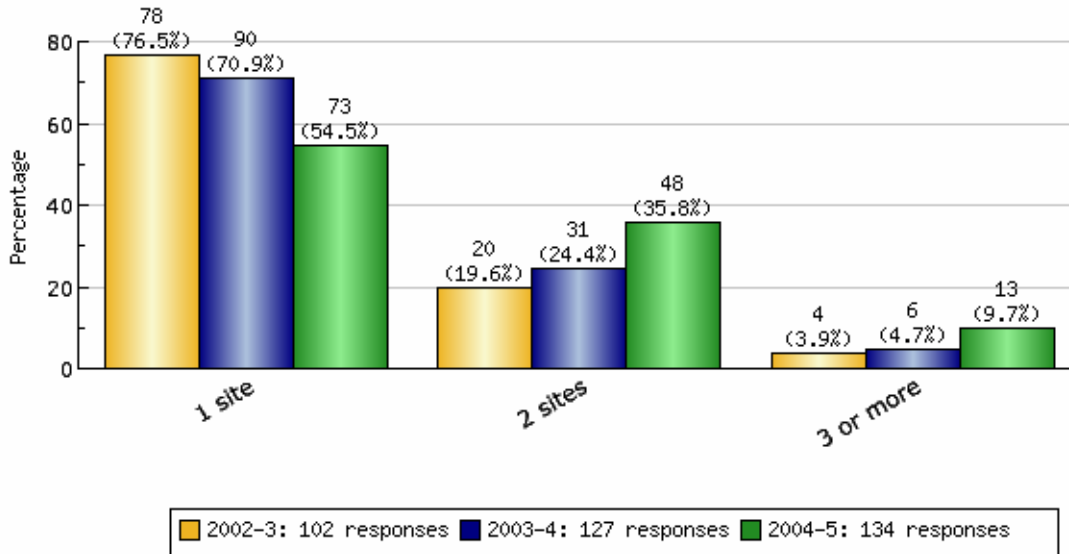
134 responses

	Total #	% of Responses	Cumulative %	Weight	Weighted Total
< 1 day	0	0.0	0.0	1	0
1 day	0	0.0	0.0	2	0
2 - 5 days	36	26.9	26.9	3	108
6 - 15 days	73	54.5	81.3	4	292
16 - 30 days	24	17.9	99.3	5	120
None	1	0.7	100.0	6	6
Total	134	100			526
Average					3.9

Key Findings:

- The majority of respondents (55%) expect their orientation to be 6 to 15 days.
- 27% expect it to be between 2 and 5 days, and 18% expect it to be 16 to 30 days.

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



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
1 site	78	76.5	90	70.9	73	54.5	1 site
2 sites	20	19.6	31	24.4	48	35.8	2 sites
3 or more	4	3.9	6	4.7	13	9.7	3 or more
Total	102	100	127	100	134	100	

Key Findings:

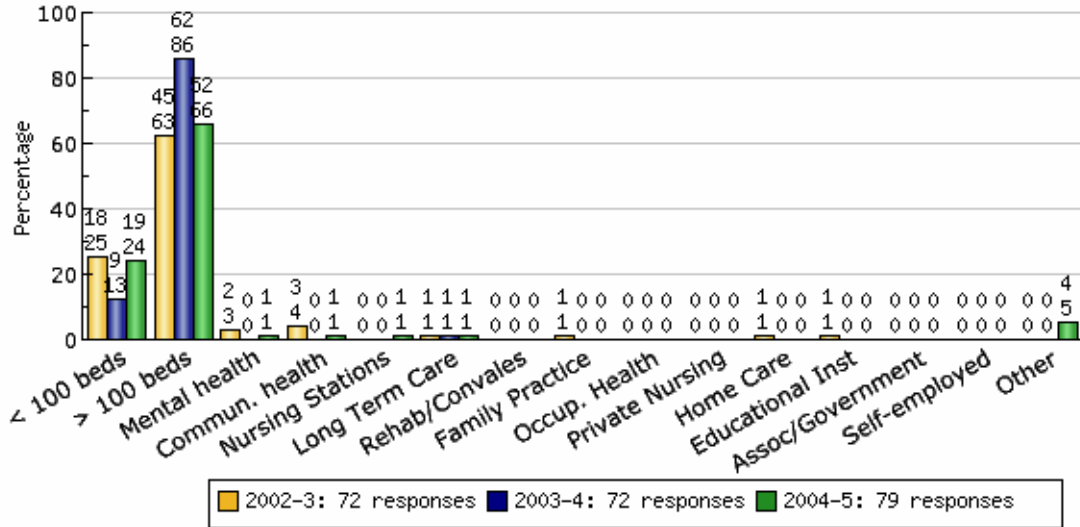
- 54.5% of respondents expect to work at one site for their first job as a graduate nurse. This is much less than the 76.5% in 2003 and 70.9% in 2004.

Sites include:

- Different work sites but same employer
- Different units but same employer
- Different employers with same or different units
- For public health nurses, many schools would be one unit

45. What type of organization will you be working at?
 (Note: The primary site is the site where you had the most hours per week)

Primary Site:



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
< 100 beds	18	25.0	9	12.5	19	24.1	General hospital, less than 100 beds
> 100 beds	45	62.5	62	86.1	52	65.8	General hospital, 100 beds and over
Mental health	2	2.8	0	0.0	1	1.3	Mental Health Centre
Commun. health	3	4.2	0	0.0	1	1.3	Community Health/Health Centre
Nursing Stations	0	0.0	0	0.0	1	1.3	Nursing Stations (Outpost or clinics)
Long Term Care	1	1.4	1	1.4	1	1.3	Nursing Home/Long Term Care Facility
Rehab/Convoles	0	0.0	0	0.0	0	0.0	Rehabilitation/Convalescent Centre
Family Practice	1	1.4	0	0.0	0	0.0	Physician's Office/Family Practice Unit
Occup. Health	0	0.0	0	0.0	0	0.0	Business/Industry/Occupational Health
Private Nursing	0	0.0	0	0.0	0	0.0	Private Nursing Agency/Private Duty
Home Care	1	1.4	0	0.0	0	0.0	Home Care Agency
Educational Inst	1	1.4	0	0.0	0	0.0	Educational Institution
Assoc/Government	0	0.0	0	0.0	0	0.0	Association/Government
Self-employed	0	0.0	0	0.0	0	0.0	Self-employed
Other	0	0.0	0	0.0	4	5.1	Other, (please specify)
Total	72	100	72	100	79	100	
Excludes	13		0		0		"refused / don't know" responses

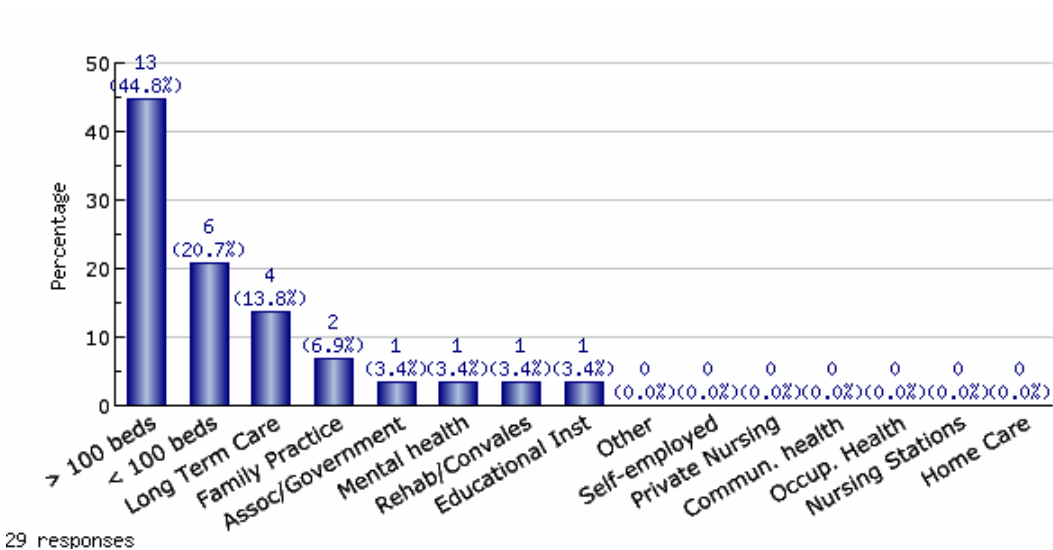
Key Findings:

- 56% of respondents who have a job confirmed will work in a general hospital with more than 100 beds, much less than the 86% in 2004.
- The next most common primary site is a general hospital with less than 100 beds (24%).

