



**Nursing Education Program of  
Saskatchewan (NEPS) Exit Survey:**  
Graduates of the NEPS Program in the 2009-2010 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 2009-10



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University of Saskatchewan

**Dean Netha Dyck**  
Nursing Division  
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**Acting Director Carrie Lavallie**  
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and

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The final report prepared by Insightrix, *Nursing Education Program of Saskatchewan (NEPS) Exit Survey: Graduates of the 2009-2010 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>

## **Project Coordination Team**

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**Executive Summary**  
Class of 2009-10



## **Executive Summary**

This report summarizes the results of the 2009-2010 Graduate Exit Survey for the Nursing Education Program of Saskatchewan (NEPS). This is the eighth 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, 2007-2008, 2008-2009 exit surveys.

### ***Response Rate***

The survey was conducted online by e-mail invitation sent to 315 NEPS graduates of whom 178 completed the survey, giving a 56.5% 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***

About one half (51.1%) of respondents entered the NEPS program in Saskatoon, 42.7% entered their program in Regina and the remaining 6.2% did so in Prince Albert. Six in ten (58.4%) in turn graduated from the Saskatoon program, 36.5% graduated from Regina and 5.1% graduated from Prince Albert. Although a large majority (91.6%) of respondents are female, the proportion of men has increased slightly to 8.4% from 5.7% in 2009 and 3.9% in 2008. One in eight (12.4% or 22 respondents) are of Aboriginal ancestry. Of these respondents, 13 are Métis and 9 are Status or Treaty Indian. Currently, one half (50.0%) are single and 46.1% are married or common law, while at the beginning of the program, 75.3% were single and 21.3% were married or common law. About one in five (21.9%) had dependents during the program.

Fifty percent (50.0%) of respondents were 20 years old or younger when they entered the NEPS program. One quarter (27.6%) were between 21 and 25 years old, one in ten (11.0%) were between the ages of 26 and 30 and the remaining 11.8% were over 30 at that time.

Satisfaction with the NEPS program is quite high; eight in ten (79.8%) are satisfied or very satisfied. Additionally, three quarters (74.8%) feel that the NEPS program prepared them well or very well for nursing practice.

## Exit Survey of the 2009-10 Graduates of the NEPS Program

### ***Experience Prior to and During the NEPS Program***

About one fifth (20.2%) had education in the health care field prior to entering the program. In the year before beginning the NEPS program, most (63.5%) respondents were going to school and 31.5% were working. Of those who were working, about one third (35.7%) were working in the health care field.

Most (82.0%) respondents experienced a significant life change during the program. The most common change experienced by respondents is the relocation of their home (49.4%), or the illness or death of a family member or friend (43.8%).

Four in ten (41.6%) respondents worked as a Senior Assistant during the NEPS program, and nearly all (78.1%) had a job other than a Senior Assistant position.

Scholarships and bursaries were common among respondents. Three quarters (73.0%) received scholarships during the program, the average value of which was \$7,472. Most commonly (66.2%) the scholarship source was the Government.

Student loans were also common among respondents. Seven in ten (70.2%) obtained student loans during the program. On average, these respondents owed \$35,510 at completion of the program.

### ***Your Job Search and Anticipated Employment***

Most (84.3%) respondents had a job as a graduate nurse confirmed at the time of the survey. Eight in ten (83.7%) will work in an urban setting, while 11.8% will work in a rural setting. The proportion planning to work in a rural setting has continued to decline steadily from 26.1% in 2005. Most commonly (62.4%) respondents will work regular full-time hours (average of 37 hours per week overall). Respondents who have a job confirmed were asked to rate the extent to which their job met their ideal preferences in terms of the location, client group, responsibilities, work environment and shifts. Overall, the location was given the highest rating (average of 4.4 out of 5) of the five listed areas. Shifts (3.9) were given the lowest rating, on average, slightly below the work environment (4.0), client group (4.0) and responsibilities (4.1). Great staff (32.7%) is most commonly mentioned as the most positive aspect of respondents' first jobs, followed by experience (16.7%), work environment (16.0%) and area of interest (14.0%). Family or community commitments (62.9%) were chosen by six in ten as one of the top three factors that influenced their choice of work location. Nearly all (97.8%) respondents will or intend to remain in Saskatchewan for their first job. As with previous years' results, nearly all will be employed as a staff nurse (94.7%) and the medical/surgical area is most common (59.3% will work in this area in at least one of their sites). A total of 28.1% of respondents expect to earn \$60,000 per year or more, while 33.1% expect to earn \$50,000 to \$59,000 and 20.3% expect to earn less than \$50,000 per year.

## Exit Survey of the 2009-10 Graduates of the NEPS Program

Respondents were asked to identify the strategy that they believe has been most useful in their job search and a majority (57.3%) indicated that clinical work has been the most useful strategy. Four in ten (40.5%) received a job offer from a unit where they were employed as a Senior Assistant, a proportion that has declined steadily from a high of 75.0% in 2007. Additionally, about six in ten (57.9%) received a job offer from where they completed their 4<sup>th</sup> year practicum, a proportion which has seen a more moderate decline since 2007 (73.6%). Four in ten (42.7%) indicated that their experience in finding their first job was more difficult than expected. Two in ten (19.1%) indicated that it was less difficult than expected.

# Exit Survey of the 2009-10 Graduates of the NEPS Program

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# Exit Survey of the 2009-10 Graduates of the NEPS Program

## 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 2009-2010 academic year and compares them to the results of the 2004-2005, 2005-2006, 2006-2007, 2007-2008 and 2008-2009 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 (SIAST), and Department of Health Sciences at the First Nations University of Canada contracted Inshtrix Research, Inc. to conduct research with the 2009-2010 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 – 2009. The questionnaire was designed by the NEPS Database Coordinating Committee. Inshtrix programmed the survey for online survey administration and distributed the invitation to complete the survey questionnaire by e-mail to the graduates.

### ***Survey Distribution***

Inshtrix 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 2009 (for October graduates), November 2009 (for December graduates), or March 2010 (for April graduates). Reminder e-mails were sent to those who did not respond to the first invitation.

## Exit Survey of the 2009-10 Graduates of the NEPS Program

### ***Response Rates and Confidence Intervals***

The survey was conducted online by an e-mail invitation sent to graduates of the class of 2009-2010. Of the 315 graduates, 178 completed the survey, giving an overall response rate of 56.5%. Given this response rate, we can be 95% sure that the results reported are within  $\pm 4.9$  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:

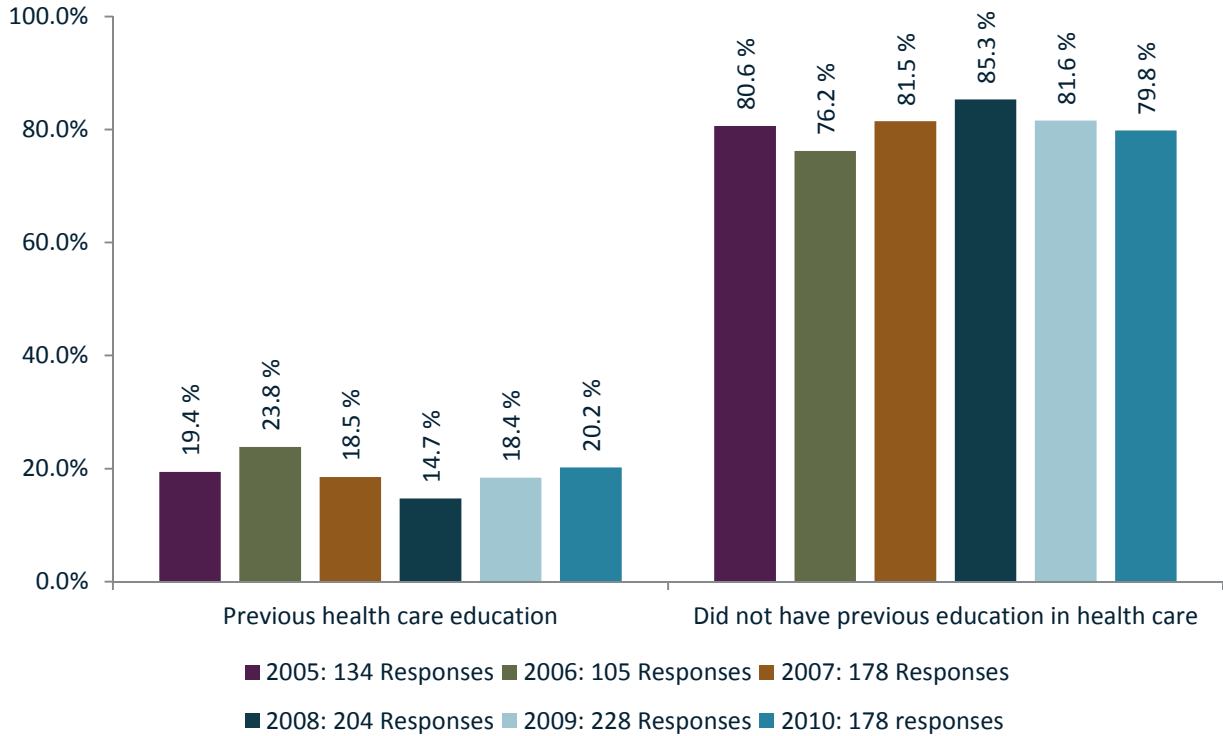
<b>Graph / Table Label</b>	<b>Graduating Class</b>
2005	2004-2005
2006	2005-2006
2007	2006-2007
2008	2007-2008
2009	2008-2009
2010	2009-2010

