



Nursing Education Program of Saskatchewan (NEPS) Exit Survey:

*Graduates of the NEPS Program in the 2008-2009
Academic Year*

Prepared for

*The College of Nursing of the University of Saskatchewan, the
Nursing Division of the Saskatchewan Institute of Applied Science
and Technology, and the Health Sciences Department of the First
Nations University of Canada*

Final Report

Class of 2008-09

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The final report prepared by Insightrix, *Nursing Education Program of Saskatchewan (NEPS) Exit Survey: Graduates of the 2008-2009 Academic Year Final Report* is available from the College of Nursing, University of Saskatchewan, the Nursing Division, Saskatchewan Institute of Applied Science and Technology, or the Dept. of Health Sciences, First Nations University of Canada. These reports are available on the College of Nursing website at <http://www.usask.ca/nursing/NEPS/reports.htm>

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Executive Summary

Class of 2008-09

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Executive Summary

This report summarizes the results of the 2008-2009 Graduate Exit Survey for the Nursing Education Program of Saskatchewan (NEPS). This is the seventh exit survey that has been conducted; in this report, we examine anticipated employment and graduate expectations at program completion. This report includes comparisons with the 2004-2005, 2005-2006, 2006-2007, and 2007-2008 exit surveys.

Response Rate

The survey was conducted online by e-mail invitation sent to 303 NEPS graduates of whom 228 completed the survey, giving a 75.2% response rate overall. This report summarizes the results for graduates in the regular NEPS stream; a report summarizing results for the SDEO graduates is available in a separate document.

Demographics and Satisfaction

Over nine in ten (92.5%) plan to register with the SRNA. Most graduates are female (94.3%) while one in twenty is male (5.7%). A total of 43.4% were married or living common law at completion of the NEPS program while 54.4% were single and never married at that time. In total, 13.7% of respondents (31 respondents) are of aboriginal ancestry. Of those, three (3.6%) graduated from Regina, sixteen (13.2%) graduated from Saskatoon and twelve (54.5%) graduated from Prince Albert.

Overall, satisfaction with the NEPS program remains high with three quarters (75.9%) of graduates being either satisfied or very satisfied with their experience with the program. Two thirds (64.8%) of graduates feel NEPS prepared them either somewhat or very well for their nursing career. Six in ten (63.2%) plan to pursue graduate studies.

Experience Prior to and During the NEPS Program

One in five (18.4%) had prior health care education before starting the NEPS program. Among those, 39.8% had worked in health care in some fashion.

One half of respondents entered the program in Saskatoon (49.6%), 38.6% entered in Regina and 11.8% entered in Prince Albert. Three quarters (78.5%) received a scholarship or bursary before entering and most scholarships (58.1%) were from the government. Four in ten (42.5%) entered directly from high school, while one third (33.8%) had some university classes, but not a university degree.

Prior to starting the program at NEPS, six in ten (59.2%) were going to school, while 36.4% were working prior to the program. Six in ten (60.2%) report working in the health care

Exit Survey of the 2008-09 Graduates of the NEPS Program

field before entered the NEPS program. Seven in ten (72.4%) were single and never married when they entered the program.

Experience During the NEPS Program

Most respondents (78.1%) started the program in 2005. On average, respondents were 23 years old when starting, while one quarter (23.2%) were responsible for at least one dependent.

Four in ten (43.9%) indicate they had a home relocation while attending the NEPS program, while 40.8% experienced the illness or death of a family member or friend. Slightly more than one half (54.8%) worked as a senior assistant during the program. Additionally, three quarters had a job while enrolled that was not a senior assistant, higher than results demonstrated in previous years.

About one half of respondents (53.5%) graduated from their program in Saskatoon. One third (36.8%) graduated in Regina and 9.6% in Prince Albert. Seven in ten (71.9%) had a job as a graduate nurse confirmed at the time of the survey, notably lower than results in 2008 (88.7%) and 2007 (85.4%).

Your Job Search and Anticipated Employment

In terms of average ratings for five different aspects of their first job, where 1 is 'not at all ideal' and 5 is 'very ideal', location continues to receive the highest average rating (4.5 out of 5) followed by responsibilities (4.3) and work environment (4.3).

Nineteen out of twenty (93.9%) plan to stay in Saskatchewan after graduation. A majority (78.1%) plan to work in an urban area, a continually rising proportion compared to previous years. Family and community commitments are referenced by 57.0% of graduates as one of the top three factors influencing the choice of work location.

The most effective job search strategy graduates report is clinical work, with six in ten (58.8%) referencing this strategy. One half (51.2%) received a job offer from the unit they were employed as a senior assistant, notably less than in 2008 (64.6%) and 2007 (75.0%). Similar to other years, 64.5% received job offers from their 4th year practicum placements. Only 71.9% had jobs confirmed at the time of the survey, a dramatic decrease from the 88.7% in 2008, and a reversal of the previously increasing percentages of the previous four years.

One quarter (26.3%) report that finding a job was more difficult than expected, a notably higher proportion than in 2008 (15.2%) and in 2007 (11.8%). Notably, in 2009, 26.1% of graduates accepted positions in Emergency or Critical Care Units, a noticeable increase over recent years.

Exit Survey of the 2008-09 Graduates of the NEPS Program

Three quarters (74.1%) expect to work regular full-time hours in their first job as a graduate nurse. Eight in ten (81.6%) are employed as per their preference for hours, including 97.6% of those who work regular full time hours. A majority of respondents (86.0%) will be employed at one site and three quarters (74.3%) will be working at a general hospital with 100 beds or more. Most graduates (96.2%) will be working as a staff nurse and a similar majority (96.7%) indicated they will be providing direct care. The particular area of care that is most common is the medical/surgical area of direct care, with six in ten (61.2%) indicating this will be their primary area. Only one in twenty (4.9%) will work in a forensic setting.

On average, respondents expect to work 36 hours per week (full time hours). Income expectations continue to increase, with one third (32.0%) expecting to earn between \$50,000 and \$59,000 compared to one quarter (26.0%) in 2008.

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Introduction and Methodology

Goals and Objectives

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

- Establish employment profiles of graduates 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

Dr. Linda Ferguson obtained ethical approval for the individual phases of this project from the University of Saskatchewan Advisory Committee on Ethics in Behavioral Science Research. This report includes the results of the Exit Survey for the graduates of the 2008-2009 academic year and compares them to the results of the 2004-2005, 2005-2006, 2006-2007, and 2007-2008 NEPS Exit surveys.

Scope of Work

The College of Nursing at the University of Saskatchewan, the Nursing Division of the Saskatchewan Institute of Applied Science and Technology (SIASST), and Department of Health Sciences at the First Nations University of Canada contracted Insightrix Research, Inc. to conduct research with the 2008-2009 Nursing Education Program of Saskatchewan (NEPS) graduates. The survey was conducted primarily online.

Survey Design

The questions asked of graduates were similar to the previous NEPS Exit survey of 2008. The questionnaire was designed by the NEPS Database Coordinating Committee. Insightrix programmed the survey for online survey administration and distributed the invitation to complete the survey questionnaire by e-mail to the graduates.

Survey Distribution

Insightrix received e-mail addresses of the graduating NEPS 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 administered to graduates at the end of their NEPS program, either in September 2008 (for October graduates), November 2008 (for December graduates), or March 2009 (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 graduates of the class of 2008-2009. Of the 300 graduates, 228 completed the survey, giving an overall response rate of 76.0%. Given this response rate, we can be 95% sure that the results reported are within ± 3.2 percentage points of the actual population figures, finite population correction factor applied.

Research Note

Due to extremely small sample sizes of results within Prince Albert, all findings from this region should be interpreted as directional.

Reporting Note

For ease in reporting results in graphs and tables throughout this report, the following labels will be used:

Graph / Table Label	Graduating Class
2005	2004-2005
2006	2005-2006
2007	2006-2007
2008	2007-2008
2009	2008-2009

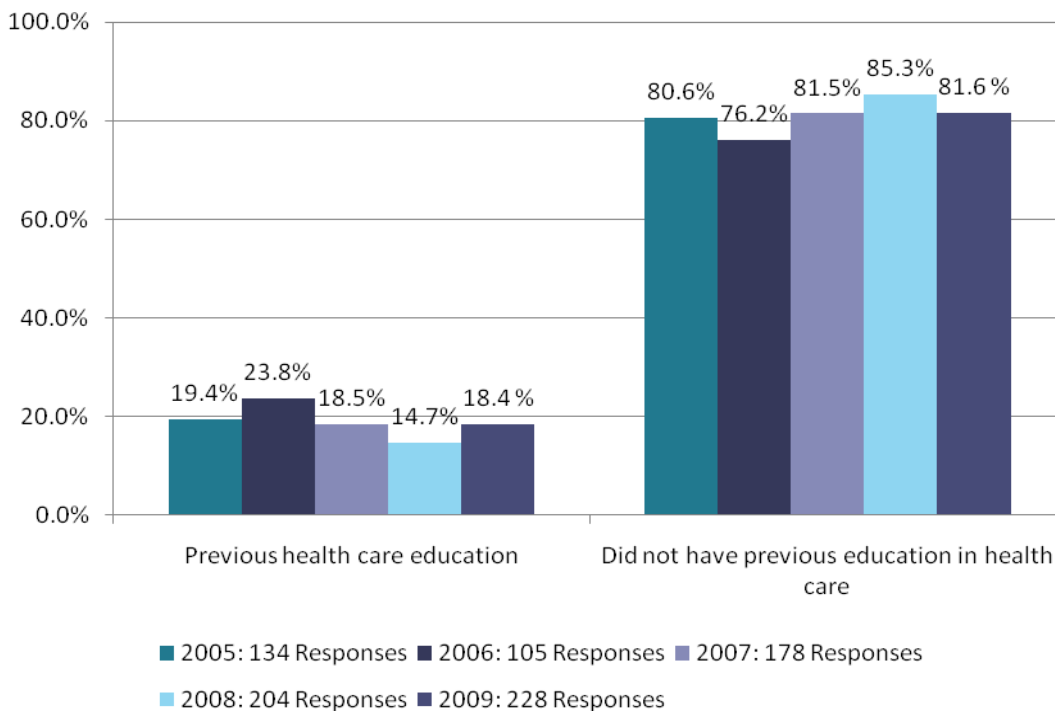
Key Findings

Prior to Starting the NEPS Program

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

Approximately two in ten graduates (18.4%) had previous education in the health care field prior to starting the NEPS program. This is slightly more than in 2008 and represents a slight adjustment to the trend of slight decline in previous years.

Figure 1- Previous education in the health care field



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

Among respondents who have previous experience in the health care field (18.4% of the sample), eleven were licensed practical nurses, six were health care or home care aides, four worked in a volunteer program, and three were lab techs or EMT's. Twenty-three respondents report a variety of other responses. Please see Appendix A for a full list of these responses.

Table 1 - Previous health care experience for those respondents who reported previous health care education

Previous health care experience	2005 n = 26	2006 n = 25	2007 n = 33	2008 n = 30	2009 n = 42
Licensed Practical Nurse	11.5%	20.0%	30.3%	10.0%	26.2%
Health Care or Home Care Aide	15.4%	52.0%	24.2%	6.7%	14.3%
Volunteer Program	30.8%	8.0%	9.1%	3.3%	9.5%
Lab tech /EMT	19.2%	8.0%	6.1%	13.3%	7.1%
Other	61.5%	36.0%	48.5%	70.0%	54.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

The following are the responses under "other":

- | | |
|--|--|
| A number of years in Kinesiology | Optometric Assistant |
| Anatomy and Physiology | Paramedic, instructor |
| Another nursing program | Pre-pharmacy |
| Arts and Sciences | Previously started a diploma nursing program. |
| First Responder | Psychology |
| Four-year program at U of S. | Registered Massage Therapist |
| I was in first year Respiratory Therapy prior to NEPS. | Registered Nurse |
| Kinesiology | Remedial Massage Therapy |
| Massage Therapist | Residential / Vocational Services Worker |
| Massage Therapy | Special care aid in hospital and LTC, LTC activities worker. |
| Medical Assistant in the military. | X-Ray Tech |
| Kinesiology program. | |
| Medical Office Assistant | |

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

Four in ten (42.5%) respondents in 2009 report their highest level of education prior to starting the NEPS program was a high school diploma. One third (33.8%) report they had completed some university classes, while 14.1% have either taken courses or completed a diploma or certificate at a technical institution such as SIAST.

Table 2 - Prior educational experience

Prior educational experience	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228
High school diploma	36.6%	28.6%	39.3%	38.7%	42.5%
SIAST (or other Technical Institute) courses	0.7%	1.9%	1.7%	0.5%	1.8%
SIAST (or other Technical Institute) diploma/certificate	15.7%	14.3%	15.7%	15.7%	12.3%
Some university classes	41.8%	46.7%	36.5%	38.2%	33.8%
University baccalaureate (Under-Graduate) degree	5.2%	7.6%	6.7%	6.9%	8.8%
Masters degree	0.0%	0.0%	0.0%	0.0%	0.9%
Partial PhD	0.0%	0.0%	0.0%	0.0%	0.0%
PhD	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

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

Prior to starting the NEPS program, respondents held a wide variety of degrees, diplomas or certificates. Nine held a Bachelor of Arts and seven a Bachelor of Science.

A full list of degrees, diplomas, and certificates achieved by respondents can be found in Appendix A.

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

Six in ten (59.2%) report they were attending school the year prior to starting NEPS, while an additional one third (36.4%) were working. Trends in 2009 appear to be contrary to the upward trend of those who were attending school just prior to enrolling in the NEPS program over the past three years of data collection (ranging from 55.2% to 63.7% in 2006 to 2008 to 59.2% in 2009).