Entries Under 'Other':

- (1) Fertility clinic
- (1) Lac La Ronge Indian Band Office
- (1) Long-term care combined with a small hospital
- (1) Rural Community Hospital

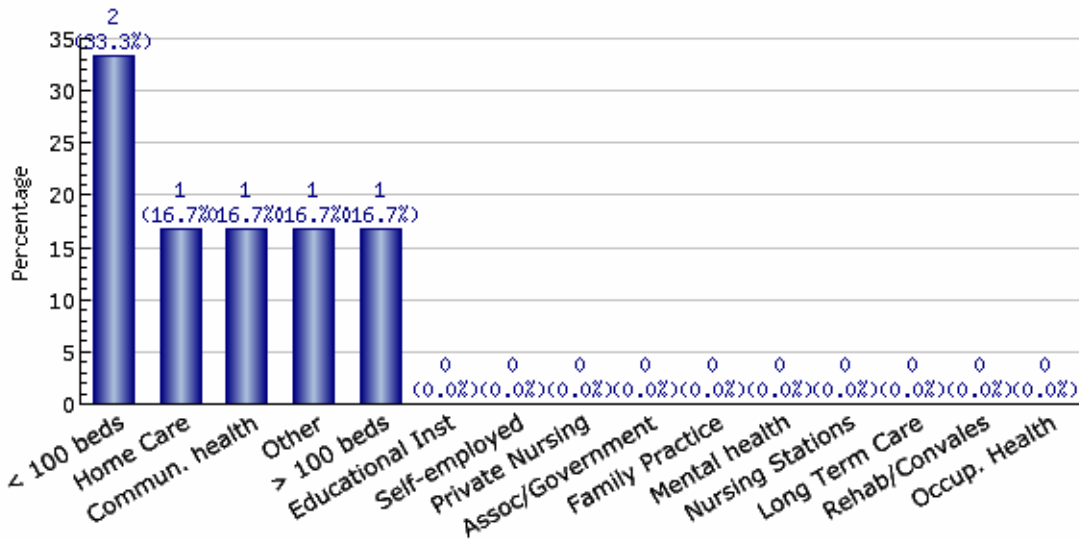
Secondary Site



Key Findings:

- 44.8% of respondents working in more than one site will work in a general hospital with more than 100 beds as their secondary site.
- 20.7% will work in a hospital with less than 100 beds as their secondary site, and 13.8% in long term care.

Third Site



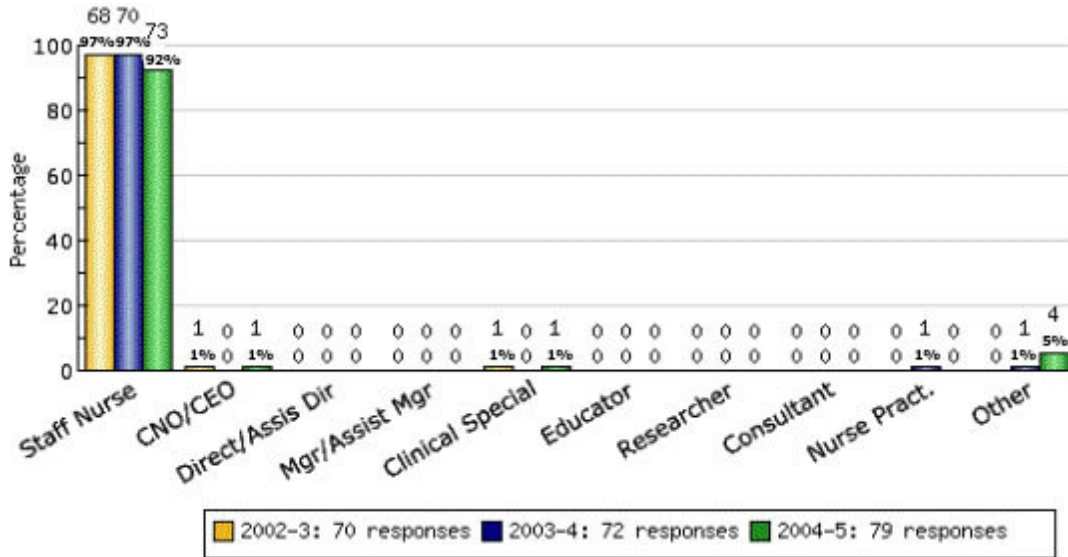
6 responses

Other Response:

(1) Provincial group home

46. What is your position?

Primary Site



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Staff Nurse	68	97.1	70	97.2	73	92.4	Staff Nurse/Community Health Nurse
CNO/CEO	1	1.4	0	0.0	1	1.3	Chief Nursing Officer/Chief Executive Officer
Direct/Assis Dir	0	0.0	0	0.0	0	0.0	Director/Assistant Director
Mgr/Assist Mgr	0	0.0	0	0.0	0	0.0	Manager/Assistant Manager
Clinical Special	1	1.4	0	0.0	1	1.3	Clinical Nurse Specialist
Educator	0	0.0	0	0.0	0	0.0	Instructor/Professor/Educator
Researcher	0	0.0	0	0.0	0	0.0	Researcher
Consultant	0	0.0	0	0.0	0	0.0	Consultant
Nurse Pract.	0	0.0	1	1.4	0	0.0	Nurse Practitioner
Other	0	0.0	1	1.4	4	5.1	Other, (please specify)
Total	70	100	72	100	79	100	
Excludes	15		0		0		"refused / don't know" responses

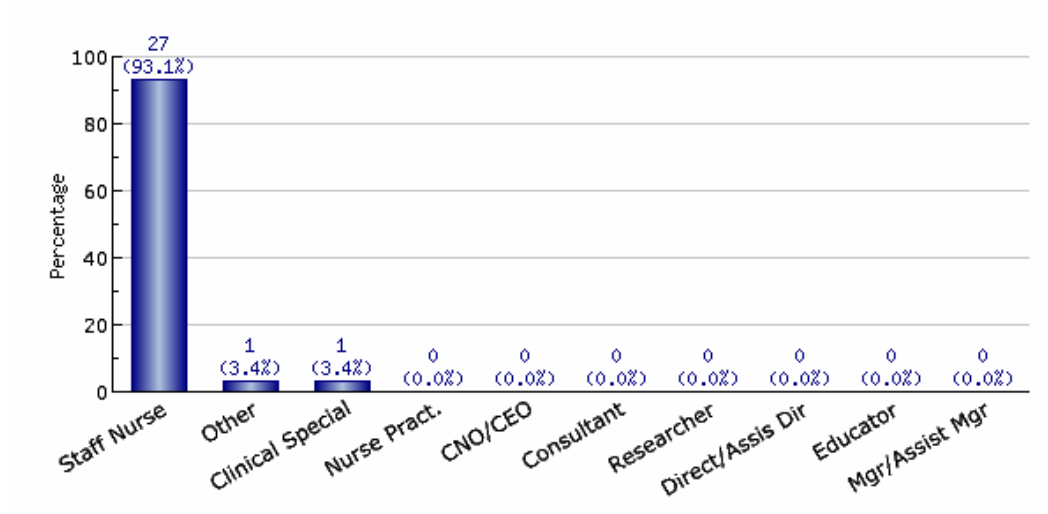
Key Findings:

- 92% of respondents who have a job confirmed will be a staff nurse in their primary site.

Other Responses:

- (1) Grad Nurse
- (1) LPN and RN
- (1) Primary Care Nurse
- (1) Registered Nurse

Secondary Site



29 responses

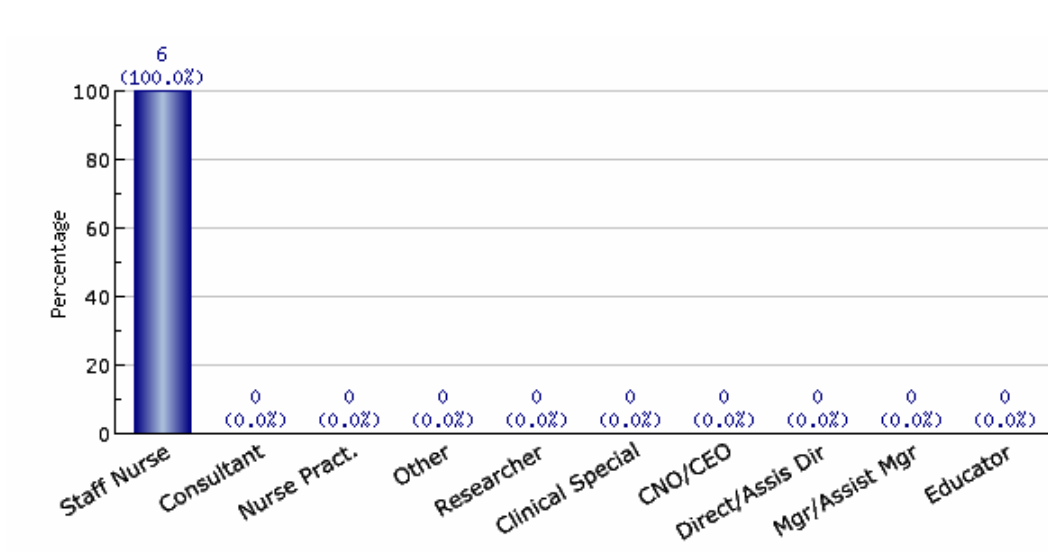
Key Findings:

- 93.1% of those working in more than one site will be a staff nurse in their secondary site.