*Prior to Starting the NEPS Program*

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

**Figure 1- Previous education in the health care field**

One in five (20.2%) have previous education in the health care field.



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Of those who have previous education in the health care field, one quarter (25.0%) worked as a Licensed Practical Nurse (LPN) and about the same proportion (22.2%) worked as a Health Care or Home Care Aide.

**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	2010 n = 36
<b>Licensed Practical Nurse</b>	11.5%	20.0%	30.3%	10.0%	26.2%	25.0%
<b>Health Care or Home Care Aide</b>	15.4%	52.0%	24.2%	6.7%	14.3%	22.2%
<b>Volunteer Program</b>	30.8%	8.0%	9.1%	3.3%	9.5%	8.3%
<b>Lab tech /EMT</b>	19.2%	8.0%	6.1%	13.3%	7.1%	13.9%
<b>Other</b>	61.5%	36.0%	48.5%	70.0%	54.8%	44.4%
<b>Total</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The following are the responses under “other”:

Athletic therapy

Biochemistry degree

Certified Exercise Physiologist (Kinesiology)

College of Medicine, completed 4 years in Bashkir State Medical University, Ufa, Russia

Dental Assistant

Kinesiology (3)

Kinesiology and Health Studies degree

Lifeguard (2)

Medical Administration

Medical Assistant

Nurses Aid in-house training at Wascana Rehab Centre

Optician

Pharmacy

Pharmacy Technician (2)

Pulmonary Function Tech / Exercise Therapy / Kinesiologist / Disability Management / Ergonomics

Unit Clerk

## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

A total of 37.6% entered the NEPS program with a high school diploma, while 38.2% had taken some university classes prior to starting.

**Table 2 - Prior educational experience**

Prior educational experience	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178
High school diploma	36.6%	28.6%	39.3%	38.7%	42.5%	37.6%
SIAST (or other Technical Institute) courses	0.7%	1.9%	1.7%	0.5%	1.8%	1.1%
SIAST (or other Technical Institute) diploma/certificate	15.7%	14.3%	15.7%	15.7%	12.3%	14.0%
Some university classes	41.8%	46.7%	36.5%	38.2%	33.8%	38.2%
University baccalaureate (Undergraduate) degree	5.2%	7.6%	6.7%	6.9%	8.8%	9.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

### 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. Five held a Bachelor of Arts, six a Bachelor of Science and eight have a Licensed Practical Nurse certificate.

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?

Most (63.5%) respondents were going to school in the year before starting the NEPS program. About three in ten (31.5%) were working and one in twenty (5.1%) were attending to household responsibilities.

**Table 3 - Major activity in the year before starting NEPS**

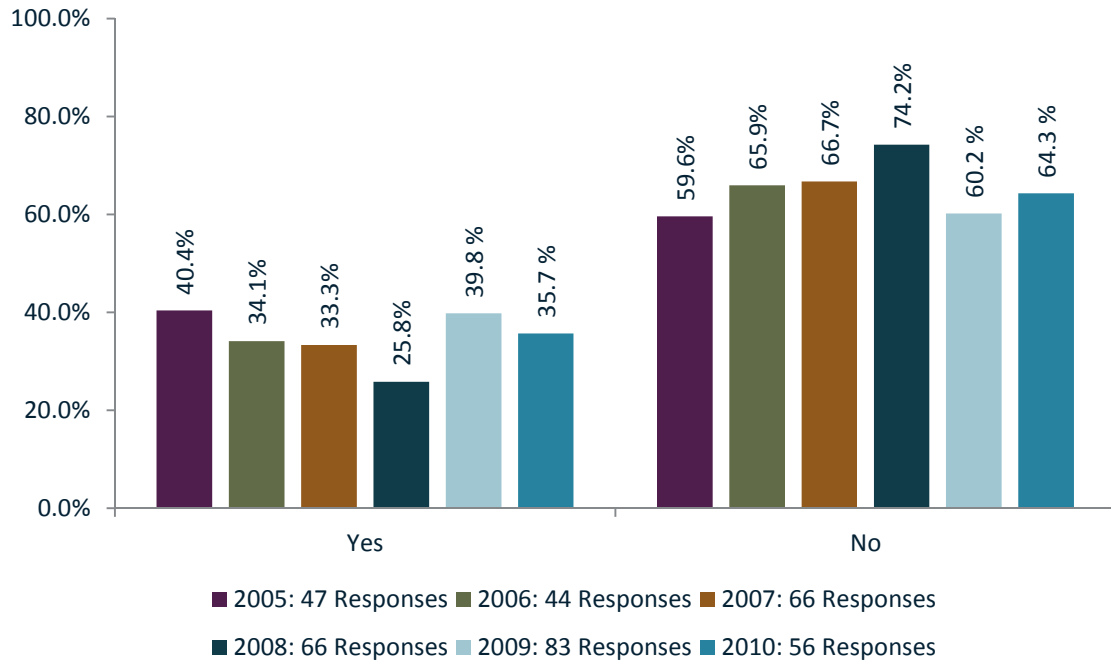
Major activity before starting NEPS	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178
Going to school	62.7%	55.2%	59.6%	63.7%	59.2%	63.5%
Working	35.1%	41.9%	37.1%	32.4%	36.4%	31.5%
Household responsibilities	2.2%	2.9%	3.4%	3.9%	4.4%	5.1%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

# Exit Survey of the 2009-10 Graduates of the NEPS Program

## 6. Was this work in the health care field?

One third (35.7%) of those who were working in the year prior to starting the NEPS program were working in the health care field.

Figure 2 - Working in health care prior to NEPS



## Exit Survey of the 2009-10 Graduates of the NEPS Program

*During the NEPS Program*

### **7. What year did you start your NEPS program:**

Eighty percent (80.3%) started their program in 2006.