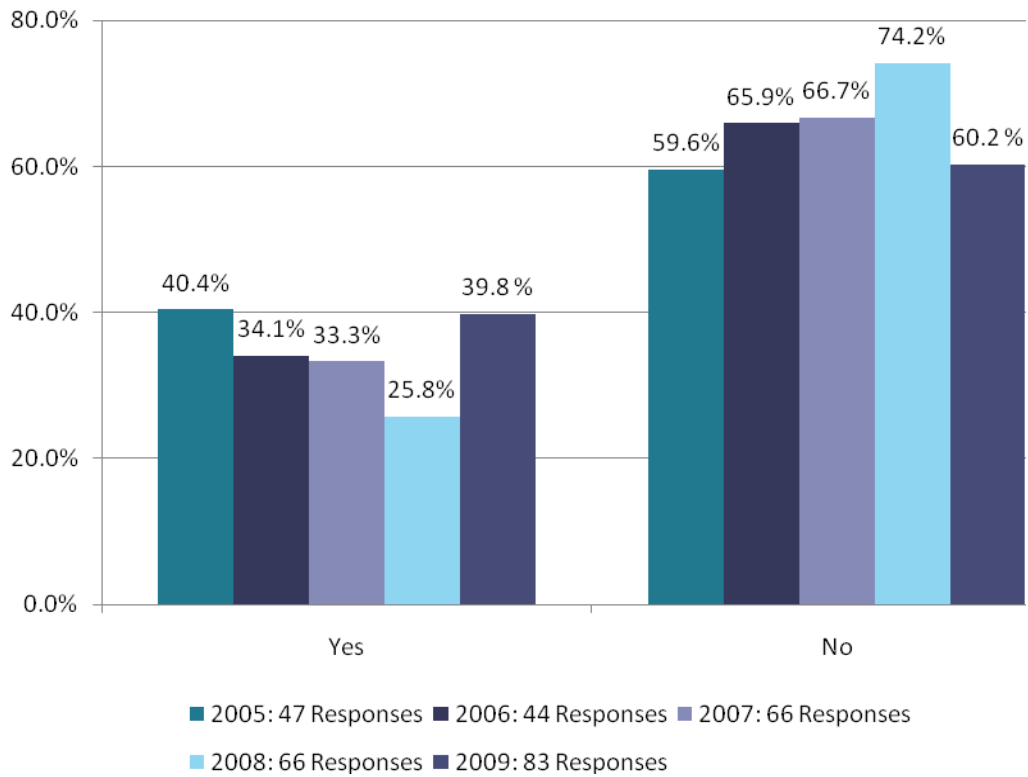
Table 3 - Major activity in the year before starting NEPS

Major activity before starting NEPS	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 229
Going to school	62.7%	55.2%	59.6%	63.7%	59.2%
Working	35.1%	41.9%	37.1%	32.4%	36.4%
Household responsibilities	2.2%	2.9%	3.4%	3.9%	4.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

6. Was this work in the health care field?

Among the 83 respondents who reporting working prior to starting NEPS, four in ten (39.8%) were working in the health care field. This represents an increase over results from the previous three years (34.1% in 2006, 33.3% in 2007, and 25.8% in 2008).

Figure 2 - Working in health care prior to NEPS



During the NEPS Program

7. What year did you start your NEPS program:

Four in five (78.1%) started their program in 2005.

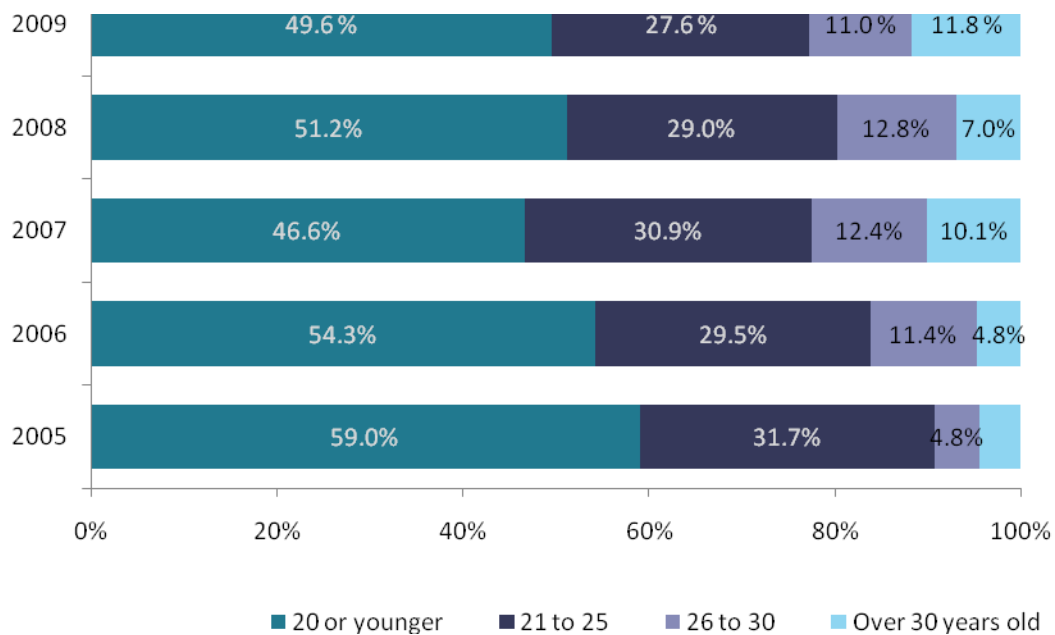
Table 4 - Program start date

What year did you start your NEPS program?	Count	Percent
1999	1	0.4%
2000	0	0.0%
2001	0	0.0%
2002	1	0.4%
2003	8	3.5%
2004	36	15.8%
2005	178	78.1%
2006	4	1.8%
2007	0	0.0%
Total	228	100.0%

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

The average age of entry into the NEPS program in among 2009 respondents is 22.8 years old with a median of 21 years old, in line with the averages in 2008 (21.9) 2007 (22.9), 2006 (21.8), and 2005 (20.8).

Figure 3 - Age when entering NEPS



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The average age of starting the program was generally consistent between Saskatoon (21.9%) and Regina (22.6%), while Prince Albert has a slightly higher mean at 26.7 years old.

Table 5 - Age started by program site at graduation

	Program site at NEPS graduation					
	Regina n=84		Saskatoon n=122		Prince Albert* n=22	
	Mean	Median	Mean	Median	Mean	Median
Age started program	22.6	20	21.9	20	26.7	26

* Low sample size

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

Seven in ten respondents report they were single when they entered the NEPS program, slightly fewer than respondents in 2008 (79.9%).

Table 6 - Marital status when entering the NEPS program

Marital status when entering the NEPS program	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228
Single	84.3%	80.0%	73.6%	79.9%	72.4 %
Married or Common Law	13.4%	19.0%	23.0%	17.6%	25.4 %
Separated	1.5%	0.0%	1.1%	0.0%	0.0 %
Divorced	0.7%	1.0%	2.2%	2.5%	2.2 %
Widow(er)	0.0%	0.0%	0.0%	0.0%	0.0 %
Total	100.0%	100.0%	100.0%	100.0%	100.0 %

Saskatoon graduates are slightly more likely to have been single upon entering the program (79.7%) compared to Regina graduates (70.5%).

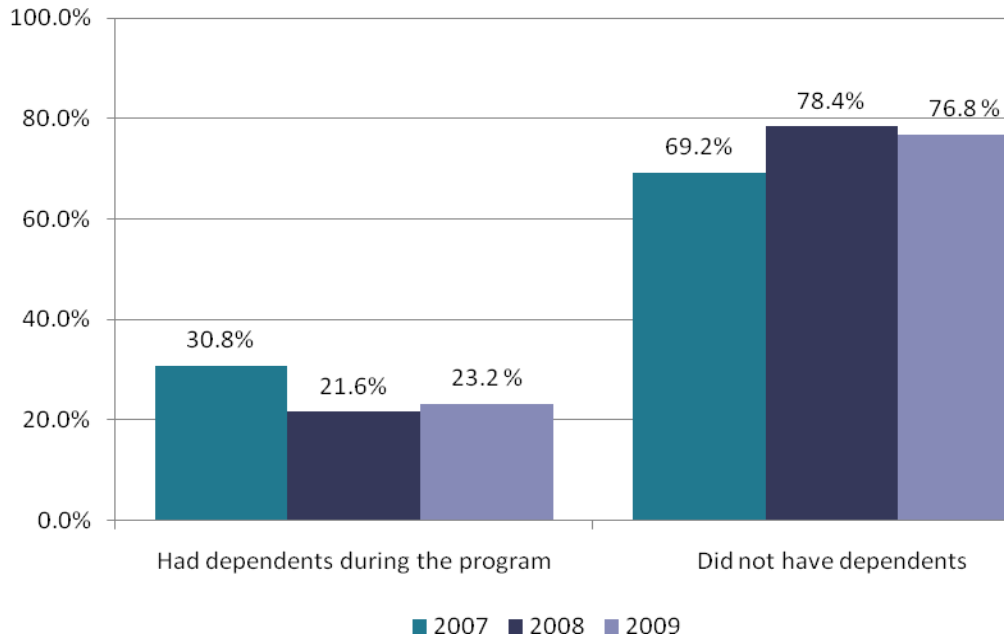
Table 7 - Marital status by program site at graduation

Marital status	Program site at NEPS graduation					
	Regina		Saskatoon		Prince Albert	
	Count	Percent	Count	Percent	Count	Percent
Single	62	70.5%	90	79.7%	13	48.2%
Married/Common Law/Living Together	24	27.3%	21	18.6%	13	48.2%
Divorced	2	2.0%	2	2.0%	1	4.0%
Separated	0	0.0%	0	0.0%	0	0.0%
Widow(er)	0	0.0%	0	0.0%	0	0.0%
Total	88	100.0%	113	100.0%	27	100.0%

9b. Did you have dependents during the program?

About one quarter (23.2%) of respondents cared for dependents while enrolled in the NEPS program, consistent with findings from previous years.

Figure 4 - Had dependents during the program



Having dependents while enrolled in the program is generally consistent between Saskatoon (37.7%) and Regina (30.2%).

Table 8 – Cared for dependents during program by program site at NEPS graduation

Did you have dependents during the program?	Program site at NEPS graduation					
	Regina		Saskatoon		Prince Albert	
	Count	Percent	Count	Percent	Count	Percent
Yes	15	17.9%	23	18.9%	15	68.2%
No	69	82.1%	99	81.1%	7	31.8%
Total	84	100.0%	122	100.0%	22	100.0%

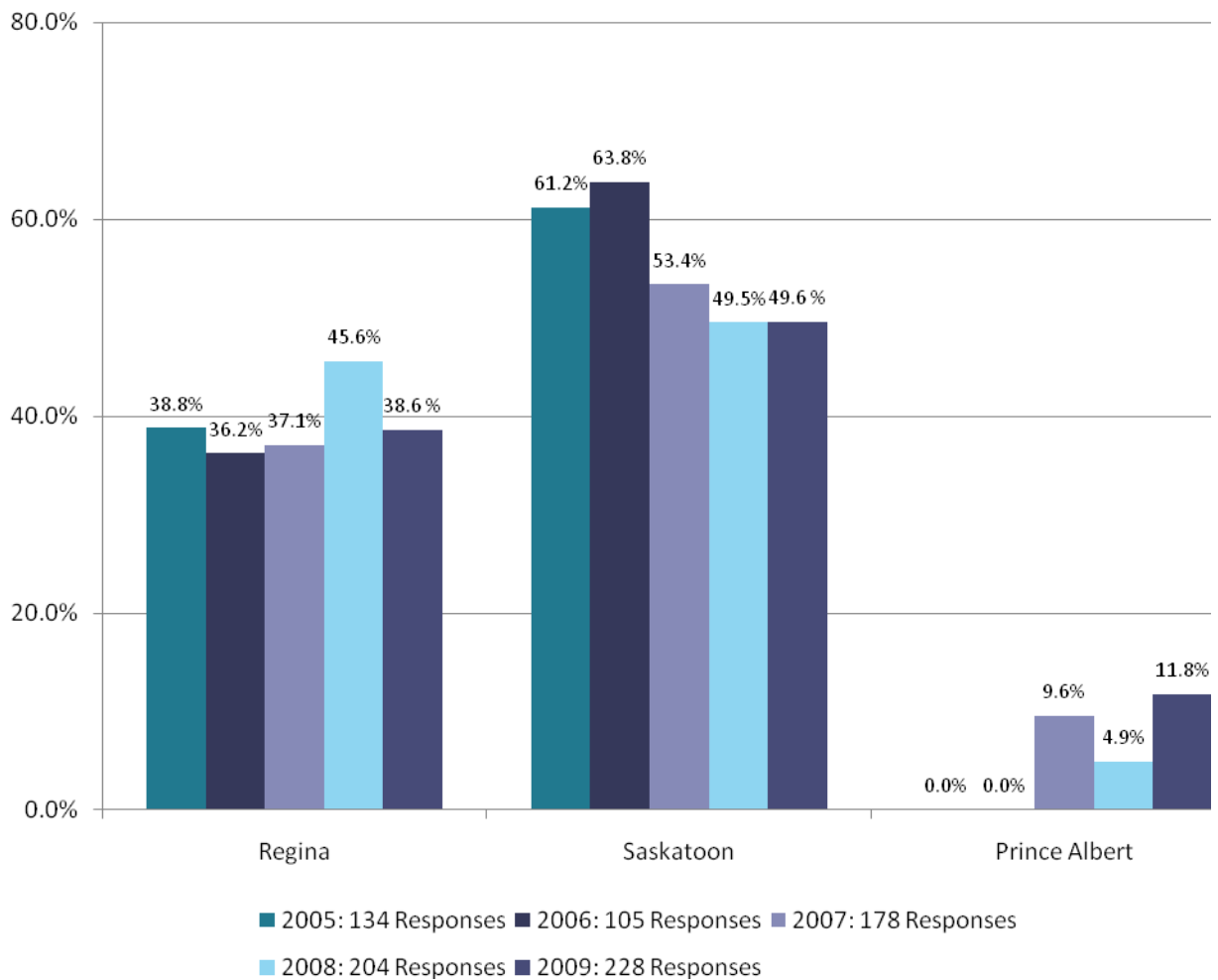
9b. How many dependents and what is their current age?