Other Response:

(1) LPN and RN

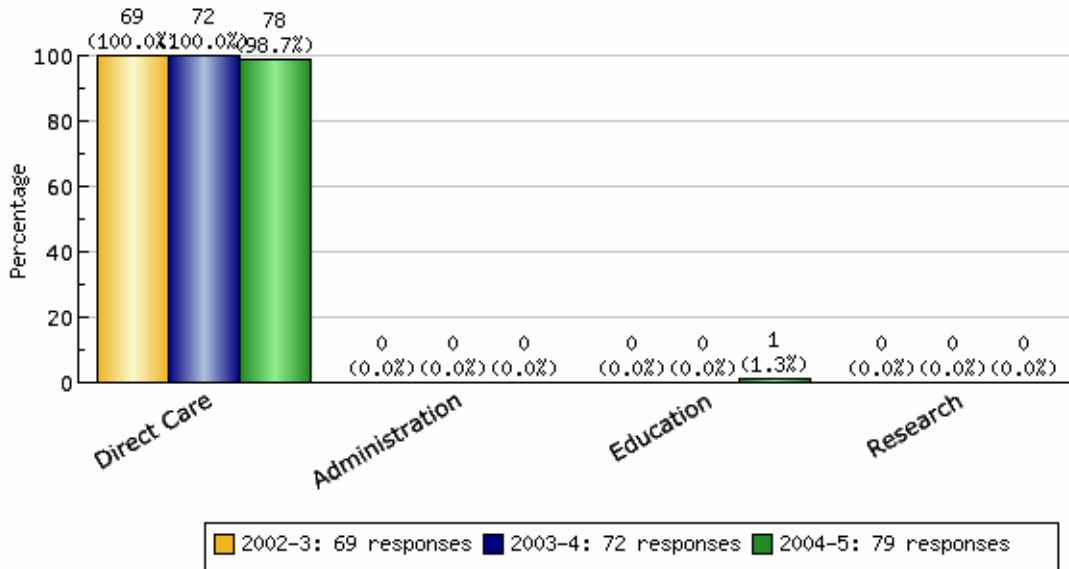
Third Site



6 responses

47. What is your main area of responsibility?

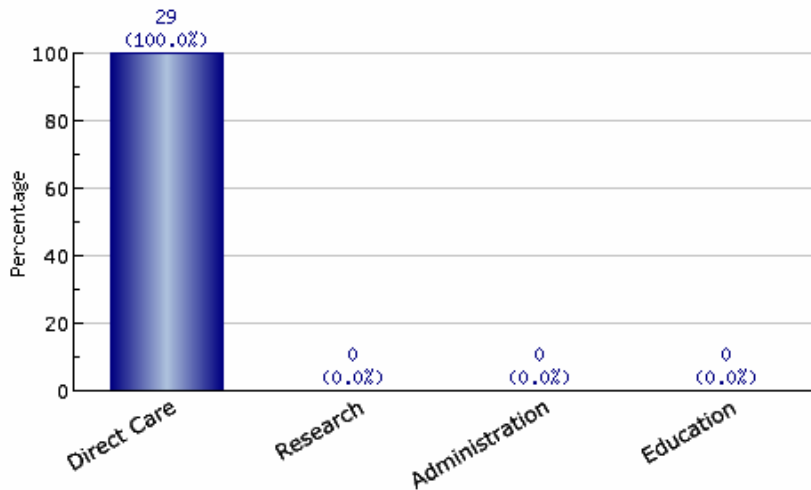
Primary Site



Key Findings:

- Of those who have a job confirmed, all but one respondent will work in direct care in their first site.
- One person's main area of responsibility will be education.

Secondary Site

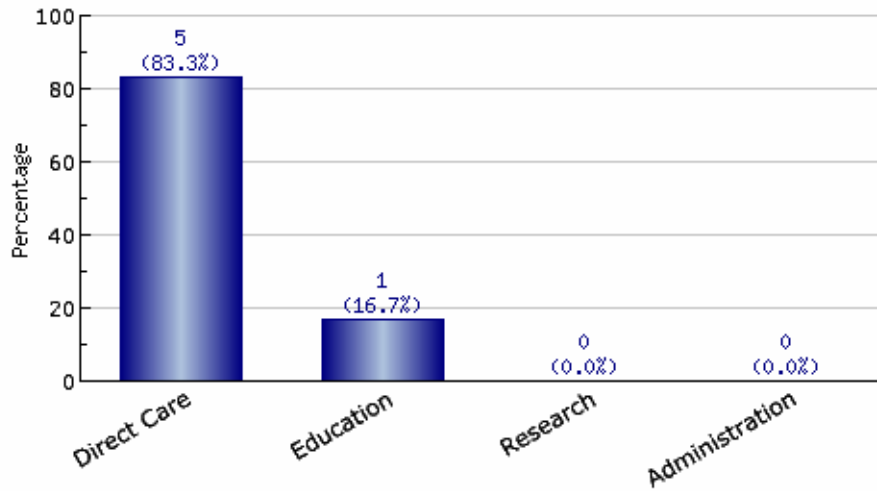


29 responses

Key Findings:

- All of those with a secondary site will be in direct care.

Third Site



6 responses

Key Findings:

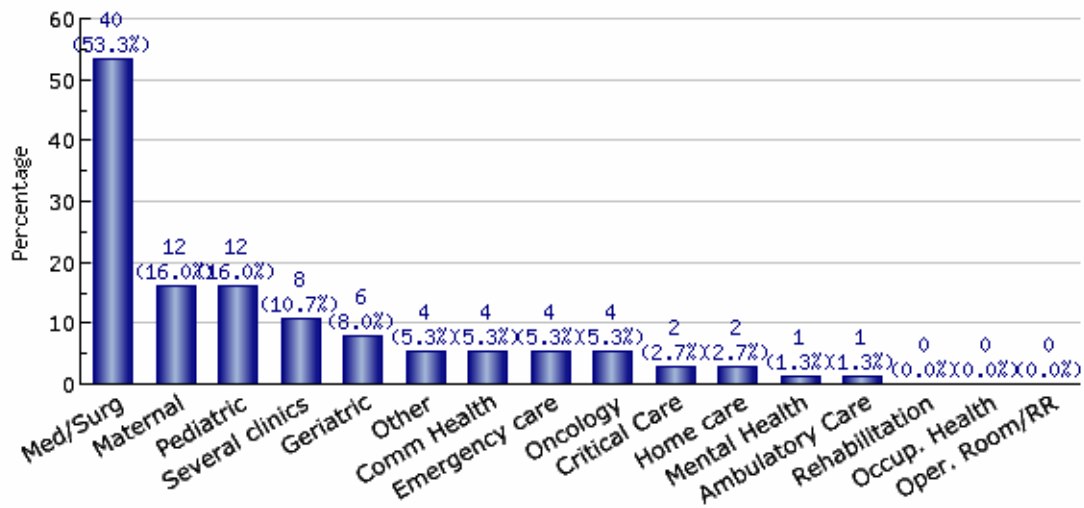
- One person will work in education for their third site.

47a. In what area will you provide:

Note: If picking multiple areas, hold down your control key as you click the appropriate areas.

Primary Site

Direct Care



75 responses

	Total #	% of Responses	Description
Med/Surg	40	53.3	Medical/Surgical
Maternal	12	16.0	Maternal/Newborn
Pediatric	12	16.0	Pediatric
Several clinics	8	10.7	Several clinical areas
Geriatric	6	8.0	Geriatric/Long term care
Other	4	5.3	Other, (please specify)
Comm Health	4	5.3	Community Health
Emergency care	4	5.3	Emergency care
Oncology	4	5.3	Oncology
Critical Care	2	2.7	Critical Care
Home care	2	2.7	Home care
Mental Health	1	1.3	Psychiatric/Mental Health
Ambulatory Care	1	1.3	Ambulatory Care
Rehabilitation	0	0.0	Rehabilitation
Occup. Health	0	0.0	Occupational Health
Oper. Room/RR	0	0.0	Operating Room/RR
Total	75	100	

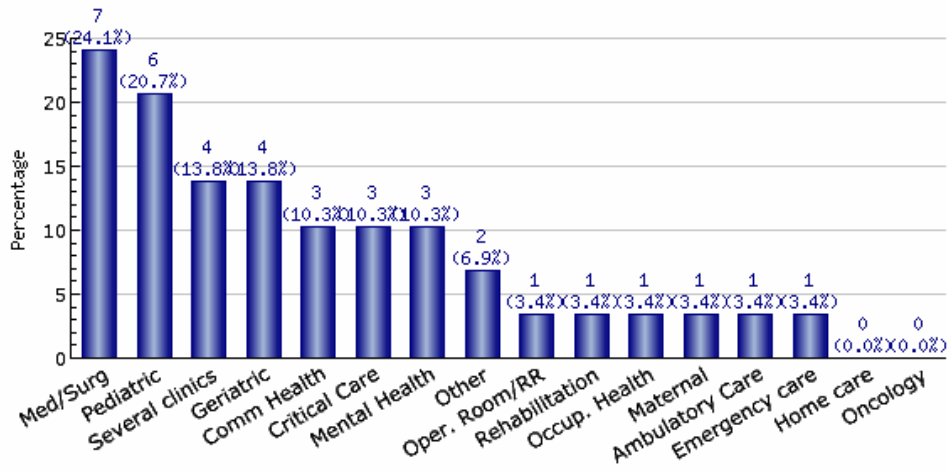
Key Findings:

- 53.3% of those providing direct care in their primary site will be in the medical/surgical area.
- 16% said maternal/newborn, and 16% said pediatric.