**Table 4 - Program start date**

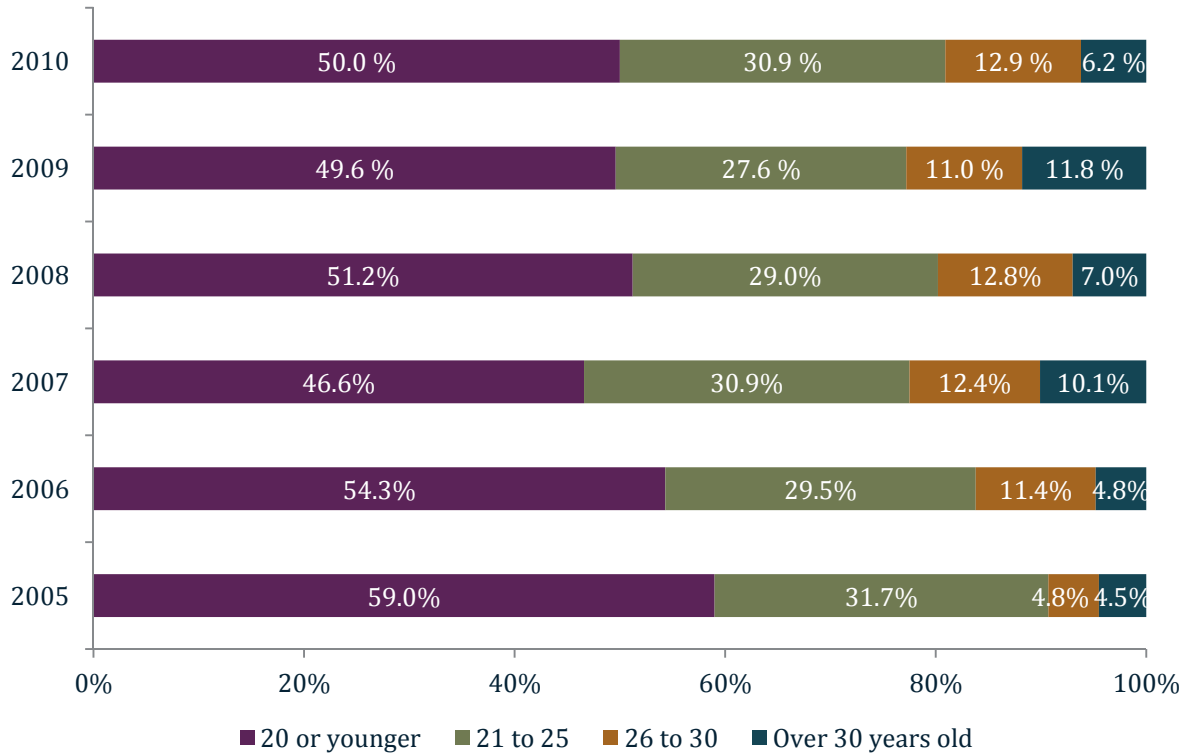
What year did you start your NEPS program?	Count	Percent
2000	1	0.6 %
2001	0	0.0 %
2002	0	0.0 %
2003	1	0.6 %
2004	7	3.9 %
2005	22	12.4 %
2006	143	80.3 %
2007	4	2.2 %
2008	0	0.0 %
<b>Total</b>	<b>178</b>	<b>100.0 %</b>

## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Fifty percent (50.0%) of respondents were 20 years old or younger when they entered the NEPS program. Additionally, 30.9% were between the ages of 21 and 25, 12.9% were between the ages of 26 and 30, while the remaining 6.2% were over 30 years old.

Figure 3 - Age when entering NEPS





## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Three quarters (75.3%) of respondents were single when they entered the NEPS program and a further 21.3% were married or common law at that time.

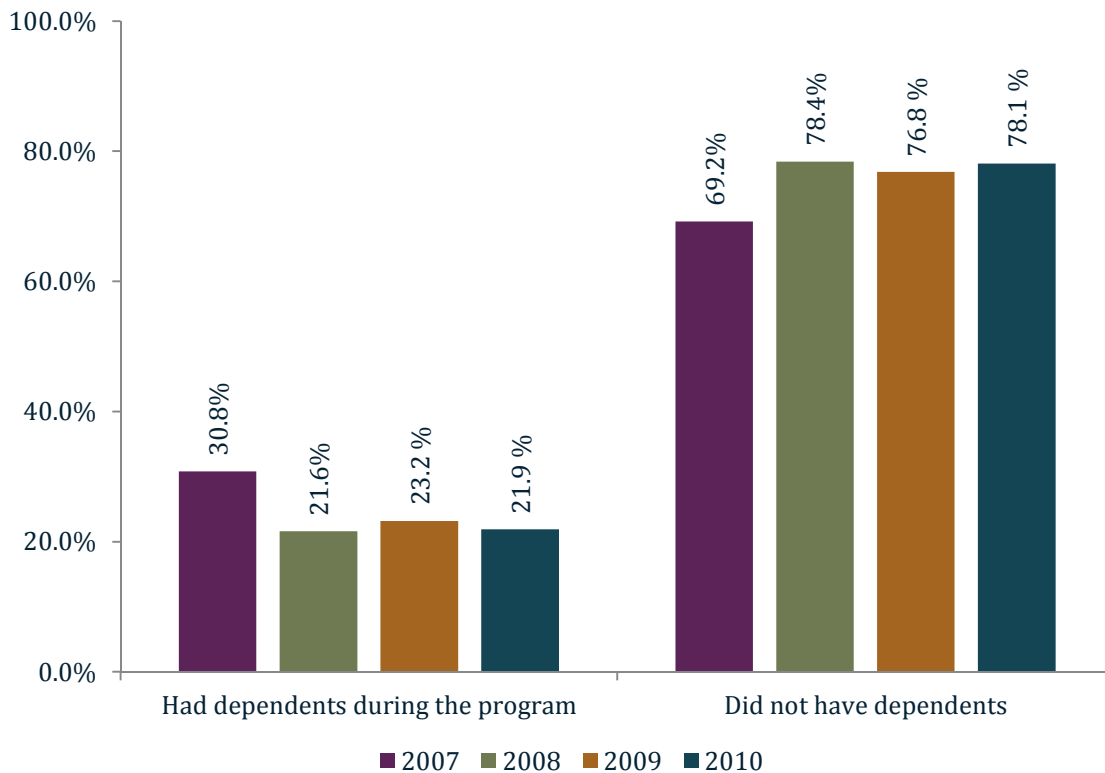
**Table 5 - Marital status when entering the NEPS program**

Marital status when entering the NEPS program	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178
Single	84.3%	80.0%	73.6%	79.9%	72.4%	75.3%
Married or Common Law	13.4%	19.0%	23.0%	17.6%	25.4%	21.3%
Separated	1.5%	0.0%	1.1%	0.0%	0.0%	1.7%
Divorced	0.7%	1.0%	2.2%	2.5%	2.2%	1.1%
Widow(er)	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

### 9b. Did you have dependents during the program?

About one in five (21.9%) had dependents during the program.

**Figure 4 - Had dependents during the program**



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

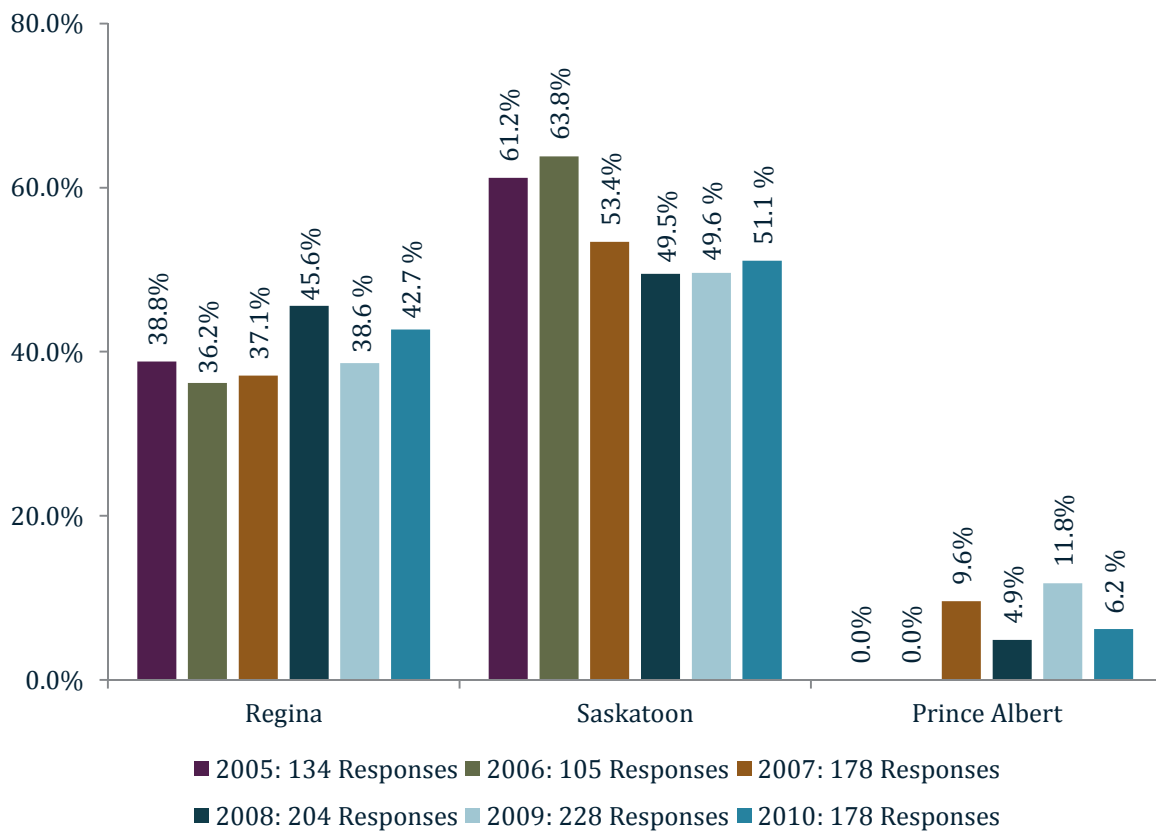
Most (59.0%) of those who have dependents have one dependent and one quarter (25.6%) have two. All respondents care for dependents younger than themselves.