Among those respondents who report having dependents, the average number of dependents is 2.4 per respondent. The range of ages for dependents runs from 0 to 51. One respondent indicated that they take care of two elderly dependents (ages 47 and 51). The average age of young dependents is 9 with a median of 8 years old.

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

The most common entry location to the NEPS program is Saskatoon, with one half of respondents (49.6%) entering the NEPS program in this location. One in four (38.6%) entered in Regina, while one in ten (11.8%) entered in Prince Albert.

Figure 5 - Program site at entry



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

One in four (43.9%) respondents relocated during the NEPS program, while an additional one in four (40.8%) experienced the illness or death of a family member or friend. Only 17.5% experienced a change in marital status and one in five (20.6%) report experiencing no significant life changes during the program.

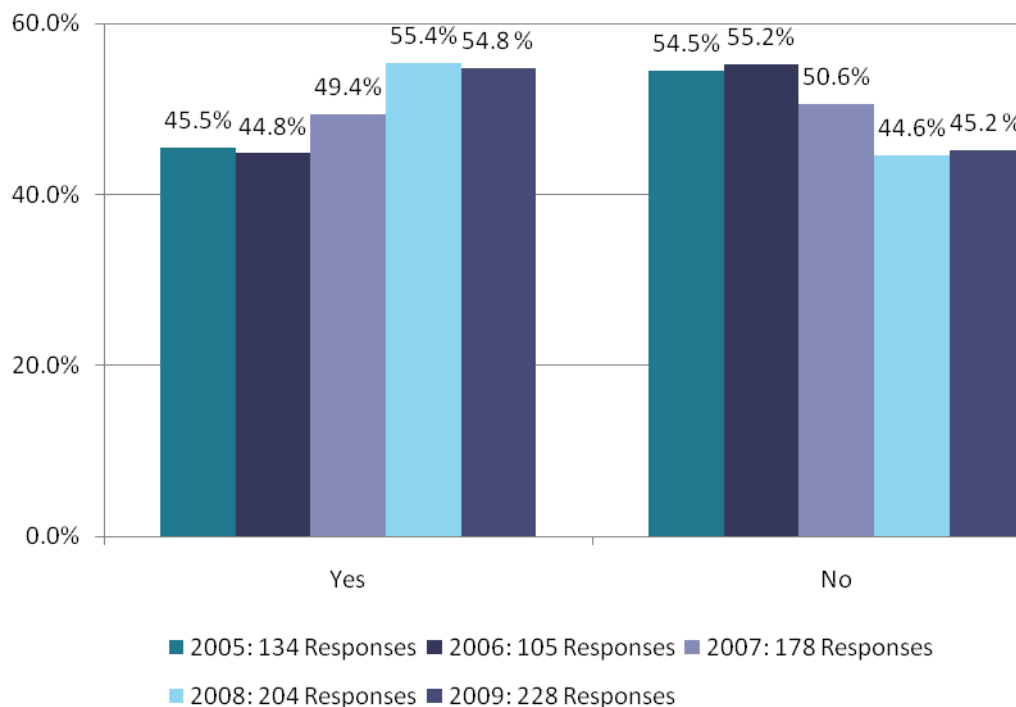
Table 9 - Life changes during NEPS

Life changes during NEPS	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228
	Percent	Percent	Percent	Percent	Percent
Home relocation	47.8%	45.7%	50.6%	48.5%	43.9%
Illness or death of a family member or friend	50.0%	56.2%	38.2%	47.5%	40.8%
Change in marital status	19.4%	24.8%	24.7%	27.0%	17.5%
Uncertainty of Nursing as your profession	21.6%	27.6%	20.2%	25.0%	19.3%
Care giving for dependent children or adults	12.7%	20.0%	21.3%	18.1%	18.0%
Birth of child	2.2%	4.8%	9.0%	10.3%	6.6%
Major personal illness or disability	11.2%	14.3%	7.9%	8.3%	10.1%
Other, (please specify)	10.4%	1.9%	6.7%	4.9%	2.6%
None	20.1%	12.4%	21.3%	17.6%	20.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

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

Over one half of respondents (54.8%) worked as a senior assistant during their NEPS program. While these findings are consistent with findings in 2008, they are slightly higher than findings in 2005 – 2007.

Figure 6 - Worked as senior assistant



Two thirds of students in Saskatoon (64.6%) and Prince Albert (63.0%) worked as a senior assistant compared less than one half (39.8%) of students in Regina.

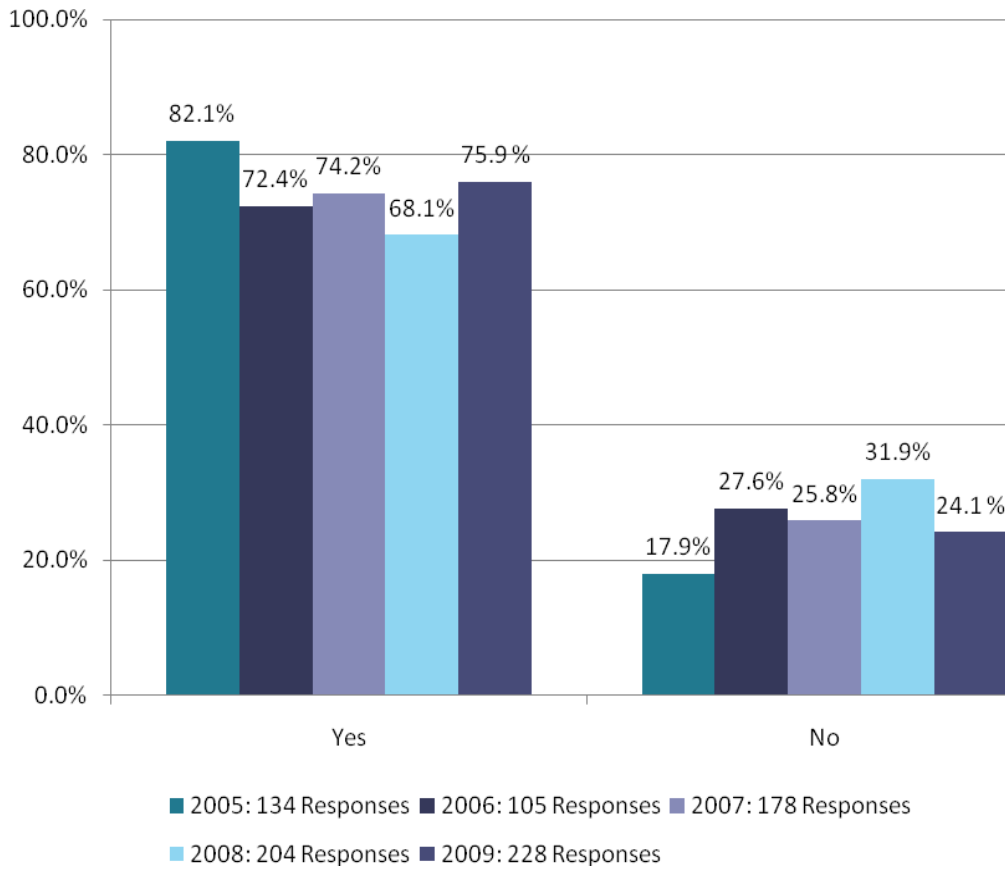
Table 10 - Program site at NEPS graduation by worked as senior assistant

What was the program site at entry to the NEPS program?	Did you work as a Senior Assistant during your NEPS program?			
	Yes		No	
	Count	Percent	Count	Percent
Regina	35	39.8%	53	60.2%
Saskatoon	73	64.6%	40	35.4%
Prince Albert	17	63.0%	10	37.0%
Total	125	54.8%	103	45.2%

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

Three quarters (75.9%) had a job other than a senior assistant while in the NEPS program.

Figure 7 - Had a job while in NEPS



14-17. On average, how many hours a week did you work at your job?

A total of 68.4% respondents had jobs in at least one year of their NEPS program. On average, respondents worked between 15 and 20 hours per week in the four years of their program.

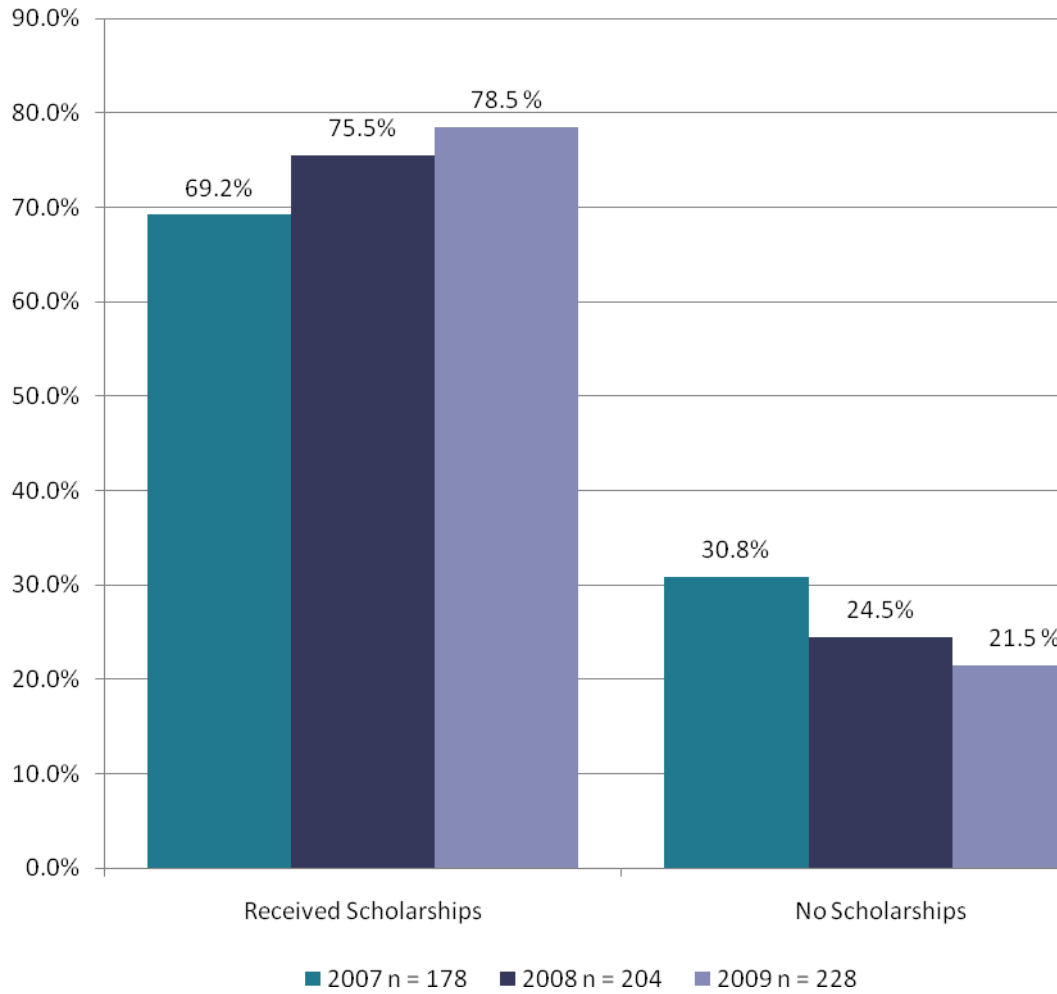
Table 11 - Hours worked per week

	Hours worked per week	
	Mean	Median
First year	19.1	19
Second year	17.8	16
Third year	16.5	15
Fourth year	15.4	14

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

Three quarters of NEPS students (78.5%) have received a scholarship or bursary, slightly higher than those in 2007(69.2%) but in line with those in 2008 (75.5%).

Figure 8 - Received scholarships during the program



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

The mean dollar amount of scholarships received by NEPS students during their program is \$7210 with a median of \$6000. When the dollar amount of scholarships received is averaged over all students, including those who did not receive a scholarship or bursary, the mean drops to \$5509 and a median of \$3350 (per capita scholarship funding to students in the program).