Other Responses:

- (1) Fertility
- (1) Float
- (1) General surgery, urology, plastics
- (1) Long-term and medical
- (1) Neonatal Intensive Care
- (1) Neurology
- (1) NICU
- (1) Rural Hospital

Secondary Site



29 responses

	Total #	% of Responses	Description
Med/Surg	7	24.1	Medical/Surgical
Pediatric	6	20.7	Pediatric
Several clinics	4	13.8	Several clinical areas
Geriatric	4	13.8	Geriatric/Long term care
Comm Health	3	10.3	Community Health
Critical Care	3	10.3	Critical Care
Mental Health	3	10.3	Psychiatric/Mental Health
Other	2	6.9	Other, (please specify)
Oper. Room/RR	1	3.4	Operating Room/RR
Rehabilitation	1	3.4	Rehabilitation
Occup. Health	1	3.4	Occupational Health
Maternal	1	3.4	Maternal/Newborn
Ambulatory Care	1	3.4	Ambulatory Care
Emergency care	1	3.4	Emergency care
Home care	0	0.0	Home care
Oncology	0	0.0	Oncology
Total	29	100	

Key Findings:

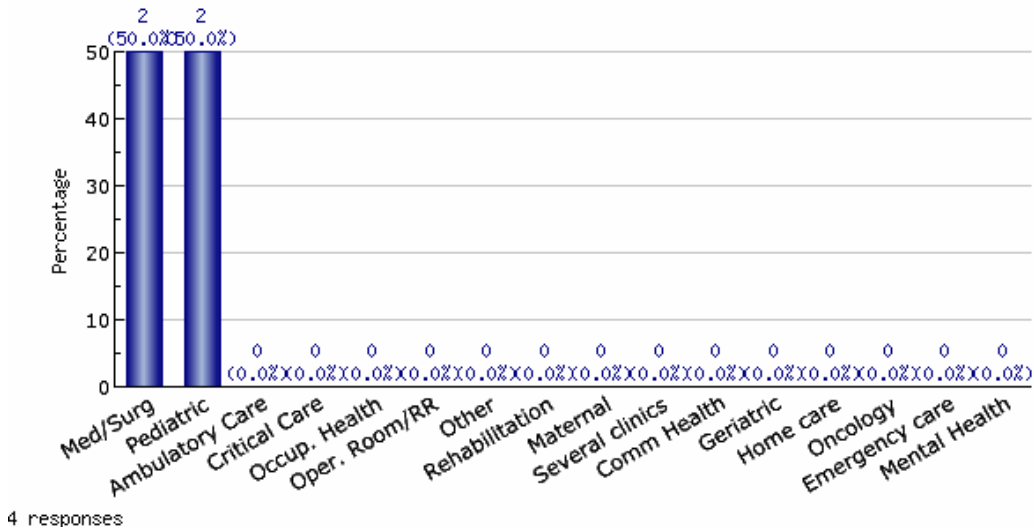
- 24.1% will be working in Medical/Surgical in their secondary site.
- 20.7% will work in Pediatrics in their secondary site.
- 13.8% will work in several clinical areas, and 13.8% will work in Geriatric/Long term care.

Other Responses:

- (1) Cardiology
- (1) Med/surg, emerg, peds, Obs, lab/del, newborn,

Third Site

Direct Care



Education



1 responses

Key Findings:

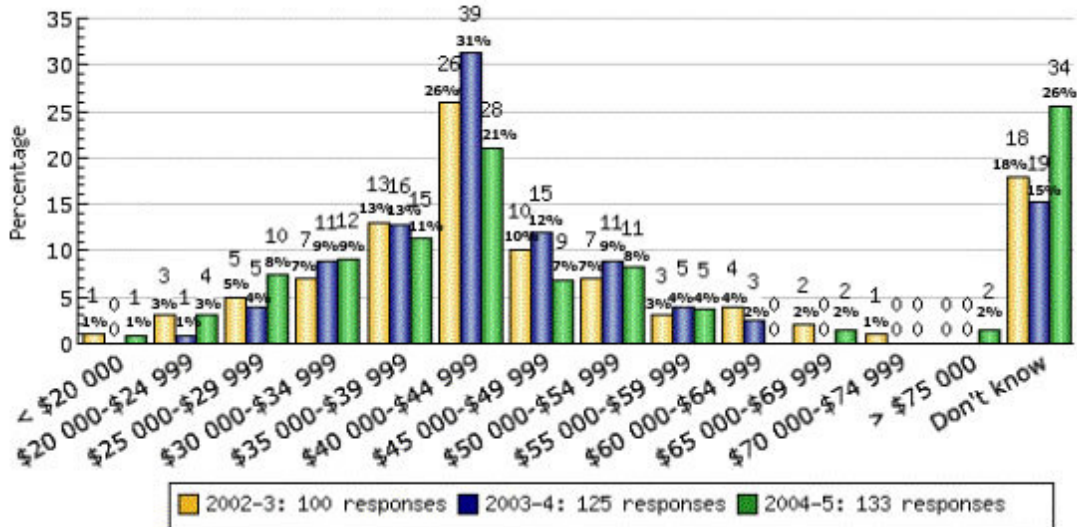
- The individual working in education in their third site will be teaching clients, employees, and students.

48. On average, how many hours per week will you work?

Primary Site:	Minimum	Maximum	Average
Hours/week	0	48	30.3
Secondary Site:			
Hours/week	0	24	10.0
Third Site:			
Hours/week	8	30	15.0
TOTAL:			
Hours/week	0	60	35.1

- In total, respondents will work an average of 35.1 hours per week.
- Three people who said that they have a job confirmed said that they would be working 0 hours per week.
- The maximum total hours per week is 60.

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



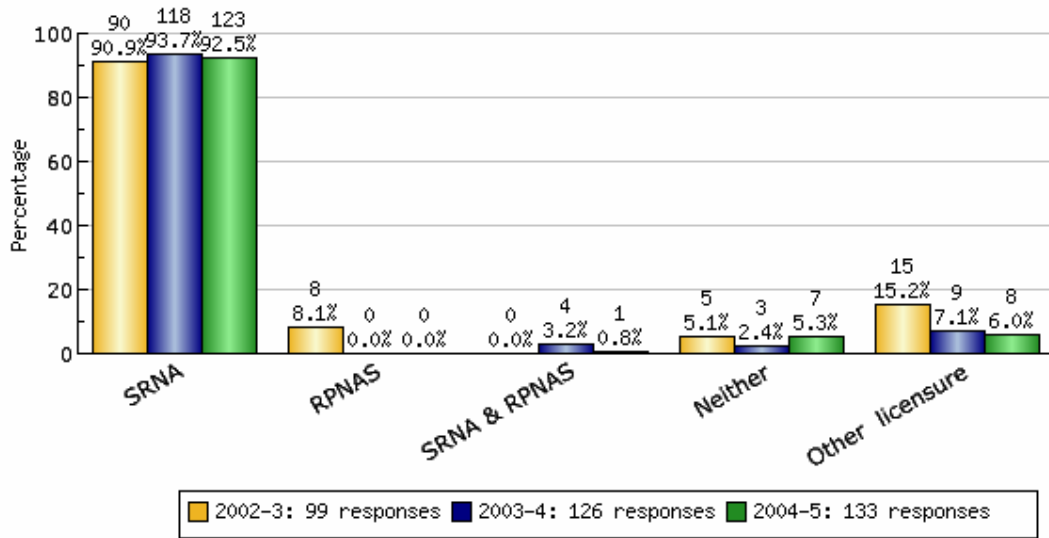
Value Labels: top value is number of responses, bottom value is percentage of responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
< \$20 000	1	1.0	0	0.0	1	0.8	Less than \$20,000
\$20 000-\$24 999	3	3.0	1	0.8	4	3.0	\$20,000 - \$24,999
\$25 000-\$29 999	5	5.0	5	4.0	10	7.5	\$25,000 - \$29,999
\$30 000-\$34 999	7	7.0	11	8.8	12	9.0	\$30,000 - \$34,999
\$35 000-\$39 999	13	13.0	16	12.8	15	11.3	\$35,000 - \$39,999
\$40 000-\$44 999	26	26.0	39	31.2	28	21.1	\$40,000 - \$44,999
\$45 000-\$49 999	10	10.0	15	12.0	9	6.8	\$45,000 - \$49,999
\$50 000-\$54 999	7	7.0	11	8.8	11	8.3	\$50,000 - \$54,999
\$55 000-\$59 999	3	3.0	5	4.0	5	3.8	\$55,000 - \$59,999
\$60 000-\$64 999	4	4.0	3	2.4	0	0.0	\$60,000 - \$64,999
\$65 000-\$69 999	2	2.0	0	0.0	2	1.5	\$65,000 - \$69,999
\$70 000-\$74 999	1	1.0	0	0.0	0	0.0	\$70,000 - \$74,999
> \$75 000	0	0.0	0	0.0	2	1.5	\$75,000 and above
Don't know	18	18.0	19	15.2	34	25.6	Don't know
Total	100	100	125	100	133	100	

- 32.4% of respondents expect to make between \$35 and \$45 thousand in their first year.