	Count	Percent
1	23	59.0%
2	10	25.6%
3	3	7.7%
4	1	2.6%
5	2	5.1%

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

A total of 51.1% of respondents entered the NEPS program in Saskatoon, 42.7% entered the program in Regina and 6.2% entered the program in Prince Albert.

Figure 5 - Program site at entry



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Many (82.0%) respondents experienced one or more significant life changes during the NEPS program. Home relocation, (49.4%) and illness or death of a family member or friend (43.8%) were the two most common changes that respondents experienced.

**Table 6 - Life changes during NEPS**

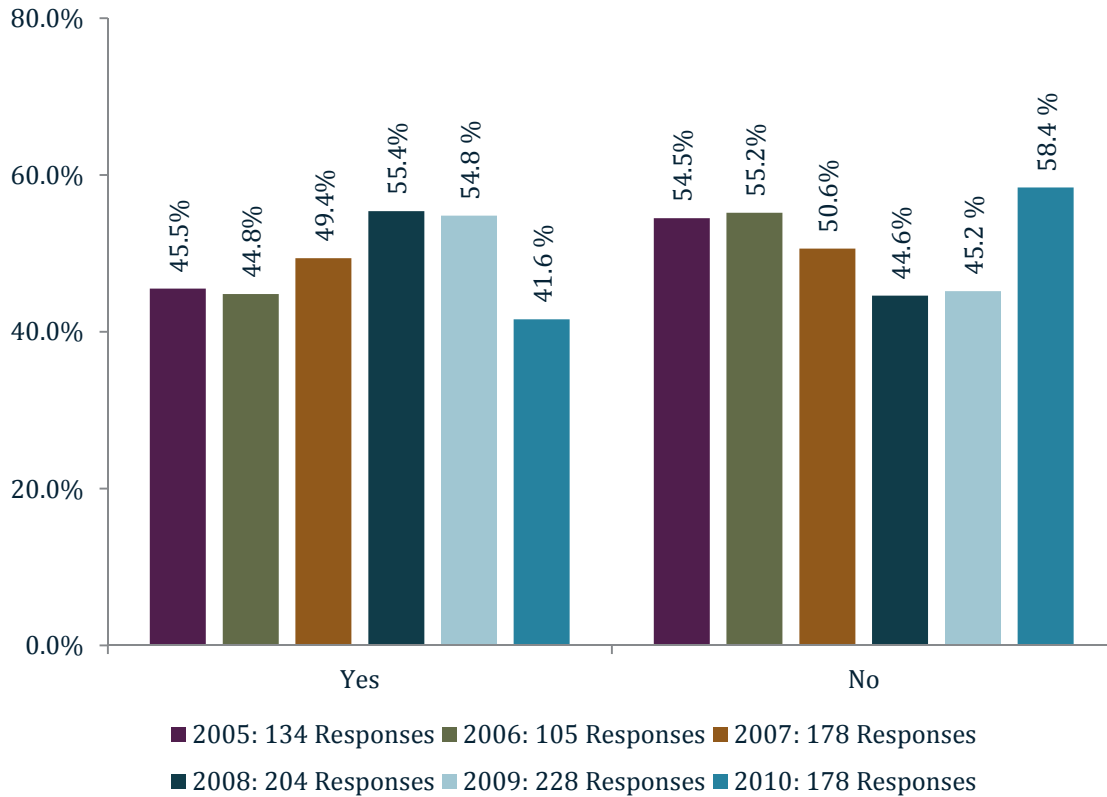
Life changes during NEPS	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178
Home relocation	47.8%	45.7%	50.6%	48.5%	43.9%	49.4%
Illness or death of a family member or friend	50.0%	56.2%	38.2%	47.5%	40.8%	43.8%
Uncertainty of Nursing as your profession	21.6%	27.6%	20.2%	25.0%	19.3%	28.1%
Change in marital status	19.4%	24.8%	24.7%	27.0%	17.5%	20.2%
Care giving for dependent children or adults	12.7%	20.0%	21.3%	18.1%	18.0%	15.2%
Major personal illness or disability	11.2%	14.3%	7.9%	8.3%	10.1%	10.1%
Birth of child	2.2%	4.8%	9.0%	10.3%	6.6%	9.0%
Other	10.4%	1.9%	6.7%	4.9%	2.6%	4.5%
None	20.1%	12.4%	21.3%	17.6%	20.6%	18.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

# Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Four in ten (41.6%) worked as a Senior Assistant during their NEPS program.

**Figure 6 - Worked as Senior Assistant**

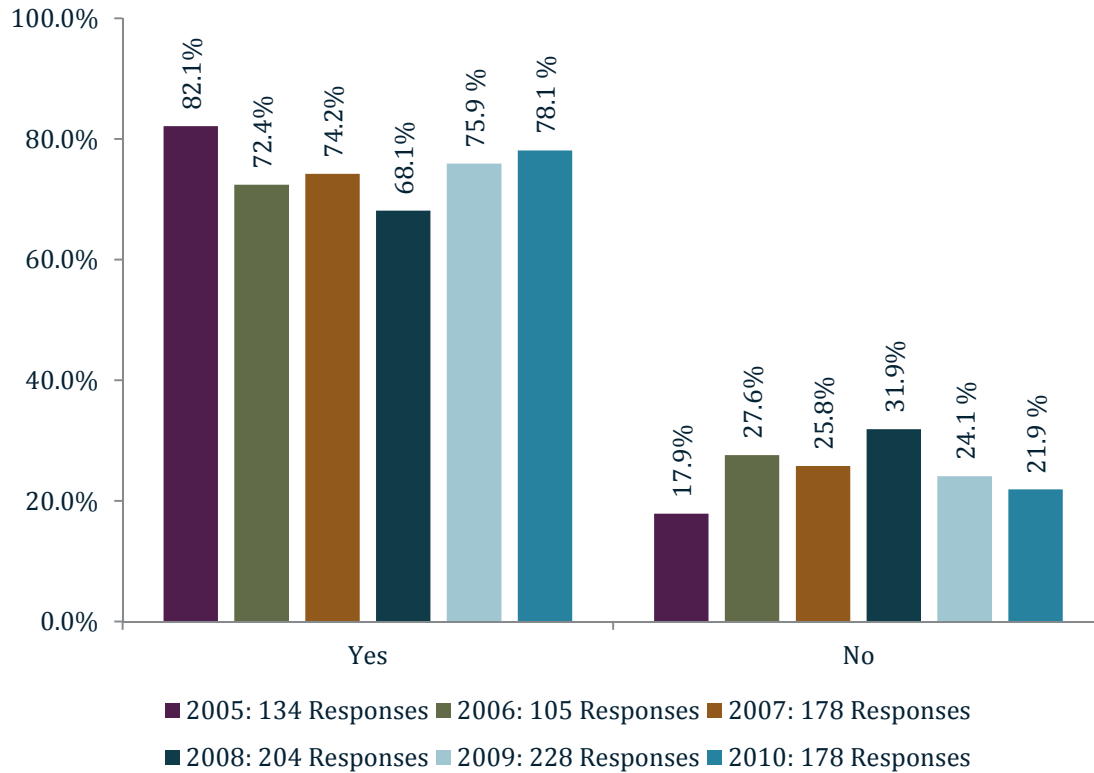


## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Most (78.1%) respondents had a job other than as a Senior Assistant while they were in the NEPS program.