Table 12 - Dollar amount of scholarships received

Total dollar amount of scholarships received	Frequency	Overall percent (n=228)	Percent of recipients (n=175)
No Scholarships	53	23.2%	-
Less than \$3000	26	11.4%	14.9%
\$3000 to \$4999	47	20.6%	26.9%
\$5000 to \$6999	29	12.7%	16.6%
\$7000 to \$9999	34	14.9%	19.4%
\$10000 and up	39	17.1%	22.3%
Total	204	100.0%	100.0%

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

Six in ten (58.1%) of those who received a scholarship or bursary received it from the government, 15.1% received it from the University, while 8.9% received it from a First Nation Band or Métis Organization (8.9%)

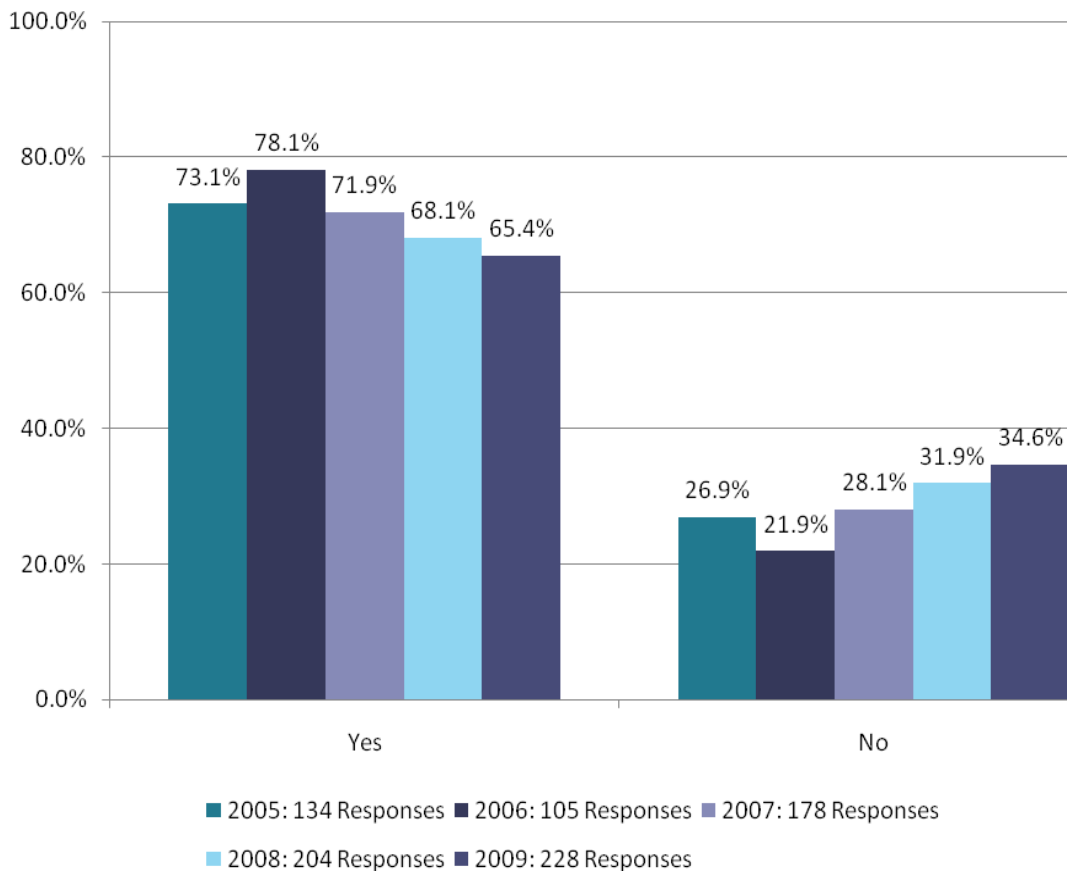
Table 13: Source of Scholarship Support

Description	2005 n= 95	2006 n = 77	2007 n = 131	2008 n = 154	2009 n = 179
Government	66.3%	64.9%	72.5%	67.5%	58.1%
University	13.7%	19.5%	8.4%	11.7%	15.1%
Regional Health Authority	10.5%	6.5%	7.6%	8.4%	8.4%
First Nation Bands/Métis Organization	2.1%	5.2%	3.8%	2.6%	8.9%
Other (please specify)	7.4%	2.6%	7.6%	9.7%	9.5%
Total	100.0%	100.0%	100.0%	100.0%	100.0 %

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

One third of respondents (65.4%) report obtaining a student or educational loan. This result represents a continued directional decline since results in 2006 (78.1% received a loan).

Figure 9 - Obtained student loans during the program



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

The average value of student loans among current graduates (for those who had them) is \$33,739 with a median of \$30,000. Across all students, including those who did not have any, the average loan value is \$21,857 with a median of \$18,000.

Table 14 - Total value of student loan

Total value of student loan	Frequency	Percent of total (n=228)	Percent of those with loans (n=148)
None	80	35.1%	-
Less than \$10 000	13	5.7%	8.8%
\$10 000 to \$19 999	24	10.5%	16.2%
\$20 000 to \$29 999	31	13.6%	21.0%
\$30 000 to \$39 999	33	14.5%	22.3%
\$40 000 to \$49 999	24	10.5%	16.2%
\$50 000 and over	23	10.1%	15.5%

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

Saskatoon continues to have the highest proportion of graduates (53.5%) compared to the two other centers. While Regina showed an increase in 2008 (43.6%), it has dropped back down to results more in line with results from years previous (36.8% currently).

Table 15: Program Site at Graduation

Site at graduation	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228
Saskatoon	62.7%	63.8%	55.1%	50.5%	53.5%
Regina	37.3%	36.2%	36.0%	43.6%	36.8%
Prince Albert	0.0%	0.0%	9.0%	5.9%	9.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Nearly all respondents graduated from the same site in which they entered.

Table 16 - Program site at NEPS graduation by site at entry

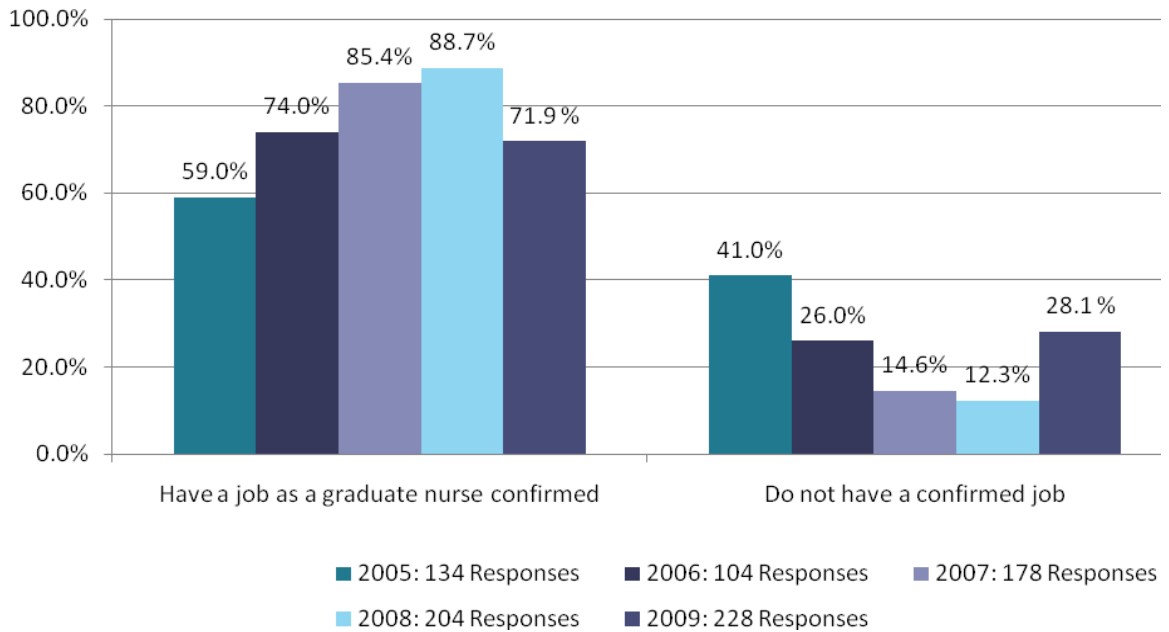
Program site at graduation	Program Site at Entry					
	Regina		Saskatoon		Prince Albert	
	Count	Percent	Count	Percent	Count	Percent
Regina	87	93.5%	2	2.0%	0	0.0%
Saskatoon	6	6.5%	97	96.0%	0	0.0%
Prince Albert	0	0.0%	2	2.0%	10	100.0%
Total	93	100.0%	101	100.0%	10	100.0%

Your Job Search and Anticipated Employment

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

Fewer respondents report having a job as a graduate nurse confirmed at the time of the survey (71.9%) compared to the steady rise seen in 2006 (74.0%), 2007 (85.4%), and 2008 (88.7%).

Figure 10 - Have a graduate job confirmed



26-30. 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?

Among those respondents who have confirmed employment, average preference ideal ratings are generally high. Two thirds (66.5%) of respondents rated the location as highly ideal and one half gave a rating of 5 out of 5 to responsibilities (49.4%), work environment (48.8%) and client group (45.7%).

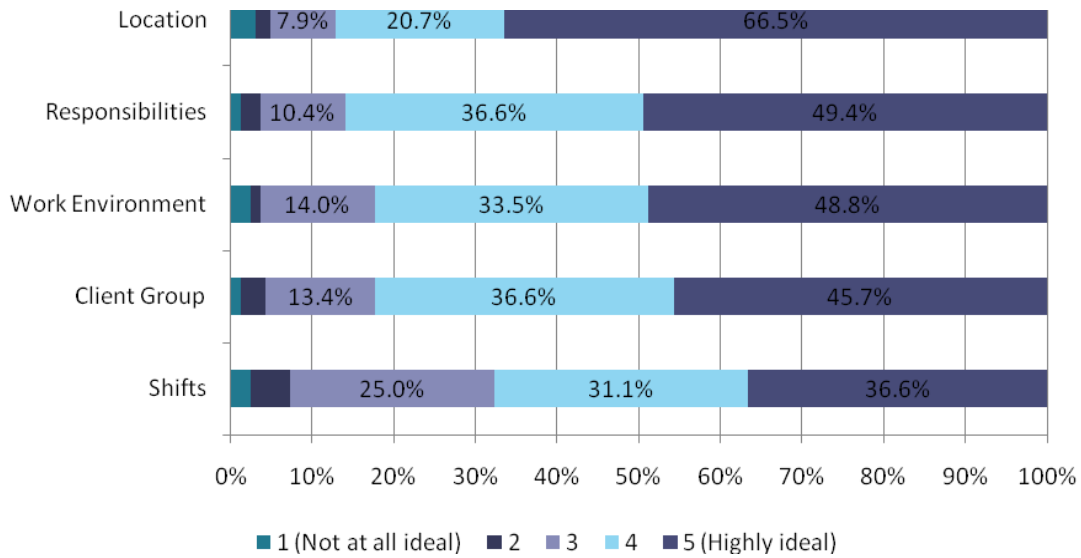


Figure 11 - Average ratings of aspects of first job

Exit Survey of the 2008-09 Graduates of the NEPS Program



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

One quarter name great staff as the most positive aspect of their first job (28.0%), followed closely by working in their area of interest (23.4%).

Table 17: Most Positive Aspect of First Job

Description	Count	Percent
Work Environment	40	25.3%
Great Staff	36	22.8%
Experience	31	19.6%
Area of Interest	26	16.5%
Mentorship program and orientation	11	7.0%
Full Time Employment	9	5.7%
Income	9	5.7%
Schedule	8	5.1%
Other	8	5.1%
Location	5	3.2%
Challenging	4	2.5%
Not Started	4	2.5%
No response	1	0.6%
Total	158	100.0%

The following text box lists some verbatim comments expressed by graduates in regard to the most positive aspect of their first job:

The people who worked there appreciated having me there and were eager to teach me

Challenging and will allow me many opportunities to continue learning on a daily basis.

Fulltime employment in the area of nursing that most interests me

Excellent work environment. Everyone is given a mentor and ideal shifts.

Offered a relocation bonus without asking for a contract or my intentions for the next five years!

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

A majority (96.1%) expect to be employed as a nurse within six months of graduation. Five respondents (2.2%) report they expect to be employed in a field other than nursing, while two (1.8%) expect to not be employed.

Table 18: Expectation within the first 6 months after graduation

	2005: 134 Responses	2006: 105 Responses	2007: 178 Responses	2008: 204 Responses	2009: 228 Responses
Employed as a nurse	98.5%	98.1%	100.0%	99.0%	96.1%
Employed in a field other than nursing	0.0%	1.0%	0.0%	0.5%	2.2%
Not employed	1.5%	1.0%	0.0%	0.5%	1.8%

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?

When asked why they do not expect to have a nursing job within six months of graduating, three respondents report they do not expect to find they job they want, one has family responsibilities, one has health reasons, one is going to school, and one is travelling.

Do not expect to find a job I want	3
Family responsibilities	1
Health reasons	1
Going to school	1
Traveling	1
Other, (please specify)	2

The two responses entered under "other" include:

Exit Survey of the 2008-09 Graduates of the NEPS Program

- *I have a high paying job that will rid me of loans really fast.*
- *I'm in the field I am interested in*

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

Most graduates intend to remain (or already have placement) in Saskatchewan for their first job as a graduate nurse (93.9%). This continues to be consistent with past findings.