- 20.3% expect to make less than \$35,000, 15.1% expect to make between \$45 and \$55 thousand, and 6.8% expect to make more than \$55,000. The remaining 25.6% do not know.
- The average annual salary is approximately \$41,500. The average salary for both 2002-2003 and 2003-2004 graduates was approximately \$42,800. Since salaries were given in ranges, and averages are approximate, we cannot say that there has been a significant change.

50. Are you registering with any of the following associations (check all that apply)?



Label	2002-3		2003-4		2004-5	
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses
SRNA	90	90.9	118	93.7	123	92.5
RPNAS	8	8.1	0	0.0	0	0.0
SRNA & RPNAS	0	0.0	4	3.2	1	0.8
Neither	5	5.1	3	2.4	7	5.3
Other licensure	15	15.2	9	7.1	8	6.0
Total	99	100	126	100	133	100

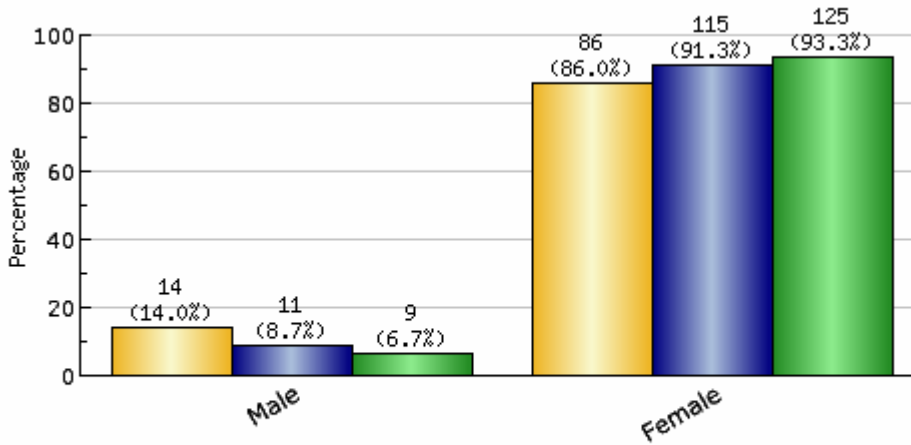
Key Findings:

- 92.5% of respondents are registering with the SRNA. The results do not show a significant change from previous years.

Entries under "Other":

- (1) BC
- (1) CNO
- (1) CRNM
- (1) Ontario
- (1) RNABC
- (1) SALPN
- (1) SUN
- (1) U.S.

51. What is your gender?



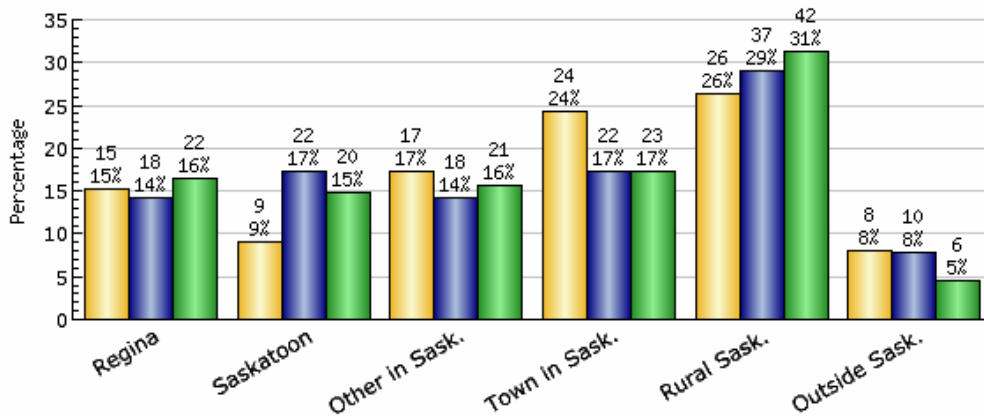
2002-3: 100 responses 2003-4: 126 responses 2004-5: 134 responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Male	14	14.0	11	8.7	9	6.7	Male
Female	86	86.0	115	91.3	125	93.3	Female
Total	100	100	126	100	134	100	

Key Findings:

- 93.3% of respondents are female and only 6.7% are male. The percentage of females has increased slightly since 2003.

52. Where did you grow up?



2002-3: 99 responses 2003-4: 127 responses 2004-5: 134 responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Regina	15	15.2	18	14.2	22	16.4	Regina
Saskatoon	9	9.1	22	17.3	20	14.9	Saskatoon
Other in Sask.	17	17.2	18	14.2	21	15.7	Other city in Saskatchewan
Town in Sask.	24	24.2	22	17.3	23	17.2	Town in Saskatchewan
Rural Sask.	26	26.3	37	29.1	42	31.3	Rural Saskatchewan
Outside Sask.	8	8.1	10	7.9	6	4.5	Outside Saskatchewan, (please specify)
Total	99	100	127	100	134	100	

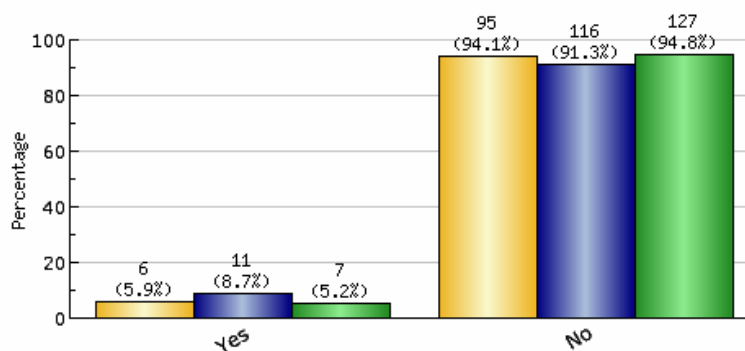
Key Findings:

- 31% of respondents grew up in rural Saskatchewan.
- Another 17% grew up in a town in Saskatchewan, 16% grew up in Regina, 15% in Saskatoon, and 16% in another Saskatchewan city
- Only 4.5% of respondents grew up outside of Saskatchewan.

Entries under "Other":

- (1) All over Saskatchewan and Alberta
- (1) Indonesia
- (1) Myanmar
- (1) Ontario
- (2) Rural Manitoba

53. Are you of Aboriginal ancestry?



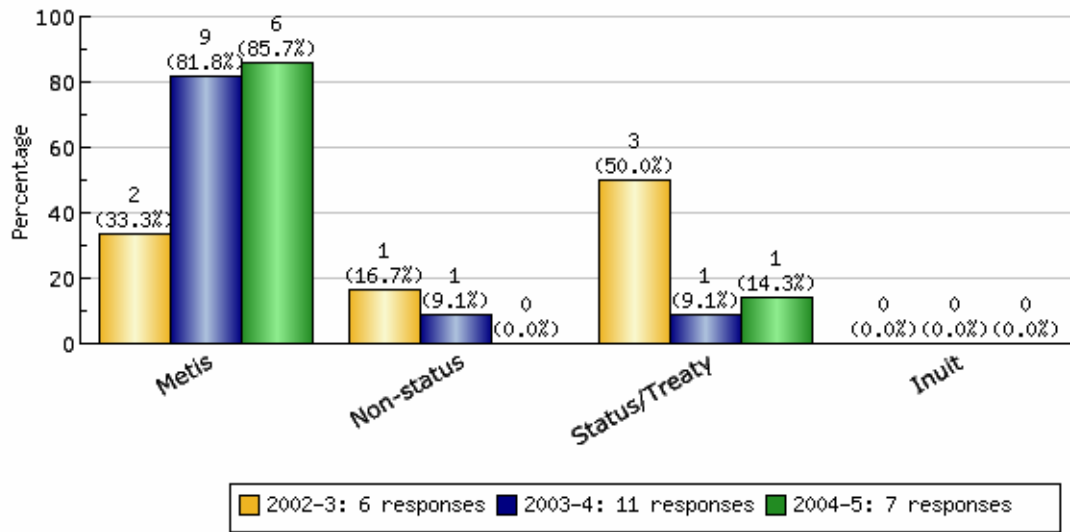
■ 2002-3: 101 responses ■ 2003-4: 127 responses ■ 2004-5: 134 responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Yes	6	5.9	11	8.7	7	5.2	Yes
No	95	94.1	116	91.3	127	94.8	No
Total	101	100	127	100	134	100	

Key Findings:

- 5.2% of respondents are of Aboriginal ancestry.