**Figure 7 - Had a job while in NEPS**



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

On average, respondents who work did so 14 hours per week in their first year, 15 hours per week in their second year, 14 hours per week in their third year and 9 hours per week in their fourth year. Generally, the average number of hours that respondents work per week has declined from previous years.

**Table 7 – Average hours worked per week**

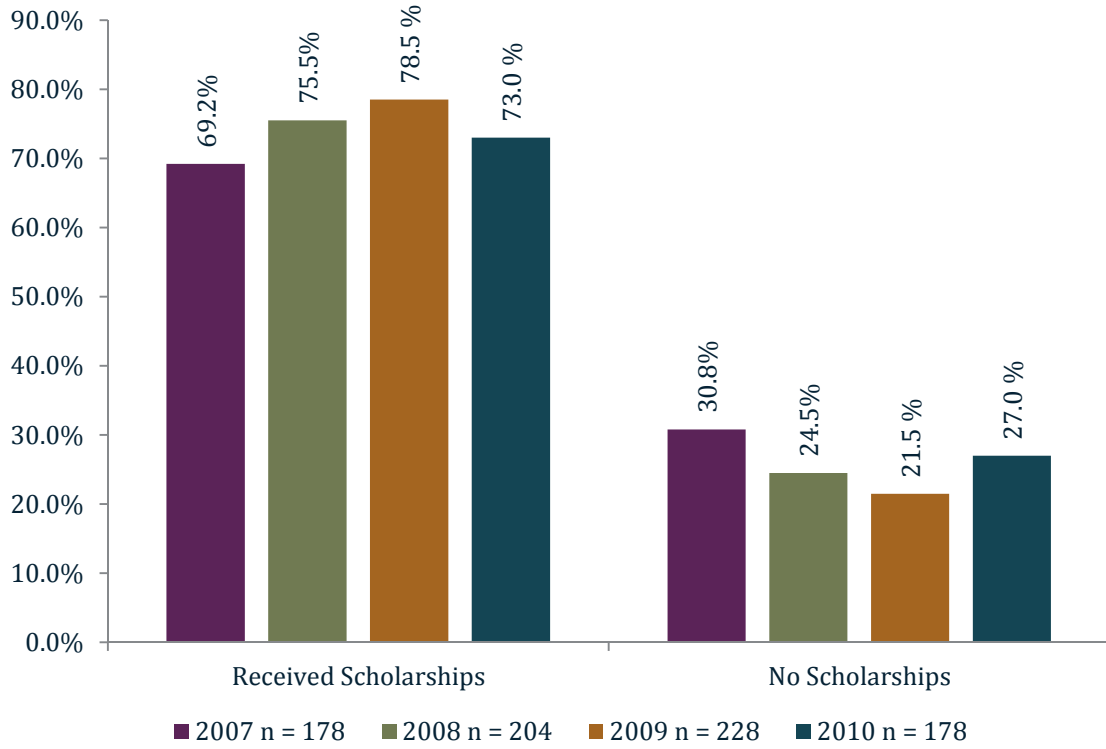
	2007	2008	2009	2010
<b>First Year</b>	21	19	19	14
<b>Second Year</b>	19	18	18	15
<b>Third Year</b>	19	17	17	14
<b>Fourth Year</b>	17	15	15	9

# Exit Survey of the 2009-10 Graduates of the NEPS Program

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

A total of 73.0% received scholarships or bursaries during the program.

**Figure 8 - Received scholarships during the program**



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

The average value of the scholarships received among NEPS graduates who did receive some type of scholarship or bursary support is \$7,472.

**Table 8 - Dollar amount of scholarships received**

	Count	Percent
\$1000 & under	13	10.1%
\$1001-\$2000	8	6.2%
\$2001-\$5000	31	24.0%
\$5001-\$10000	53	41.1%
Over \$10000	24	18.6%
Total	129	100.0%
Average	\$7,472	
Median	\$6,000	



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Two thirds (66.2%) of those who received a scholarship or bursary indicated that the government was the main source of this support.

**Table 9: Source of Scholarship Support**

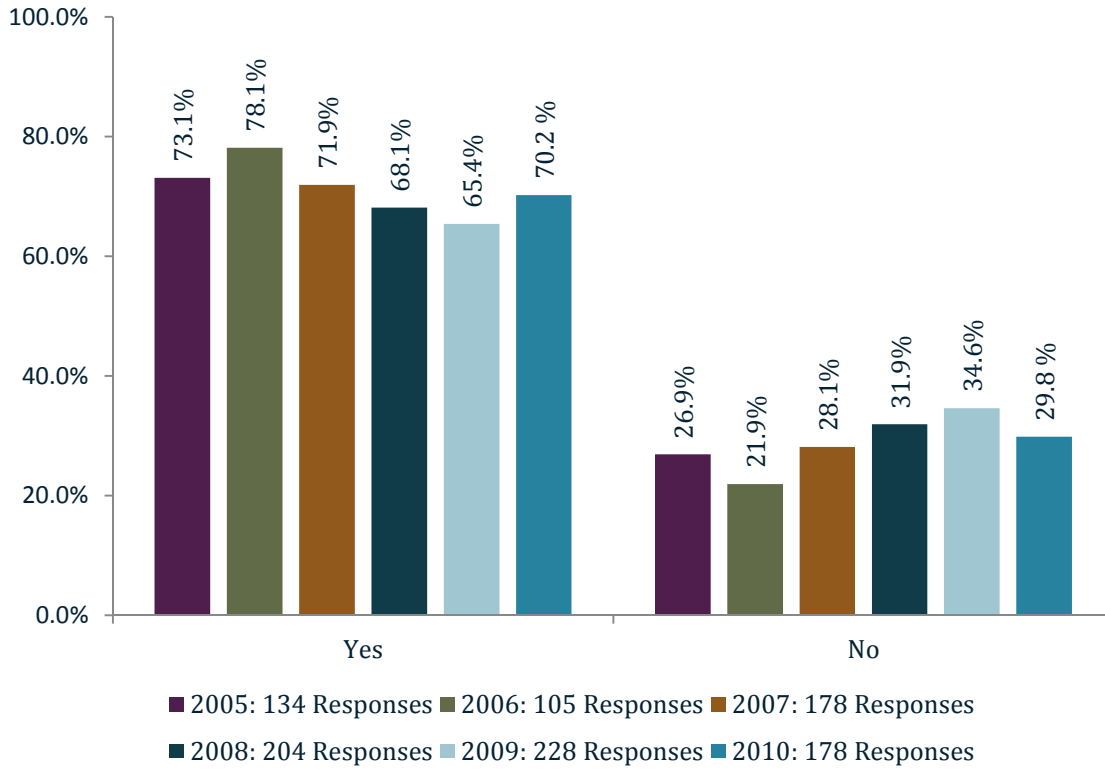
Description	2005 n = 95	2006 n = 77	2007 n = 131	2008 n = 154	2009 n = 179	2010 n = 130
<b>Government</b>	66.3%	64.9%	72.5%	67.5%	58.1%	66.2%
<b>University</b>	13.7%	19.5%	8.4%	11.7%	15.1%	14.6%
<b>Regional Health Authority</b>	10.5%	6.5%	7.6%	8.4%	8.4%	8.5%
<b>First Nation Bands/ Métis Organization</b>	2.1%	5.2%	3.8%	2.6%	8.9%	6.2%
<b>Other</b>	7.4%	2.6%	7.6%	9.7%	9.5%	4.6%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

# Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Seven in ten (70.2%) obtained student loans during the program.

Figure 9 - Obtained student loans during the program



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Of the 70.2% who had student loans, most (50.4%) of these respondents indicated that the total value of their student or educational loans at completion of the NEPS program exceeds \$35,000.

**Table 10 - Total value of student loan**

	Count	Percent
\$10000 & under	12	9.8%
\$10001-\$20000	17	13.8%
\$20001-\$35000	32	26.0%
Over \$35000	62	50.4%
Average	\$35,510	
Median	\$36,000	

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

Six in ten (58.4%) graduated from the NEPS program in Saskatoon, one third (36.5%) graduated in Regina and the remaining 5.1% graduated in Prince Albert.