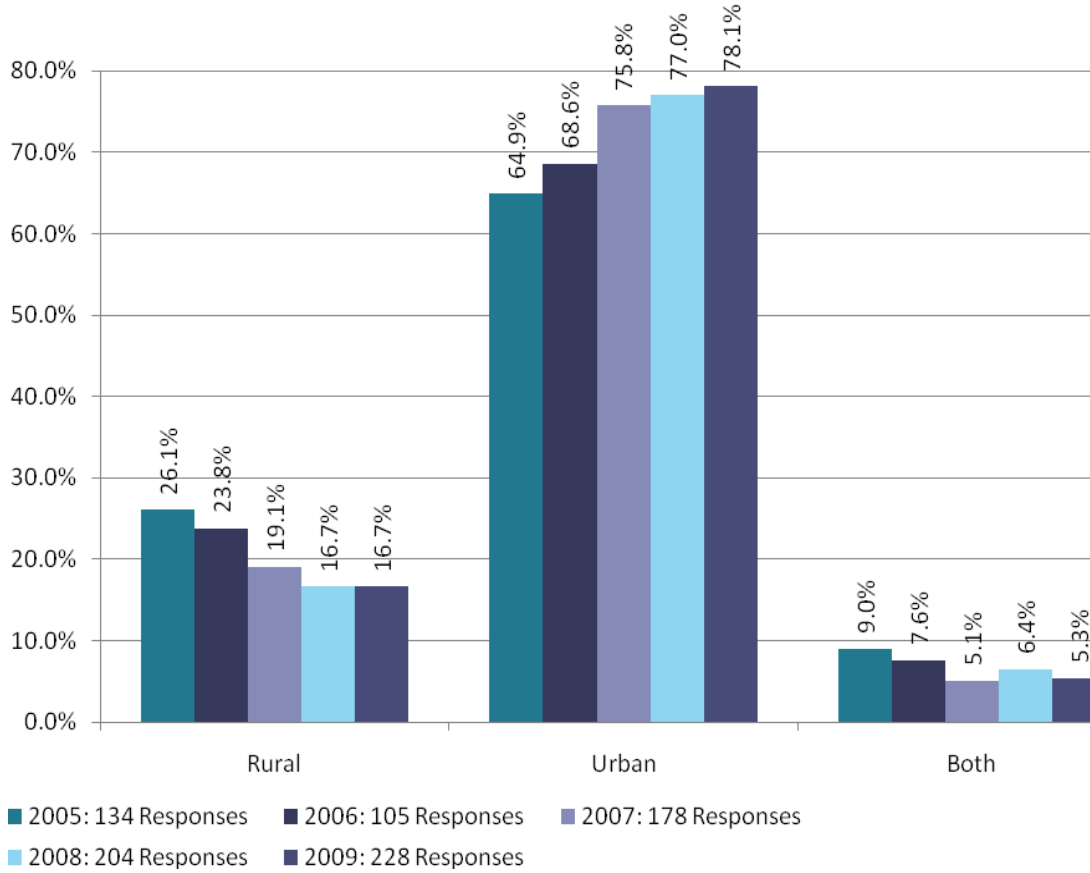
Table 19 - Location of first nursing job

Location of first nursing job	2005 n = 134	2006 n = 105	2007 = 178	2008 = 204	2009 n = 228
Saskatchewan	90.3%	89.5%	96.6%	93.1%	93.9 %
Manitoba or Eastern Canada	2.2%	2.9%	0.6%	0.0%	0.4 %
Alberta or British Columbia	6.0%	7.6%	2.8%	6.4%	4.4 %
USA	1.5%	0.0%	0.0%	0.5%	0.4 %
Other, (please specify)	0.0%	0.0%	0.0%	0.0%	0.9 %
Total	100.0%	100.0%	100.0%	100.0%	100.0 %

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

Respondents self-defined urban and rural. Nearly eight in ten (78.1%) graduate nurses anticipate having their first job located in an urban centre. This trend continues to rise directionally over the past five waves of research.

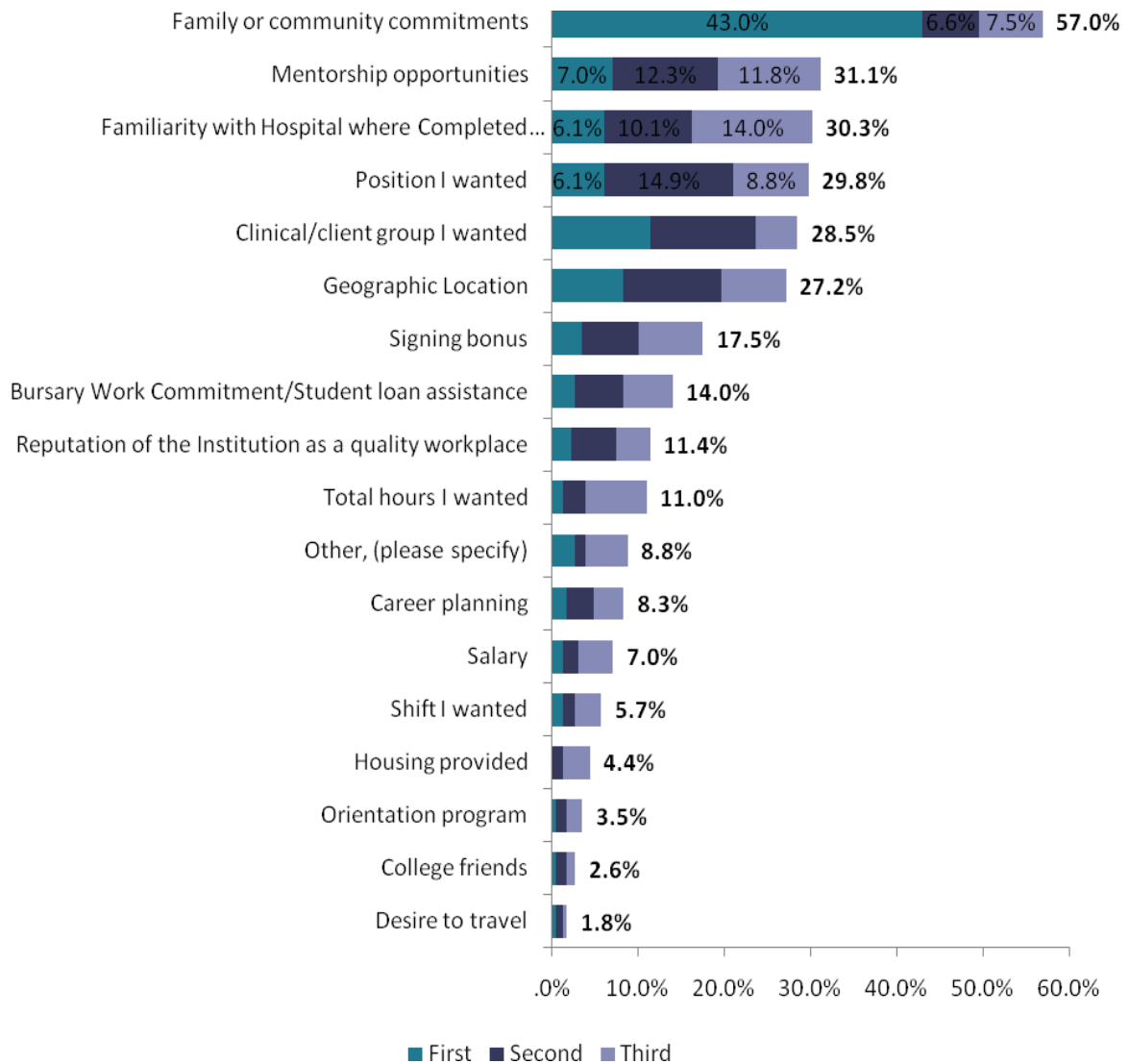
Figure 12 - Location of first job as a graduate nurse



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:

Nearly six in ten (57.0%) mention family or community commitments within their top three factors influencing their choice of work location with a notable proportion 43.0% mentioning this first. Mentorship opportunities (31.1%), familiarity with the hospital where their practicum was completed (30.3%), and acquiring the desired position (29.8%) are also popular mentions in respondents' top three.

Figure 13 - Top 3 factors influencing choice of work location



*Totals bolded

37. Which strategy has been most useful in your job search?

Six in ten (58.8%) report that clinical work has been found to be their most useful strategy in the job search. Word of mouth was mentioned by 16.2% of respondents, while 7.5% report they find internet directories to be most useful.

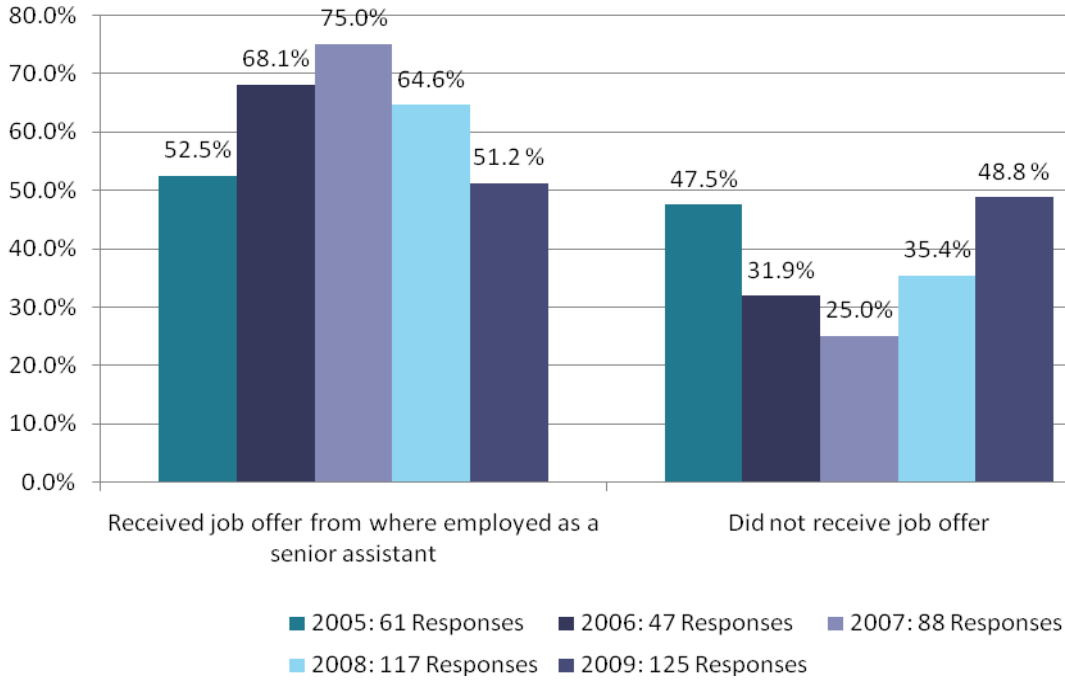
Table 20 - Job search strategy

Job search strategy	2007 n = 178	2008 n = 204	2009 n = 228
Clinical work	67.4%	57.8%	58.8%
Word of mouth	14.6%	23.0%	16.2%
Internet directory	5.1%	3.4%	7.5%
Other	5.1%	3.9%	6.6%
Employer visits	3.4%	6.9%	5.3%
Recruitment Fair	2.2%	3.4%	3.5%
Advertisements	2.2%	1.5%	2.2%
Total	100.0%	100.0%	100.0%

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

Among those respondents who said they were employed as a senior assistant, one half (51.2%) report they received a job offer from the unit they were employed in. This is down notably from findings in both 2008 (64.6% received an offer) and in 2007 (75.0% received an offer).

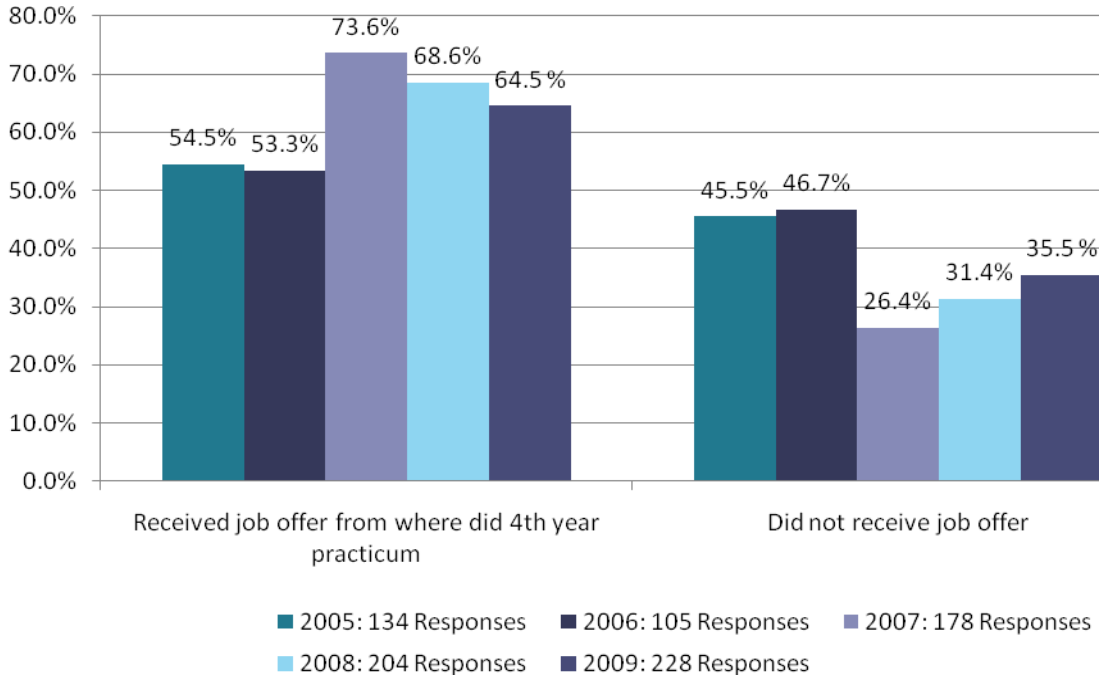
Figure 14 - Received a job offer from unit where employed as a senior assistant



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

Nearly Two thirds of respondents (64.5%) report they received a job offer from the unit they completed their 4th year practicum, continuing a slightly decreasing trend from 2008 (68.6%) and from 2007 (73.6%).