54. You indicated you are of Aboriginal ancestry; please indicate if you are:

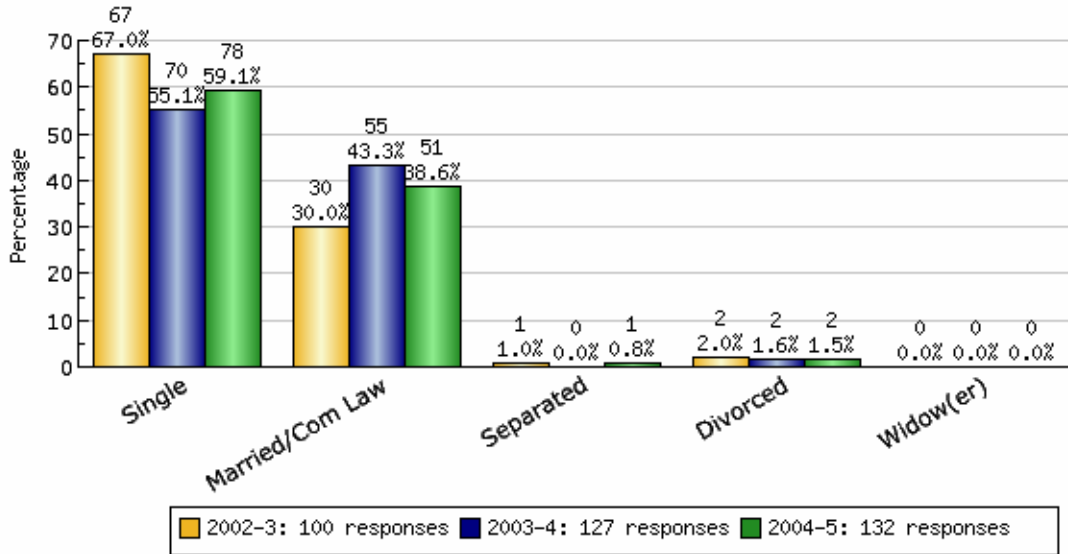


Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Metis	2	33.3	9	81.8	6	85.7	Metis
Non-status	1	16.7	1	9.1	0	0.0	Non-status Indian
Status/Treaty	3	50.0	1	9.1	1	14.3	Status/Treaty Indian
Inuit	0	0.0	0	0.0	0	0.0	Inuit
Total	6	100	11	100	7	100	

Key Findings:

- Six of the seven respondents who are of Aboriginal ancestry are Metis and one is Status/Treaty Indian.

55. What is your current marital status?



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Single	67	67.0	70	55.1	78	59.1	Single
Married/Com Law	30	30.0	55	43.3	51	38.6	Married/Common Law/Living Together
Separated	1	1.0	0	0.0	1	0.8	Separated
Divorced	2	2.0	2	1.6	2	1.5	Divorced
Widow(er)	0	0.0	0	0.0	0	0.0	Widow(er)
Total	100	100	127	100	132	100	

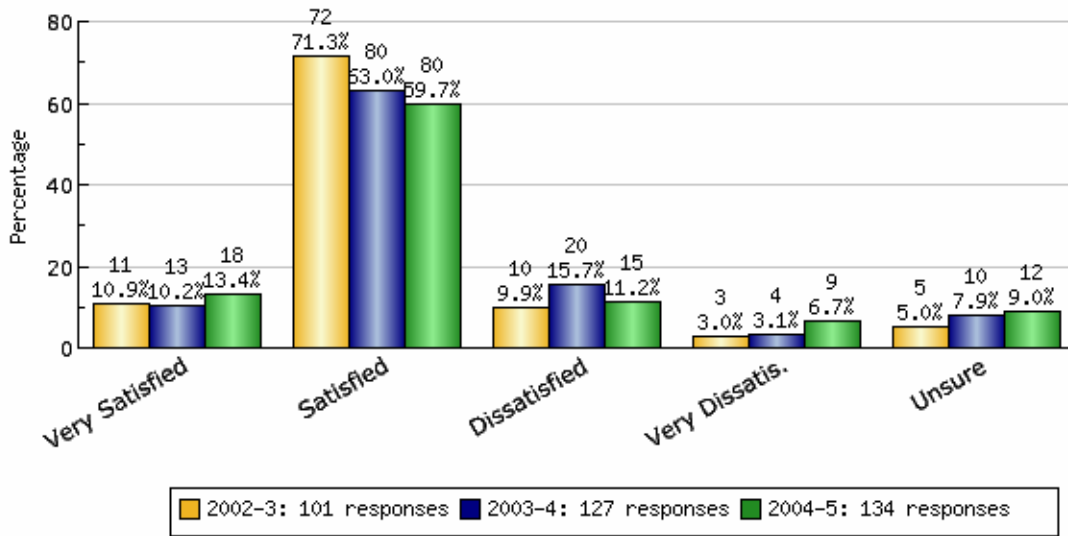
“Current Marital status” by “Marital status at start of program”

	Totals	Single	Married/Com Law	Separated	Divorced	Widow(er)
Totals	132 (100%)	78 (59.1%)	51 (38.6%)	1 (0.8%)	2 (1.5%)	0 (0.0%)
Single	112 (84.8%)	78 (69.6%)	32 (28.6%)	1 (0.9%)	1 (0.9%)	0 (0.0%)
Married/Common Law/Living Together	18 (13.6%)	0 (0.0%)	18 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Separated	1 (0.8%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Divorced	1 (0.8%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)
Widow(er)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

Key Findings:

- 59.1% of respondents are currently single.
- 38.6% are married or in a common law relationship.
- The above cross-tab shows how respondents’ marital status has changed.

56. How satisfied are you with your educational experience in the NEPS program?



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Very Satisfied	11	10.9	13	10.2	18	13.4	Very Satisfied
Satisfied	72	71.3	80	63.0	80	59.7	Satisfied
Dissatisfied	10	9.9	20	15.7	15	11.2	Dissatisfied
Very Dissatis.	3	3.0	4	3.1	9	6.7	Very Dissatisfied
Unsure	5	5.0	10	7.9	12	9.0	Unsure/don't know
Total	101	100	127	100	134	100	

Key Findings:

- Most respondents (59.7%) are satisfied with their educational experience in the NEPS program.
- Another 13.4% are very satisfied.
- 11.2% are dissatisfied, and 6.7% are very dissatisfied.
- Those who graduated in 2003 seem to have been slightly more satisfied than those in 2004 and 2005.

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

	Totals	Very Satisfied	Satisfied	Dissatisfied	Very Dissatis	Unsure
Totals	134 (100%)	18 (13.4%)	80 (59.7%)	15 (11.2%)	9 (6.7%)	12 (9.0%)
Regina	52 (38.8%)	10 (19.2%)	32 (61.5%)	4 (7.7%)	2 (3.8%)	4 (7.7%)
Saskatoon	82 (61.2%)	8 (9.8%)	48 (58.5%)	11 (13.4%)	7 (8.5%)	8 (9.8%)

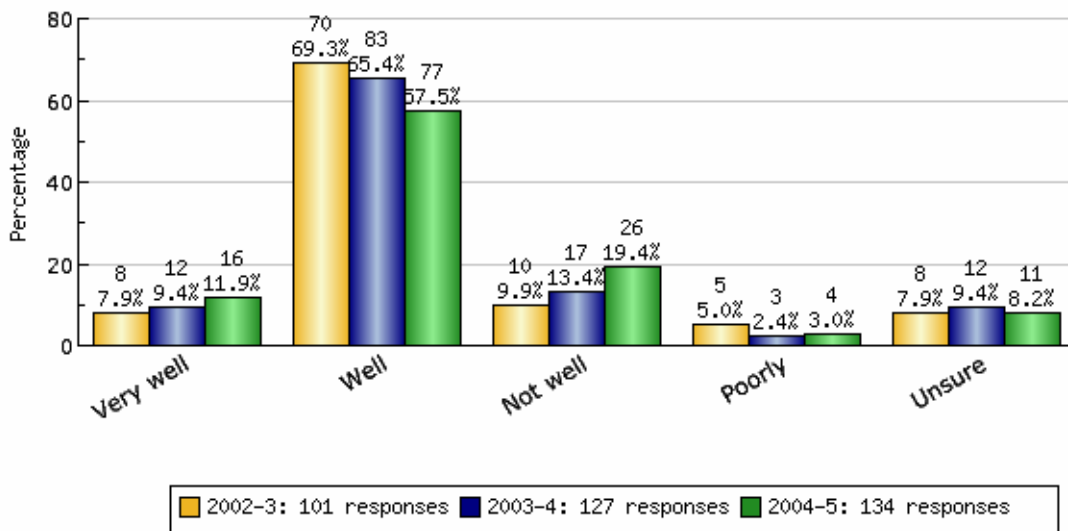
- The above cross-tab shows that respondents from Regina tend to be more satisfied with the program than those from Saskatoon.
- Using a t-test, we find that the average ratings, on a scale of one to four where one is very satisfied and four is very dissatisfied, are 1.96 for Regina and 2.23 for Saskatoon. This is a significant difference.