**Table 11: Program Site at Graduation**

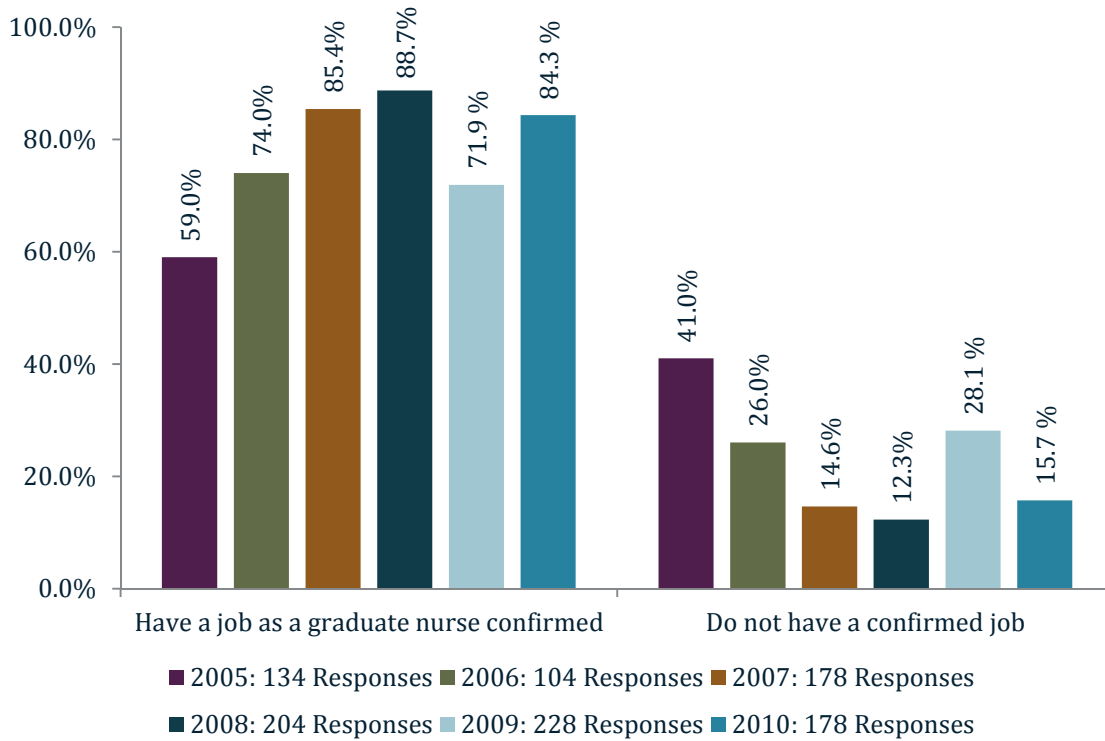
Site at graduation	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178
<b>Saskatoon</b>	62.7%	63.8%	55.1%	50.5%	53.5%	58.4%
<b>Regina</b>	37.3%	36.2%	36.0%	43.6%	36.8%	36.5%
<b>Prince Albert</b>	0.0%	0.0%	9.0%	5.9%	9.6%	5.1%
<b>Total</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

### ***Your Job Search and Anticipated Employment***

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

At the time of the survey, most (84.3%) respondents had a job as a graduate nurse confirmed.

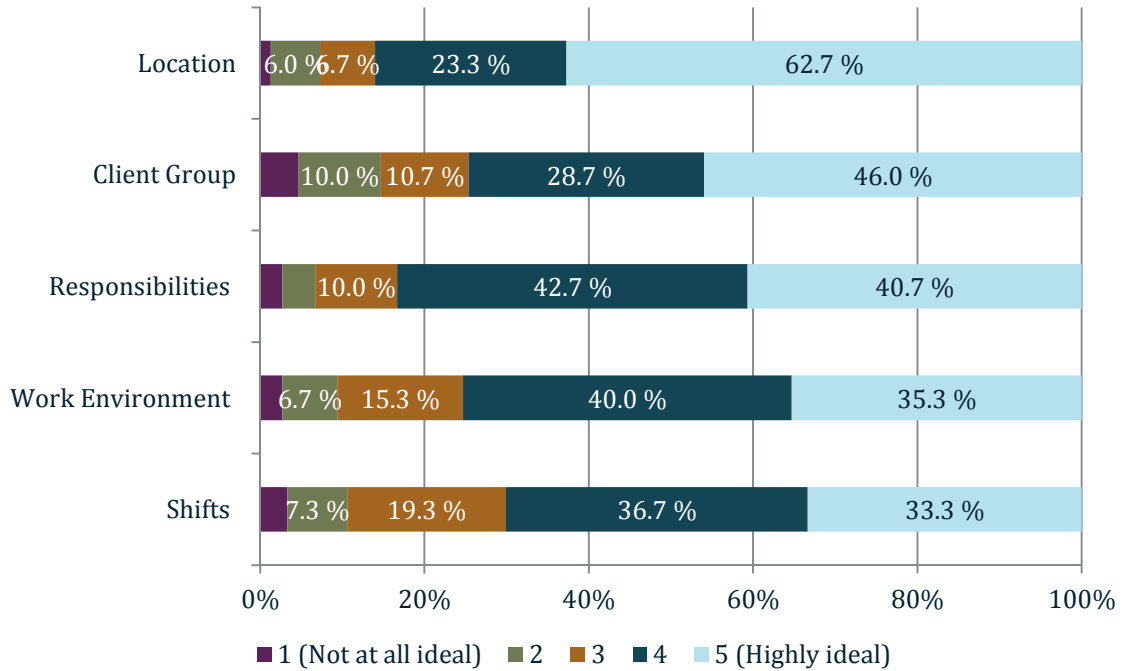
**Figure 10 - Have a graduate job confirmed**



## Exit Survey of the 2009-10 Graduates of the NEPS Program

### **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?**

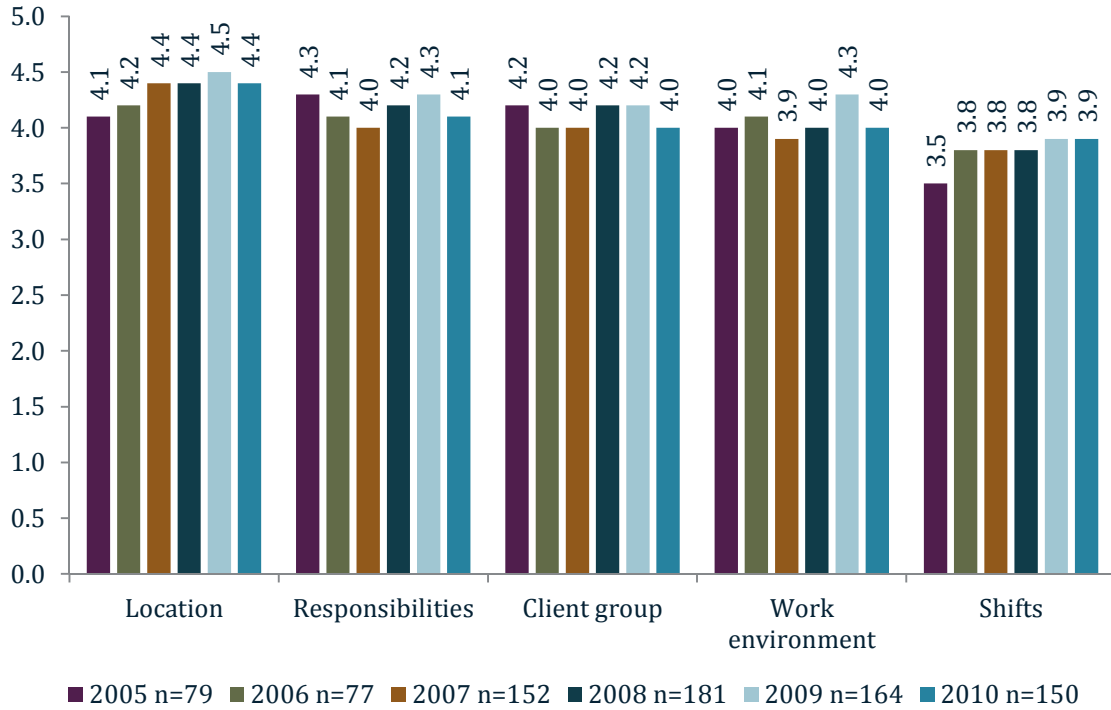
Respondents were asked to rate the extent to which their first job met their ideal preferences in terms of five different aspects. Location received the highest ratings, with six in ten (62.7%) rating it a 5 out of 5 (highly idea) and a further one quarter (23.3%) giving a rating of 4 out of 5. Nearly one half (46.0%) rated the client group a 5 out of 5 and four in ten (40.7%) gave a perfect rating to their responsibilities. Work environment (35.3%) and shifts (33.3%) were lowest rated.