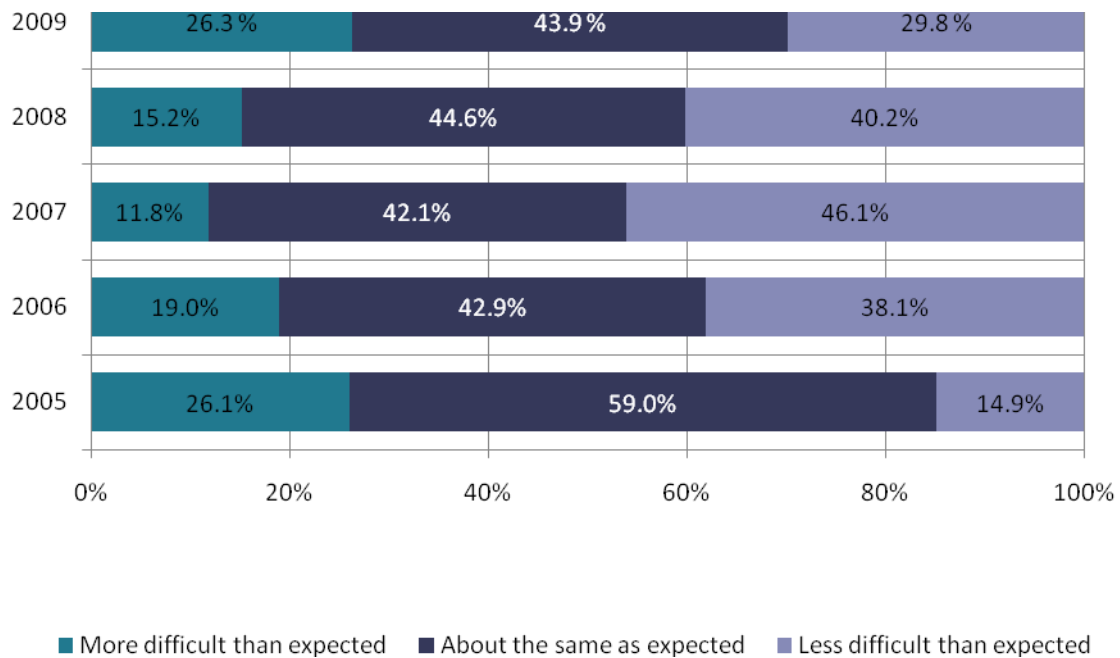
Figure 15 - Received job offer from where completed 4th year practicum



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

Continuing a downward trend, three in ten (29.8%) feel finding their first job was easier than expected compared to those respondents in 2008 (40.2%) and 2007 (46.1%). Notably, one quarter (26.3%) report they found it more difficult than expected, up from 15.2% in 2008 and 11.8% in 2007.

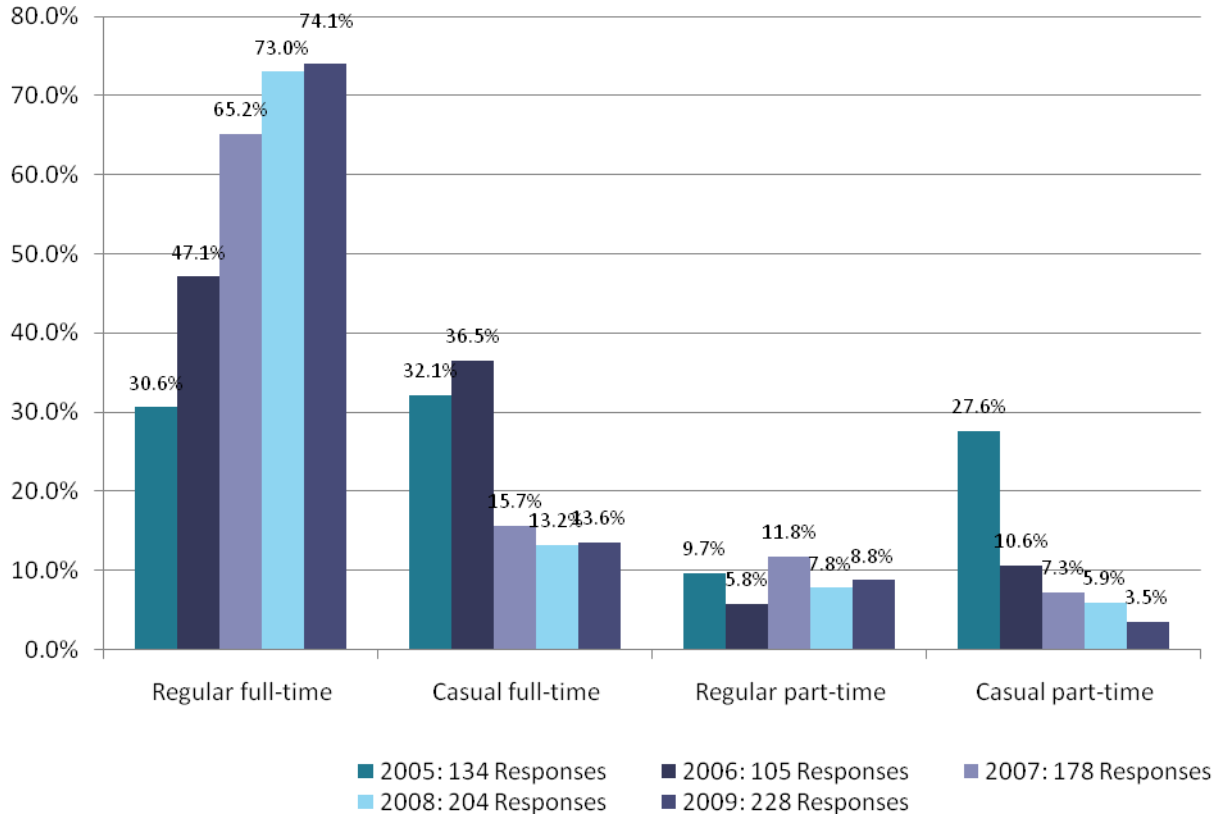
Figure 16 - Difficulty finding first job



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

Three quarters (74.1%) expect to work regular, full-time hours in their first job as a graduate nurse, consistent with findings in 2008 (73.0%), yet higher than findings in years previous.

Figure 17 - Work hours of first job



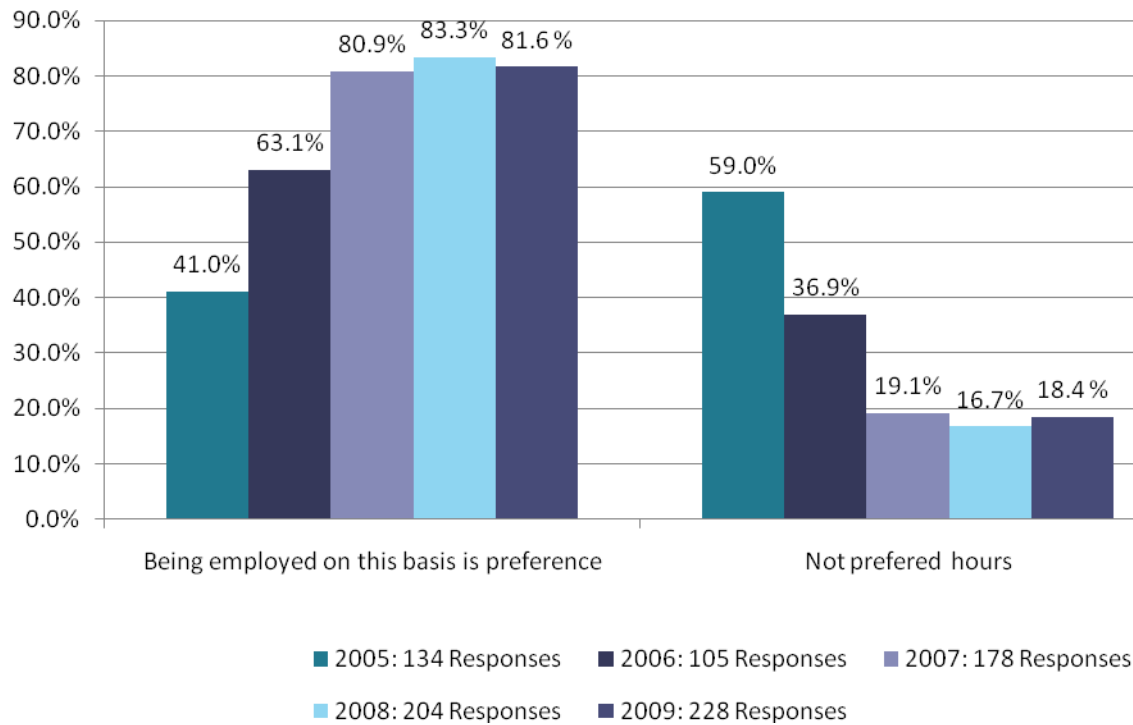
Definitions

"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.)

42. Is being employed on this basis your preference?

Overall, eight in ten (81.6%) indicate the basis upon which they expect to be employed is their preference, consistent with findings in previous years, but notably higher than in 2006 (63.1%) and 2005 (41.0%)

Figure 18 - Employment preference



Those respondents who expect to be or are employed to work regular full- or part-time hours are also much more likely to be happy with their hours than those who are employed on a casual basis.

Table 21 - Expected work hours by preference for hours

2009	Being employed on this basis is preferred
Regular full-time	97.6%
Casual full-time	25.8%
Regular part-time	50.0%
Casual part-time	37.5%

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

Nearly six in ten (57.5%) of current graduates expect their orientation will be between 16 and 30 days in length at their first nursing job.

Table 22: Length of Orientation

Length of Orientation	2007 n = 178	2008 n = 204	2009 n = 228
None	0.6%	0.0%	0.4%
One day or less	0.6%	0.0%	0.4%
2 - 5 days	20.8%	14.7%	8.8%
6 - 15 days	50.0%	36.8%	32.9%
16 - 30 days	28.1%	48.5%	57.5%
Total	100.0%	100.0%	100.0%

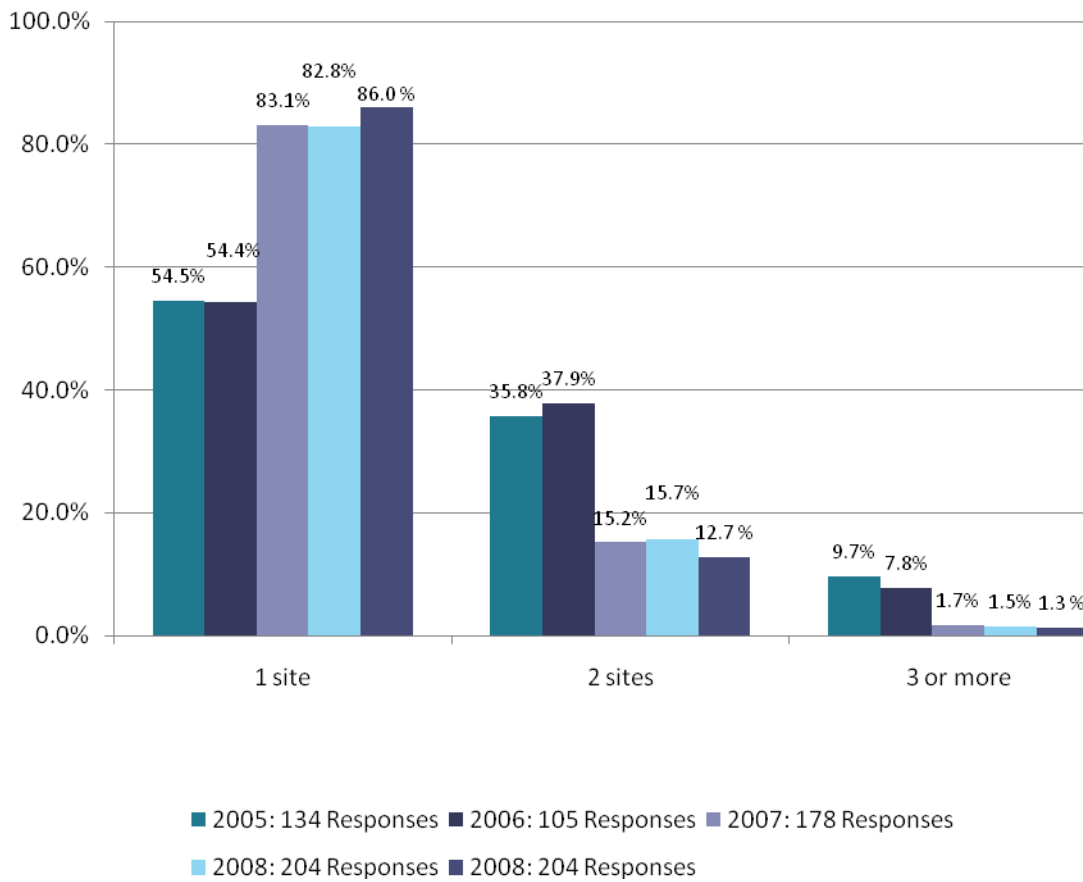
44. How many sites will you/do you expect to work at for your first job as a graduate nurse?

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

Consistent with findings in the past two years, a majority of respondents (86.0%) expect to or are arranged to work at one site .

Figure 19 - Number of sites



45. What type of organization will you be working at?

Three quarters (74.3%) report they will be working at a general hospital of 100 beds or over for at least one of their sites. A general hospital with less than 100 beds will be worked at by 15.3% of respondents.

Table 23 - Site of nursing jobs

	Count	Percent
General hospital, 100 beds and over	136	74.3%
General hospital, less than 100 beds	28	15.3%
Community Health/Health Centre	6	3.3%
Home Care Agency	3	1.6%
Mental Health Centre/Hospital	2	1.1%
Association/Government	2	1.1%
Nursing Stations (Outpost or clinics)	1	0.5%
Rehabilitation/Convalescent Centre	1	0.5%
Business/Industry/Occupational Health	1	0.5%
Educational Institution	1	0.5%
Physician's Office/Family Practice Unit	0	0.0%
Self-employed	0	0.0%
Other	2	1.1%

46. What is your position?

Nineteen in twenty are a staff nurse at a minimum of one of their work sites (96.2%).

Table 24 - Position at site

	Count	Percent
Staff Nurse/Community Health Nurse	176	96.2%
Instructor/Professor/Educator	1	0.5%
Other	6	3.3%

47. What is your main area of responsibility?

Overall, nineteen out of twenty (96.7%) report their main area of responsibility is direct care. Three respondents indicated their main area of responsibility is education at their primary site, while two report focusing on education and one on research at their secondary site.

Table 25 - Area of responsibility

	2005: 79 Responses	2006: 77 Responses	2007: 151 Responses	2008: 179 Responses	2009: 183 Responses
Direct Care	98.7%	98.7%	99.3%	97.8%	96.7%
Research	0.0%	0.0%	0.0%	0.6%	2.7%
Education	1.3%	1.3%	0.7%	0.6%	0.5%
Administration	0.0%	0.0%	0.0%	1.1%	0.0%

47a. In what area will you provide nursing care:

Six in ten respondents (61.2%) who are assigned to direct care focus on medical/surgical care. Paediatrics(17.6%) and emergency care (17.6%) are the next two most common areas of care.