"Satisfaction with NEPS education" by "Gender"

	Totals	Very Satisfied	Satisfied	Dissatisfied	Very Dissatis.	Unsure
Totals	134 (100%)	18 (13.4%)	80 (59.7%)	15 (11.2%)	9 (6.7%)	12 (9.0%)
Male	9 (6.7%)	1 (11.1%)	3 (33.3%)	3 (33.3%)	1 (11.1%)	1 (11.1%)
Female	125 (93.3%)	17 (13.6%)	77 (61.6%)	12 (9.6%)	8 (6.4%)	11 (8.8%)

- The above cross-tab shows that females appear to be more satisfied with their NEPS education than males. Because of the small number of males we cannot conclude that the difference is statistically significant.

57. How well do you believe your educational program has prepared you for nursing practice?



Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Very well	8	7.9	12	9.4	16	11.9	Very well
Well	70	69.3	83	65.4	77	57.5	Well
Not well	10	9.9	17	13.4	26	19.4	Not well
Poorly	5	5.0	3	2.4	4	3.0	Poorly
Unsure	8	7.9	12	9.4	11	8.2	Unsure/don't know
Total	101	100	127	100	134	100	

Key Findings:

- 57.5% of respondents believe their educational program has prepared them well for nursing practice. Another 11.9% believe they are very well prepared.
- 19.4% said not well and 3% said poorly.
- Graduates feel slightly less prepared than they did in previous years. This may be because of the increased difficulty in obtaining full-time work.

"Quality of job preparation by NEPS program" by "Program site at NEPS entry"

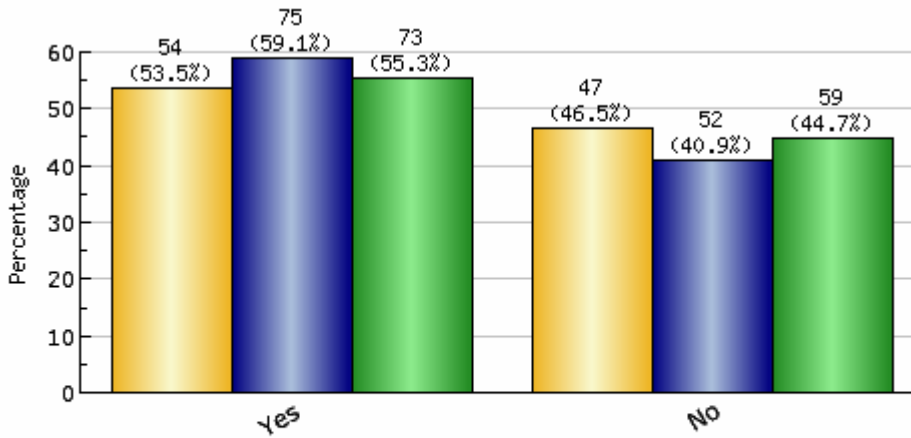
	Totals	Very well	Well	Not well	Poorly	Unsure
Totals	134 (100%)	16 (11.9%)	77 (57.5%)	26 (19.4%)	4 (3.0%)	11 (8.2%)
Regina	52 (38.8%)	8 (15.4%)	28 (53.8%)	9 (17.3%)	1 (1.9%)	6 (11.5%)
Saskatoon	82 (61.2%)	8 (9.8%)	49 (59.8%)	17 (20.7%)	3 (3.7%)	5 (6.1%)

- The above cross-tab shows that 15.4% of respondents who started in Regina said that the program prepared them very well, compared to 9.8% of those who started in Saskatoon. A chi-square test shows that the difference between sites is not significant. The results are the same when looking at site of graduation.

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

	Totals	Very well	Well	Not well	Poorly	Unsure
Totals	134 (100%)	16 (11.9%)	77 (57.5%)	26 (19.4%)	4 (3.0%)	11 (8.2%)
Regina	50 (37.3%)	8 (16.0%)	27 (54.0%)	9 (18.0%)	1 (2.0%)	5 (10.0%)
Saskatoon	84 (62.7%)	8 (9.5%)	50 (59.5%)	17 (20.2%)	3 (3.6%)	6 (7.1%)

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



■ 2002-3: 101 responses
 ■ 2003-4: 127 responses
 ■ 2004-5: 132 responses

Label	2002-3		2003-4		2004-5		Description
	Total #	% of Responses	Total #	% of Responses	Total #	% of Responses	
Yes	54	53.5	75	59.1	73	55.3	Yes
No	47	46.5	52	40.9	59	44.7	No
Total	101	100	127	100	132	100	

Key Findings:

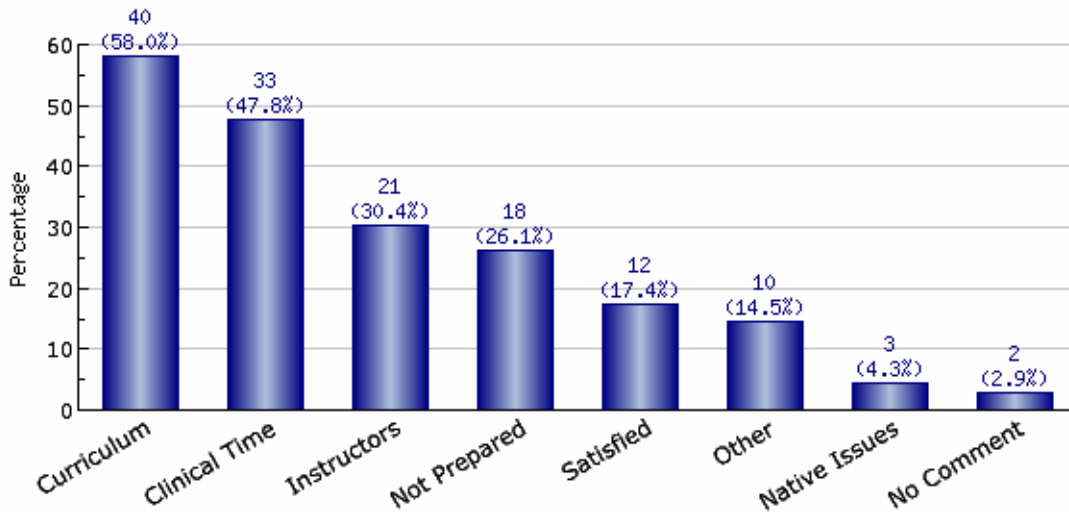
- 55.3% of respondents plan to pursue graduate studies at some time in the future. This is not significantly different from previous years.

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

	Totals	Yes	No
Totals	132 (100%)	73 (55.3%)	59 (44.7%)
Regina	49 (37.1%)	26 (53.1%)	23 (46.9%)
Saskatoon	83 (62.9%)	47 (56.6%)	36 (43.4%)

- There is not a significant difference between sites in whether or not graduates plan to pursue graduate studies.

59. Do you have any additional comments regarding the education you received in the NEPS program?



69 responses

	Total #	% of Responses	Description
Curriculum	40	58.0	Changes to Curriculum/Classes/Practicum
Clinical Time	33	47.8	Require More Clinical/Practical Time
Instructors	21	30.4	Instructors/Faculty/Preceptor Comments
Not Prepared	18	26.1	Unprepared for Work Force/Mentorship
Satisfied	12	17.4	Overall Satisfaction With Program
Other	10	14.5	Other
Native Issues	3	4.3	Native Studies/Integration
No Comment	2	2.9	No Comment
Total	69	100	

Key Findings:

- Of the 69 respondents who provided additional comments, 58% suggested changes to the curriculum.
- 47.8% suggested that there should be more clinical or practical time.
- 30.4% made comments about the instructors, and 26.1% did not feel completely prepared for the workforce.
- 17.4% mentioned their overall satisfaction with the program.

CONCLUSIONS: Summary of Key Findings

Previous Education

- 19.4% of respondents had previous education in the health care field prior to starting the NEPS program.
- This is less than the 27.6% in 2004, but more than the 15.7% in 2003.