## Exit Survey of the 2009-10 Graduates of the NEPS Program

Location has consistently been given the highest rating throughout the past six years, while shifts have been given the lowest ratings.

**Figure 11 - Average ratings of aspects of first job**



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Great staff (32.7%) is most commonly mentioned as the most positive aspect of respondents' first job. Experience (16.7%), work environment (16.0%) and area of interest (14.0%) are also commonly mentioned.

**Table 12: Most Positive Aspect of First Job**

	Count	Percent
Great Staff	49	32.7%
Experience	25	16.7%
Work Environment	24	16.0%
Area of Interest	21	14.0%
Location	16	10.7%
Other	13	8.7%
Challenging	10	6.7%
Mentorship program and orientation	10	6.7%
Income	7	4.7%
Schedule	5	3.3%
Full Time Employment	4	2.7%
Not Started	2	1.3%
Total	150	100.0%

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

Nearly all (98.9%) respondents expect to be employed as a nurse within the first six months after graduation.

**Table 13: Expectation within the first 6 months after graduation**

	2005: 134 Responses	2006: 105 Responses	2007: 178 Responses	2008: 204 Responses	2009: 228 Responses	2010: 178 Responses
<b>Employed as a nurse</b>	98.5%	98.1%	100.0%	99.0%	96.1%	98.9%
<b>Employed in a field other than nursing</b>	0.0%	1.0%	0.0%	0.5%	2.2%	0.0%
<b>Not employed</b>	1.5%	1.0%	0.0%	0.5%	1.8%	1.1%

### 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?

Two respondents do not expect to be employed as a nurse in the first 6 months after completing the NEPS program. One does not expect to find a job that they want and the other intends to be taking care of family responsibilities.

- Do not expect to find a job I want
- Family responsibilities

## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Nearly all (97.8%) respondents will or expect to remain in Saskatchewan.

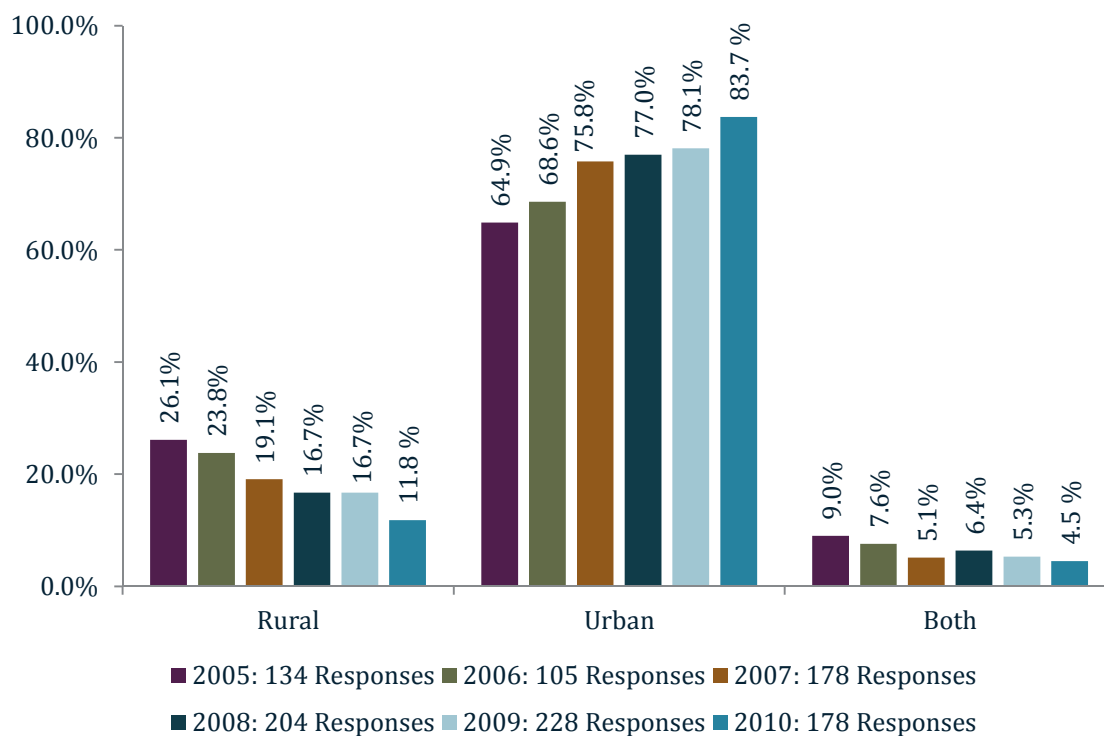
**Table 14 - Location of first nursing job**

Location of first nursing job	2005	2006	2007	2008	2009	2010
	n = 134	n = 105	n = 178	n = 204	n = 228	n = 178
Saskatchewan	90.3%	89.5%	96.6%	93.1%	93.9%	97.8%
Manitoba or Eastern Canada	2.2%	2.9%	0.6%	0.0%	0.4%	0.6%
Alberta or British Columbia	6.0%	7.6%	2.8%	6.4%	4.4%	1.7%
USA	1.5%	0.0%	0.0%	0.5%	0.4%	0.0%
Other, (please specify)	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

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

Most (83.7%) expect that they will be employed in an urban setting. One in ten (11.8%) will work or expect to work in a rural setting.