Table 26 - Area providing care

		Count	Percent
Direct Care	Medical/Surgical	101	61.2%
	Paediatrics	29	17.6%
	Emergency care	29	17.6%
	Maternal/Newborn	26	15.8%
	Oncology	15	9.1%
	Critical Care	14	8.5%
	Geriatric/Long term care	12	7.3%
	Psychiatric/Mental Health	11	6.7%
	Community Health	8	4.8%
	Home care	4	2.4%
	Ambulatory Care	4	2.4%
	Several clinical areas	3	1.8%
	Rehabilitation	3	1.8%
	Operating Room/RR	2	1.2%
	Occupational Health	1	0.6%
Administration	Service	1	0.6%
Education	Teaching - Clients	3	1.8%
	Teaching - Students	1	0.6%
	Teaching - Employees	1	0.6%
Research	Nursing Research only	1	0.6%
Other		11	6.7%
Total		165	100.0%

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

Over all sites, respondents will work an average of 36 hours per week.

Table 27 - Number of hours worked per week at site

	First Site	Second Site	Third Site	Total Hours
Mean	38	11	8	36
Median	40	10	8	40
Valid N	165	16	1	182

Overall, slightly less than one half of respondents work between 40 and 49 hours per week (46.9%).

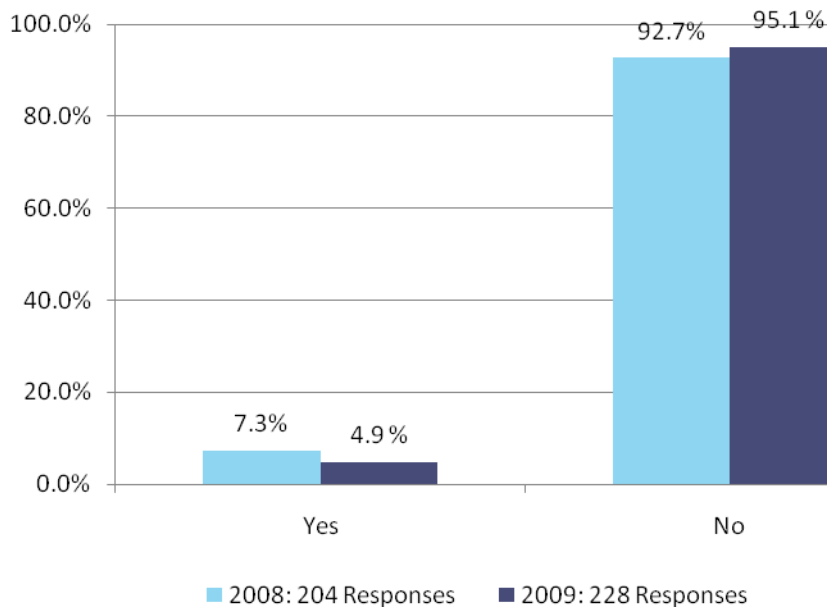
Table 28 - Number of hours worked per week overall

	Count	Percent
Less than 20 Hours	13	7.3%
20 to 29 Hours	7	3.9%
30 to 39 Hours	73	40.8%
40 to 49 Hours	84	46.9%
50 Hours or More	2	1.1%
Total	179	100.0%
Mean		36
Median		40

48a. Will you work in a forensic setting?

One in twenty (4.9%) will work in a forensic setting.

Figure 20: Will work in forensic setting



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

The expectation of annual income has continue to display a notable increase from previous years results, with 2009 results being even more pronounced. Six in ten (60.4%) expect their annual income to be \$50,000 or more compared to 36.3% in 2008 and 2007.

Table 29 - Expected average annual income

	2005	2006	2007	2008	2009
Less than \$30 000	11.3%	9.6%	9.5%	2.5%	1.2%
\$30 000 to \$39 000	20.3%	22.9%	7.9%	7.9%	5.2%
\$40 000 to \$49 000	27.9%	26.7%	27.4%	27.4%	10.9%
\$50 000 to \$59 000	12.1%	16.2%	26.0%	26.0%	32.0%
\$60 000 and up	3.0%	7.8%	10.3%	10.3%	28.4%
Don't know	25.6%	21.0%	26.0%	26.0%	21.9%

General Questions

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

A notable majority (92.5%) report they plan to register with the SRNA only, in line with results from previous years.

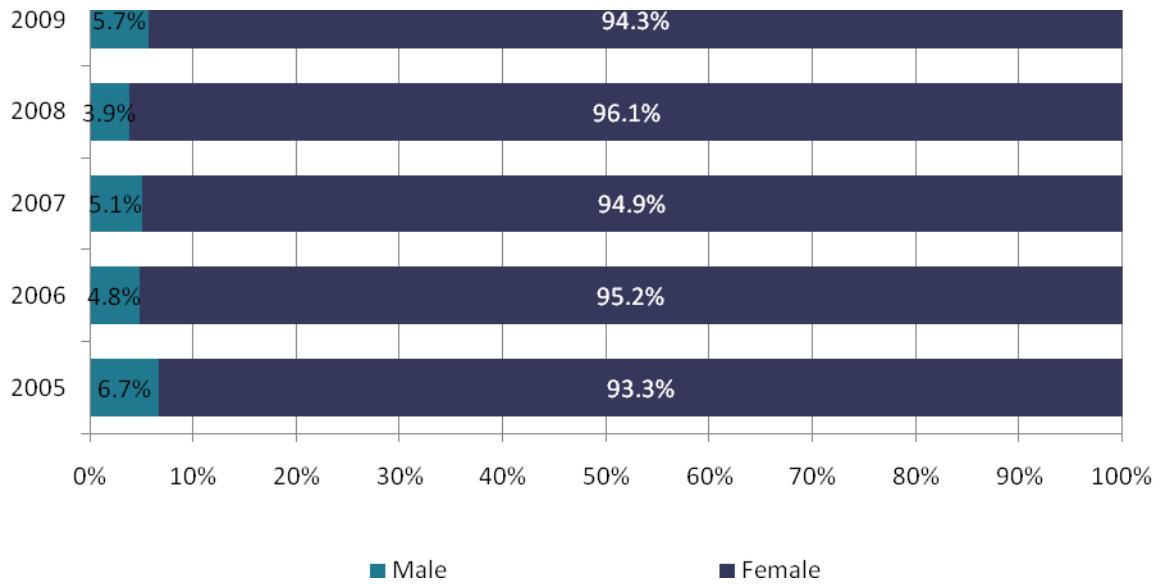
Table 30 - Nursing associations

	2005 n = 133	2006 n = 105	2007 n = 177	2008 n = 204	2009 n = 228
SRNA only	92.5%	91.4%	94.4%	91.7%	92.5 %
SRNA & RPNAS	0.8%	1.0%	1.6%	2.0%	1.3 %
Neither	5.3%	4.8%	3.4%	4.9%	4.4 %
Other nursing licensure	6.0%	7.6%	3.9%	4.4%	6.1 %
Don't know	0.0%	0.0%	0.6%	0.0%	0.0 %
Total	0.0%	0.0%	0.0%	0.0%	100.0%

51. What is your gender?

One in twenty (5.7%) graduates are male, while the remaining 97.3% are female.

Figure 21 - Gender

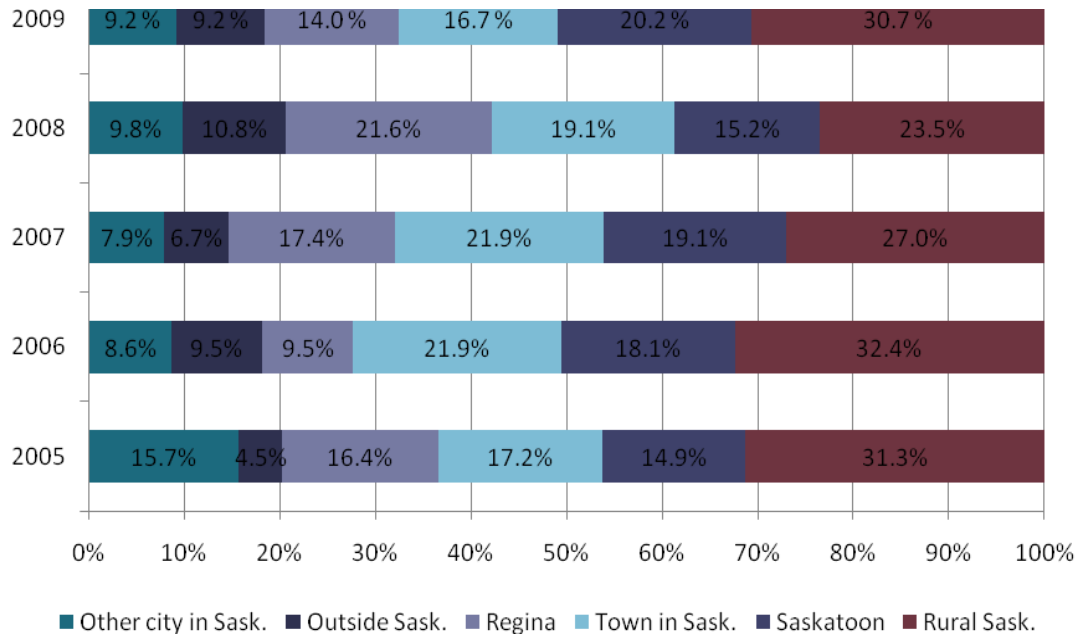


Base: all respondents (2005; n=134, 2006; n=105, 2007; n=178, 2008; n=204, 2009; n = 227)

52. Where did you grow up?

One in three graduates grew up in rural Saskatchewan (30.7%), 20.2% in Saskatoon, 16.7% from a town in Saskatchewan and 14.0% in Regina.

Table 31 – Location



53. Are you of Aboriginal ancestry?

Slightly more than one in ten (13.7%) NEPS graduates are of Aboriginal ancestry (31 total). This finding is consistent with results in 2008 and 2007. In total, three respondents (3.6%) who graduated from Regina consider themselves to be Aboriginal, sixteen from Saskatoon (13.3%) do so and twelve (54.5%) from Prince Albert.

Figure 22 - Aboriginal ancestry

	2005: 134 Responses	2006: 105 Responses	2007: 178 Responses	2008: 204 Responses	2009: 226 Responses
Aboriginal Ancestry	5.2%	8.6%	14.7%	13.8%	13.7 %
Non-aboriginal	94.8%	91.4%	85.3%	86.2%	86.3 %

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

Among the 31 respondents who indicated that they are of aboriginal ancestry, eighteen are Métis, eleven have treaty status, one is non-status, and one is Inuit.

	Count	Percent
Métis	18	58.1%
Non-status Indian	1	3.2%
Status/Treaty Indian	11	35.5%
Inuit	1	3.2%
Total	31	100.0%

55. What is your current marital status?

At the time of the survey, slightly more than one half of graduates (54.4%) were single, while four in ten (43.4%) were married or living common law.

Figure 23 - Current marital status

	2005: 134 Responses	2006: 105 Responses	2007: 178 Responses	2008: 204 Responses	2009: 228 Responses
Single	59.1%	56.2%	46.6%	51.2%	54.4%
Married/Common Law	38.6%	41.0%	49.4%	45.3%	43.4%
Separated/Divorced/Widowed	2.3%	2.9%	3.9%	3.5%	2.2%

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

Three quarters (75.9%) of graduates are either satisfied or very satisfied with their educational experience in the NEPS program, slightly less than in 2008 (83.3%) but consistent with results in years previous.

Figure 24 - Satisfaction with NEPS

	2005: 134 Responses	2006: 105 Responses	2007: 178 Responses	2008: 204 Responses	2009: 228 Responses
Very Satisfied	13.4%	15.2%	9.0%	8.8%	11.4 %
Satisfied	59.7%	60.0%	66.3%	74.5%	64.5 %
Total satisfied or very satisfied	73.1%	75.2%	75.3%	83.3%	75.9%
Dissatisfied	11.2%	13.3%	2.2%	11.3%	17.5 %
Very Dissatisfied	6.7%	2.9%	3.9%	2.0%	3.1 %
Total dissatisfied or very dissatisfied	17.9%	16.2%	6.1%	13.3%	20.6%
Unsure	9.0%	8.6%	18.5%	3.4%	3.5 %

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

Two thirds (65.8%) of graduates well their educational program prepared them well or very well for nursing, down from three quarters (74.5%) who felt this way in 2008.