- 30.8% of those who have had previous education were involved in a volunteer program. This has increased from 17.1% in 2004 and 5.9% in 2003.
- The next most common response was Lab tech/EMT at 19.2%.

- 42% of respondents had some university prior to starting the program.
- Another 37% started the program with high school as their highest education.
- There are no major differences between years.

Before Starting NEPS

- 62.7% of respondents were going to school the year before starting NEPS.
- 35.1% were working, and 2.2% had household responsibilities.
- These numbers have stayed quite steady over the past three years.

- 40.4% of those who worked the year before they entered the program worked in the health care field.
- 37.7% of the 2004 graduates who worked before entering the program did so in the health care field, and 31.7% of 2003 graduates did.

At the Start of NEPS

- Most respondents (81.3%) started the NEPS program in 2001.
- 13.4% started in 2000, and 5.1% started before 2000.

- The majority of respondents (59.4%) were 20 or younger when they started the program.
- 31.6% were 21 to 25, and 9% were over 25.
- The average starting age was 20.8 years old.

- 84.3% of respondents were single when they entered the program.
- Another 13.4% were married or in a common law relationship.

- The percentage of respondents who entered the program in Saskatoon has increased each year, from 53.9% of 2003 graduates, to 56.7% of 2004 graduates, to 61.2% of 2005 graduates.

Experiences While Attending NEPS

- 50% of respondents experienced the death of a family member or friend while they were in the NEPS program.
- 48% of respondents relocated their home while in the program.
- 22% of 2005 graduates experienced major uncertainty of Nursing as their profession, compared to 35% of 2004 grads and 19% of 2003 grads.

- 49.5% of respondents worked as a Senior Assist during their NEPS program.
- This is a decrease from the 59.1% of 2004 graduates.

- 82.1% of respondents had a job other than a Senior Assist while in the NEPS program.
- There has been a steady increase since 2003, when 66.7% had a job other than a Senior Assist.

- Of those who had a job other than a Senior Assist, 50% worked 11 to 20 hours per week in their first year of courses.
- 31.8% worked less than 11 hours per week, and 18.2% worked more than 20 hours.

- In their second year of courses, 56.2% worked 11 to 20 hours per week.
- 27% worked less than 11, and 16.8% worked more than 20 hours.

- 45.6% worked 11 to 20 hours per week in their third year.
- 37.8% worked less than 11, and 16.6% worked more than 20 hours.

- 47.1% of respondents worked 11 to 20 hours in their fourth year of courses.
- 42.6% worked less than 11, and 10.3% worked more than 20 hours per week.

- 70.9% of respondents received scholarships or bursaries during the program. This percentage has not changed dramatically over the years.
- 51.6% of those who received scholarships or bursaries got a total dollar value between \$5001 and \$10000.
- 26.8% received between \$2001 and \$5000.
- 15% received \$2000 or less, and 8.8% received more than \$10000.
- There was a major increase in scholarship amounts from 2003 to 2004, and a slight decrease from 2004 to 2005.

- 66.3% of those who received scholarships or bursaries said that their major source was government.
- The university was the major source for 13.7% and 10.5% said the Regional Health Authority.

- 73.1% of respondents obtained student or educational loans during the program.
- Of those who received student or educational loans, the average total dollar value of these loans was \$27,103.

Completion of Program

- 40.3% of respondents completed their NEPS program in April 2005.
- 31.3% finished in December 2004, and 28.4% finished in October 2004.
- 62.7% of respondents graduated from NEPS in Saskatoon. 37.3% graduated from Regina.

Factors in Job Search

- 39.6% of respondents ranked family or community commitments as the most influential factor in their choice of work location.
- The next most common first factor was that the job had the desired clinical or client group (11.2%).
- 18.7% of respondents ranked geographic location as the second most influential factor.
- Clinical or client group was the next most common response at 14.2%.
- 16.4% of respondents cited a familiarity with the Hospital where they completed their practicum as their third most influential factor.
- Geographic location was the next most common response with 14.9%.
- The majority (55%) of respondents cited their clinical work as the most useful strategy in their job search.
- The next most common response was word of mouth with 16%.
- 52.5% of respondents got a job offer from a unit where they were employed as a Senior Assist.
- 54.5% of respondents got a job offer from a unit where they had their 4th year senior practicum experience. This has declined from 67.6% in 2003 and 61.1% in 2004.
- 59% of respondents think that their experience in finding their first job is the same as they expected.
- 26.1% feel that it is more difficult, and 14.95 feel it is less difficult than they expected.

Employment Outcomes

- 59% of respondents have a job as a graduate nurse confirmed. This is not greatly different from 2004, but it is significantly lower than the 82.4% of 2003 grads.
- 54.4% of respondents feel that the location of their first job is highly ideal.
- Only 3.8% said that the location is not at all ideal.
- The majority (50.6%) of respondents feel that their client group of their first job is highly ideal.
- No respondents said that it is not at all ideal.

- Nearly half (49.4%) of respondents feel that the responsibilities of their first job are highly ideal.
- Another 36.7% gave a rating of 4 out of 5, and no respondents said that their responsibilities were not at all ideal.
- 30.4% of respondents feel that the shifts of their first job are highly ideal. This percentage has decreased over the past three years, while the percentage of those who feel their shifts are not at all ideal have increased from 6% to 15.2%.
- 39.2% of respondents feel that the work environment of their first job is highly ideal.
- Another 32.9% gave a rating of 4 out of 5, and only 2.5% said their work environment is not at all ideal.
- The vast majority of respondents (98.5%) expect to be employed as a nurse within the first six months after graduation. The other 1.5% (2 people) do not expect to be employed. This is not a major change from previous years.
- Of the two people who do not expect to be employed in the first six months, one does not expect to find a job they want, and one wanted time off.

Profile of First Job

- 90.3% of respondents expect their first job as a graduate nurse to be in Saskatchewan. 2004 and 2005 show an increase from the 81.4% in 2003.
- 64.9% of respondents expect that their first job as a graduate nurse will be in a rural area, significantly less than the 86.6% in 2004 and 80.4% in 2003.
- 26.1% will work in a rural location, and 9% will work in both urban and rural.
- The percentage of graduates who will be working regular full time has dropped from 68% in 2003 to 57.5% in 2004 to only 30.6% in 2005.
- 32.1% of respondents will be working casual full time, and 27.6% will be working casual part time. This is a significant increase from previous years.
- 9.7% of respondents will be working regular part time.
- Only 41% of respondents will be working the hours that they would prefer to work. This is a major decrease from the 79% in 2003 and 72.4% in 2004.
- The majority of respondents (55%) expect their orientation to be 6 to 15 days.
- 27% expect it to be between 2 and 5 days, and 18% expect it to be 16 to 30 days.
- 54.5% of respondents expect to work at one site for their first job as a graduate nurse. This is much less than the 76.5% in 2003 and 70.9% in 2004.
- 56% of respondents who have a job confirmed will work in a general hospital with more than 100 beds, much less than the 86% in 2004.
- The next most common primary site is a general hospital with less than 100 beds (24%).
- 44.8% of respondents working in more than one site will work in a general hospital with more than 100 beds as their secondary site.
- 20.7% will work in a hospital with less than 100 beds as their secondary site, and 13.8% in long term care.

- 92% of respondents who have a job confirmed will be a staff nurse in their primary site.
- 93.1% of respondents will be a staff nurse in their secondary site.

- Of those who have a job confirmed, all but one respondent will work in direct care in their first site.
- One person's main area of responsibility will be education.
- All of those with a secondary site will be in direct care.
- One person will work in education for their third site.

- 53.3% of those providing direct care in their primary site will be in the medical/surgical area.
- 16% said maternal/newborn, and 16% said pediatric.

General Information

- 92.5% of respondents are registering with the SRNA. The results do not show a significant change from previous years.

- 93.3% of respondents are female and only 6.7% are male. The percentage of females has increased slightly since 2003.

- 31% of respondents grew up in rural Saskatchewan.
- Another 17% grew up in a town in Saskatchewan, 16% grew up in Regina, and 15% in Saskatoon.

- 5.2% of respondents are of Aboriginal ancestry.
- Six of the seven respondents who are of Aboriginal ancestry are Metis and one is Status/Treaty Indian.

- 59.1% of respondents are currently single.
- 38.6% are married or in a common law relationship.

Satisfaction with the Program

- Most respondents (59.7%) are satisfied with their educational experience in the NEPS program.
- Another 13.4% are very satisfied.
- 11.2% are dissatisfied, and 6.7% are very dissatisfied.
- Those who graduated in 2003 seem to have been slightly more satisfied than those in 2004 and 2005.

- 57.5% of respondents believe their educational program has prepared them well for nursing practice. Another 11.9% believe they are very well prepared.
- 19.4% said not well and 3% said poorly.

- 55.3% of respondents plan to pursue graduate studies at some time in the future. This is not significantly different from previous years.