Table 32 - How well NEPS prepared for nursing practice

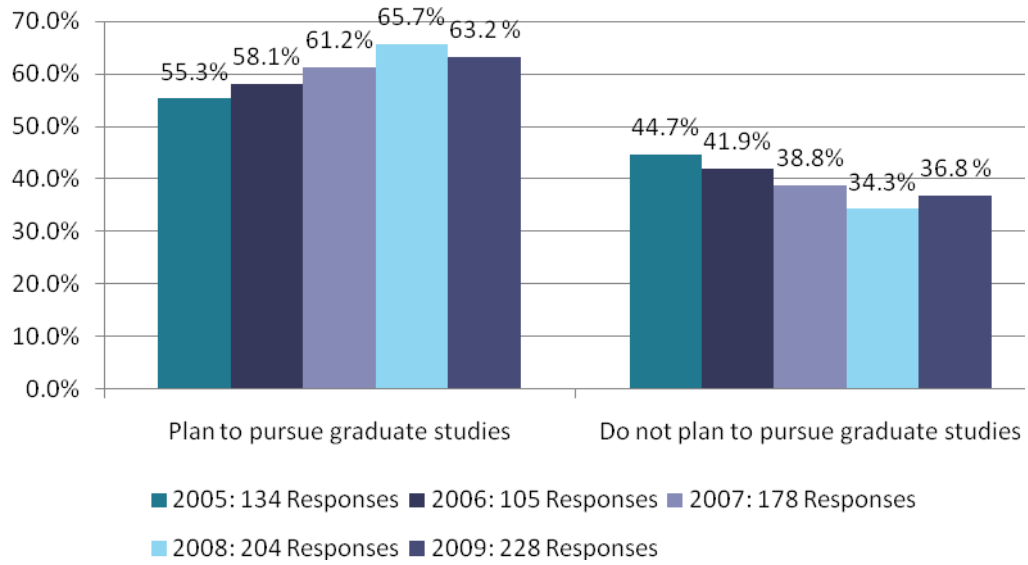
	2005: 134 Responses	2006: 105 Responses	2007: 178 Responses	2008: 204 Responses	2009: 228 Responses
Very well	11.9%	7.6%	6.7%	5.4%	6.6%
Well	57.5%	67.6%	60.1%	69.1%	59.2%
Well or Very well	69.4%	75.2%	66.8%	74.5%	65.8%
Not well	19.4%	16.2%	24.2%	2.0%	22.8%
Poorly	3.0%	1.0%	3.9%	4.4%	3.1%
Not well or poorly	22.4%	17.2%	28.1%	6.4%	25.9%
Unsure	8.2%	7.6%	5.1%	19.1%	8.3%

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

Slightly less than two thirds of respondents (63.2%) plan to pursue graduate studies at some time in the future; a proportion that has been gradually rising since 2005 but seems to have leveled off in 2009.

Figure 25 - Plan to pursue graduate studies

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

A total of 174 respondents provided additional comments regarding their education in the NEPS program. Four in ten (39.7%) respondents relate to requiring more clinical or practical time, while one quarter (25.3%) made reference to changes to the curriculum.

Table 33 - General comments about the NEPS program

	Count	Percent
Require More Clinical/Practical Time/Different Focus	69	39.7 %
Changes to Curriculum/Classes/Practicum	44	25.3 %
Instructors/Faculty/Preceptor Comments	24	13.8 %
Overall Satisfaction With Program	7	4.0 %
Other	21	12.1 %
Unprepared for Work Force/Mentorship	8	4.6 %
No Comment	24	13.8 %
Total	174	100.0 %

More practicum experiences would have been beneficial, less mental health, more variety of community experiences. Having instructors that knew what they were teaching and enjoyed it would have also been appreciated. Being located in one main place, e.g., U of S instead of 2 years of SIAST and 2 years of U of S would have been beneficial. Classes such as the two communities classes could be joined, since lots of information was repeated.

"Too many ""touchy feely"" classes and not enough clinical time. NEPS does not prepare us as nurses for what it is like here in the real world. The times when I finally learned what it was like to actually nurse was in the last months of my final practicum."

Would like more clinical opportunities; community rotations are not valuable for me at all.

Although I feel we are prepared to start work to a certain extent, I believe that there would be more benefit in further clinical/hands-on learning, as this is where we learn to practice the classroom teachings. I felt that there was a lack of that practice.

Overall, a well-run program. Second year: overwhelming; not enough time to spent on concrete theory classes while trying to learn so much other unnecessary info. School days too long and structured while at SIAST. Third year: three-four hour long classes are too long and unacceptable. Fourth year: senior practicum well managed and very beneficial. Longer periods of clinical would be highly beneficial in the previous three years of the program.

"As an LPN, I was extremely disappointed in the amount of repetition in the classes I took in the practical nursing program and in the NEPS program! The program needs to rethink options for LPN's entering the program as there is no need for them to be taking some of the required courses! More credit should be given - for example - the second year clinical experience in May and June! As an LPN, I had more responsibilities at work than I was allowed to do as a second year nursing."

Appendix A

Q31. Name the (one) most positive aspect of your first job?

Location (6 Responses)

- Close to home.
- I am able to work in my home community.
- Location.
- The hospital that I am working at and the fact that I got a permanent position.
- Working in my hometown with a staff that is very friendly and supportive.

Great Staff (38 Responses)

- Being allowed by the manager to negotiate for my needs, even though I'm new on the unit.
- Cohesive and welcoming team.
- Comfortable, positive staff environment built during senior practicum.
- Fellow employees/manager.
- Friendly staff.
- Good manager.
- Great nursing staff for support. It is where I completed my final practicum. Also, high acuity and patient turnover.
- Great staff to work with and many different conditions to further develop my skills.
- Great staff.
- Great staff.
- I enjoy the staff and know I will not ever feel 'alone', they work as a team.
- I have heard that the staff on the unit is highly receptive to new employees and are for the most part helpful.
- I like the supportive staff.
- I'm familiar with the unit, as I did my final rotation here; and I'm with several of my classmates, so I know there will be a good support network.
- Knowledgeable and accepting staff.
- My manager and co-workers are awesome!
- Positive and accepting work environment and staff members.
- Staff members are helpful.
- Staff morale.
- Staff on unit.
- Staff relationships.
- Staff.
- Supportive manager.
- Supportive staff.

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- Supportive staff.
- Team atmosphere.
- The moral of the current staff is high.
- The other staff members.
- The people that I work with.
- The staff and the challenges.
- The staff are very welcoming and work as a team.
- The staff is very supportive of newcomers.
- The staff members were supportive.
- The staff, positive work environment.
- The staff.
- Work environment. I work with a very supportive health care team.
- Working in my hometown with a staff that is very friendly and supportive.
- Working within a team.

Experience (31 Responses)

- A variety of medical conditions at all age groups.
- A ward where I can learn lots and gain valuable experience working with various medical issues.
- Additional training for the peri-operative course.
- Being employed.
- Broad variety of experiences.
- Challenging and will allow me many opportunities to continue learning on a daily basis.
- Continuing to learn and gain new skills.
- Experience.
- Experience.
- Getting experience
- Getting the opportunity to apply what I learned, dressing changes, and assisting doctors.
- Good learning experience for future jobs.
- Good learning experience.
- Good learning experience.
- Great experience.
- Great staff to work with and many different conditions to further develop my skills.
- I completed my acute senior practicum on the unit, so I feel comfortable and welcome. I know it is a great learning environment and will be a good place to start my career.
- I get a well rounded idea of how to work with everything and anything: L and D, ER, Surgery, LTC, palliative, psychiatric, cardiac, medicine.
- I was on this unit as a student, and I really enjoyed it. I feel that this will be a good unit to continue developing my skills for at least a year or two, and then I will see where that takes me. They also do self-scheduling which I really wanted.

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- I will receive lots of training and buddy shifts so that I become comfortable and confident in the environment.
- I worked here for one of my final practicums and was able to feel more comfortable just starting here.
- In the Emergency Department. I feel this is an area where I will utilize and continue to foster all nursing skills and work with all age groups.
- Learning opportunities.
- Opportunity to do various nursing skills.
- The amount of knowledge and experience I will gain.
- The continuing education ability it provides.
- The experience of providing care to a wide variety of patient demographics and health problems.
- The variety of experience I will be exposed to.
- The wide range of experience in medications, organization and skills that I am receiving.
- Very many learning opportunities. General Surgery so there are a variety of different diagnoses, surgeries, etc.
- Will be great experience as a new graduate to work on a medical unit and gain organizational skills and become more familiar with pathophysiology of illnesses, as well as medications.

Area of interest (26 Responses)

- Acute care unit.
- Being able to take the critical care course.
- Being able to work in a field of interest right away, even though it may not be what people told me to do.
- Fulltime employment in the area of nursing that most interests me.
- Getting into the area that I wanted.
- Getting to go to work with the client population that I wanted to.
- I am working with children.
- I like the area of work that I was in.
- I was on this unit as a student, and I really enjoyed it. I feel that this will be a good unit to continue developing my skills for at least a year or two, and then I will see where that takes me. They also do self-scheduling which I really wanted.
- I will be working on Paediatrics where I had worked as a senior assist and see this as an asset. I love children and to have the job security of a permanent job.
- In the Emergency Department. I feel this is an area where I will utilize and continue to foster all nursing skills and work with all age groups.
- It is in an area that I've had a very strong interest in.
- It is in the area I really wanted to be - that would be my first choice.
- It is in the specialty of paediatrics.
- It's my dream job.
- It's on paediatrics, and I love working with kids.

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- It's the area that I wanted to go into.
- Patient education.
- Permanent fulltime employment on the unit that I really wanted.
- Same type as the unit that I worked on as a Senior Assist., just in a different city.
- The clinical area that I have interest in.
- Was able to work where I wanted to.
- Working in the area I intended to throughout nursing school.
- Working with my desired population (kids).
- Working with the ideal population.
- Working with the population that I love to work with - women and children.

Full time employment (9 Responses)

- Employment, finally.
- Fulltime employment in the area of nursing that most interests me.
- I will be working on Paediatrics where I had worked as a senior assist and see this as an asset. I love children and to have the job security of a permanent job.
- It is a permanent fulltime position with 12-hour shifts.
- It is a permanent fulltime position.
- It's permanent fulltime.
- Permanent fulltime employment on the unit that I really wanted.
- Permanent fulltime position.
- The hospital that I am working at and the fact that I got a permanent position.

Income (9 Responses)

- Getting paid.
- Getting paid.
- Getting paid.
- I like the amount of money I get.
- I will be mentored for four months and a fellow student is hired on the same ward, so I will know more people. Also, finally getting paid!!
- Offered a relocation bonus without asking for a contract or my intentions for the next five years!
- Pay check. Knowing that I'm done.
- The money.
- The pay cheque.

Work environment (40 Responses)

- Being allowed by the manager to negotiate for my needs, even though I'm new on the unit.
- Changing environment, different clients, and different workload each day.
- Comfortable, positive staff environment built during senior practicum.
- Excellent work environment. Everyone is given a mentor and ideal shifts.
- Exciting.

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- Feel comfortable there, because it is where I senior assisted.
- Great nursing staff for support. It is where I completed my final practicum. Also, high acuity and patient turnover.
- Great staff to work with and many different conditions to further develop my skills.
- I completed my acute senior practicum on the unit, so I feel comfortable and welcome. I know it is a great learning environment and will be a good place to start my career.
- I did my final practicum on this ward and so feel comfortable coming on as a graduate nurse. As well, I will be involved in the mentorship program, which has alleviated a lot of stress I might have felt had I started out on my own.
- I enjoy the staff and know I will not ever feel 'alone', they work as a team.
- I have worked there as a Senior Assist, so I know the routines and most of the people already.
- I like that it was autonomy.
- I like the job.
- I will be mentored for four months and a fellow student is hired on the same ward, so I will know more people. Also, finally getting paid!!
- I worked here for one of my final practicums and was able to feel more comfortable just starting here.
- I'm familiar with the unit, as I did my final rotation here; and I'm with several of my classmates, so I know there will be a good support network.
- In the Emergency Department. I feel this is an area where I will utilize and continue to foster all nursing skills and work with all age groups.
- Interacting with first year students.
- It was an outpatient unit. Nobody stays at the hospital, it's a come and go, thus you don't have to deal with them all day.
- Manager support.
- Patients on the unit that I'm working with - to develop new relationships with patients.
- Positive and accepting work environment and staff members.
- Positive work environment.
- Supportive work environment.
- Supportive work environment.
- Team atmosphere.
- The clients.
- The environment.
- The nurses have pagers on the unit I will be working on. So when a patient presses the call bell, the call is answered by a communications centre. Then the communications center sends a page to the nurse stating the room number and exactly what the patient wants, e.g., 19-2: warm blanket. I believe this will save time and help me prioritize.
- The people who worked there appreciated having me there and were eager to teach me.

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- The positive and supportive environment.
- The staff are very welcoming and work as a team.
- The staff, positive work environment.
- Work environment.
- Work environment.
- Work environment. I work with a very supportive health care team.
- Work morale is high.
- Working within a team.
- You are still able to ask lots of questions and no one will look down on you for not knowing something.

Challenging (4 Responses)

- Challenging and will allow me many opportunities to continue learning on a daily basis.
- High energy adrenaline rush.
- That it was challenging and exciting.
- The staff and the challenges.

Not started (4 Responses)

- Have not started yet.
- I don't know because I haven't started working yet. The only reason I am doing this quiz right now is because I received a phone call that I did not wish to receive reminding me to do the quiz.
- I don't start until next week.
- Will start on January 19, 2009.

Schedule (8 Responses)

- Eight hour shifts.
- Excellent work environment. Everyone is given a mentor and ideal shifts.
- I don't have to work weekends.
- I had good shifts.
- I was on this unit as a student, and I really enjoyed it. I feel that this will be a good unit to continue developing my skills for at least a year or two, and then I will see where that takes me. They also do self-scheduling which I really wanted.
- It is a permanent fulltime position with 12-hour shifts.
- Monday-Friday, 8:00am-4:30pm schedule.
- Work hours.

Mentorship program and orientation (11 Responses)

- Adequate orientation.
- Excellent work environment. Everyone is given a mentor and ideal shifts.
- Good orientation to the unit.
- Having a mentor to support me through the transition.

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- I did my final practicum on this ward and so feel comfortable coming on as a graduate nurse. As well, I will be involved in the mentorship program, which has alleviated a lot of stress I might have felt had I started out on my own.
- I will be mentored for four months and a fellow student is hired on the same ward, so I will know more people. Also, finally getting paid!!
- I will receive lots of training and buddy shifts so that I become comfortable and confident in the environment.
- Proper orientation to the unit and a mentorship program.
- Senior staff is patient enough to teach the new comers.
- The mentorship program is the one most positive aspect of my first job.
- The people who worked there appreciated having me there and were eager to teach me.

Other (8 Responses)

- Helping a mother bring a baby into the world.
- Helping people.
- Independence.
- RN not an LCN.
- Supernumerary for four months.
- Supernumerary position.
- The independence.
- The opportunity to be involved in the new grad. nurse job program.