**Figure 12 - Location of first job as a graduate nurse**



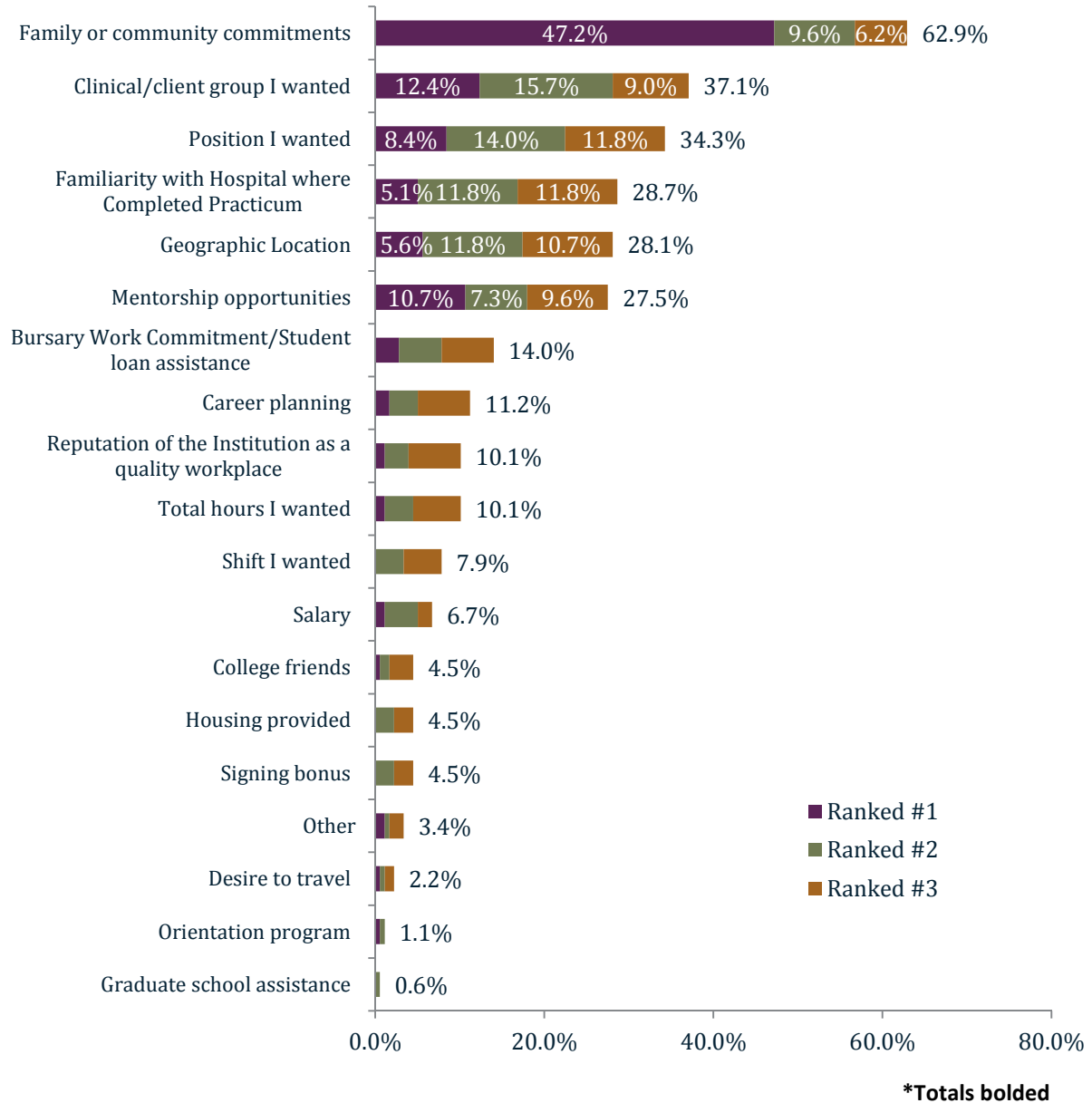


## Exit Survey of the 2009-10 Graduates of the NEPS Program

### 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:

Family or community commitments was chosen by six in ten (62.9%) respondents as one of the top three factors that influenced their choice of work location, making this the most chosen factor.

**Figure 13 - Top 3 factors influencing choice of work location**



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Clinical work (57.3%) is most commonly chosen by respondents as having been most useful in their job search strategy.

**Table 15 - Job search strategy**

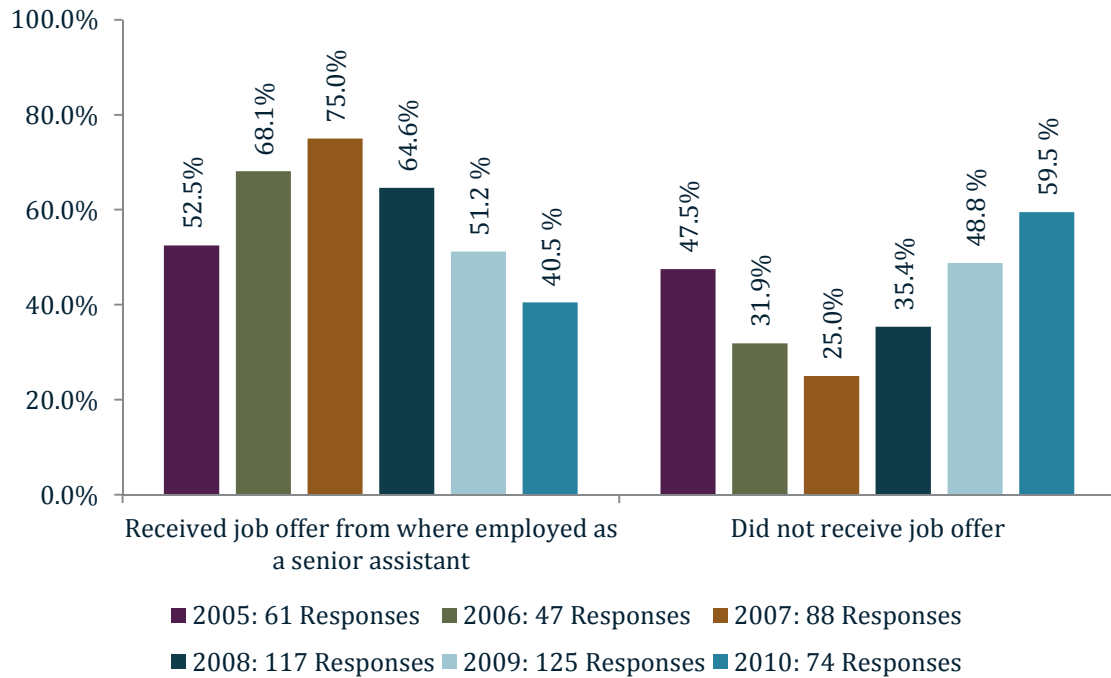
Job search strategy	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178
Clinical work	67.4%	57.8%	58.8%	57.3%
Word of mouth	14.6%	23.0%	16.2%	15.2%
Internet directory	5.1%	3.4%	7.5%	9.6%
Other	5.1%	3.9%	6.6%	9.0%
Employer visits	3.4%	6.9%	5.3%	4.5%
Recruitment Fair	2.2%	3.4%	3.5%	0.6%
Advertisements	2.2%	1.5%	2.2%	3.9%
Total	100.0%	100.0%	100.0%	100.0%

## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

About four in ten (40.5%) of those who worked as a Senior Assistant received a job offer from a unit where they were employed in this capacity. The proportion who received a job offer from a location such as this has declined to a low this year from a high of 75.0% in 2007.

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

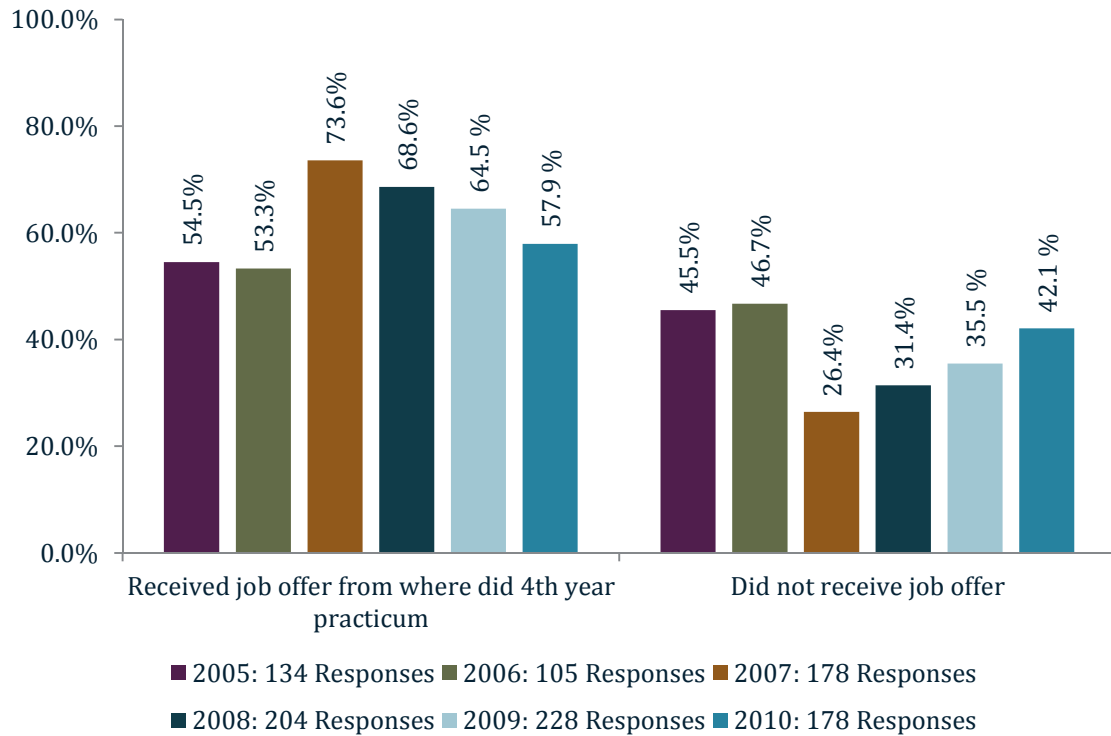


## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

About six in ten (57.9%) received a job offer from a unit where they had their 4<sup>th</sup> year senior practicum experiences. This downward trend has been evident over the last four years.

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

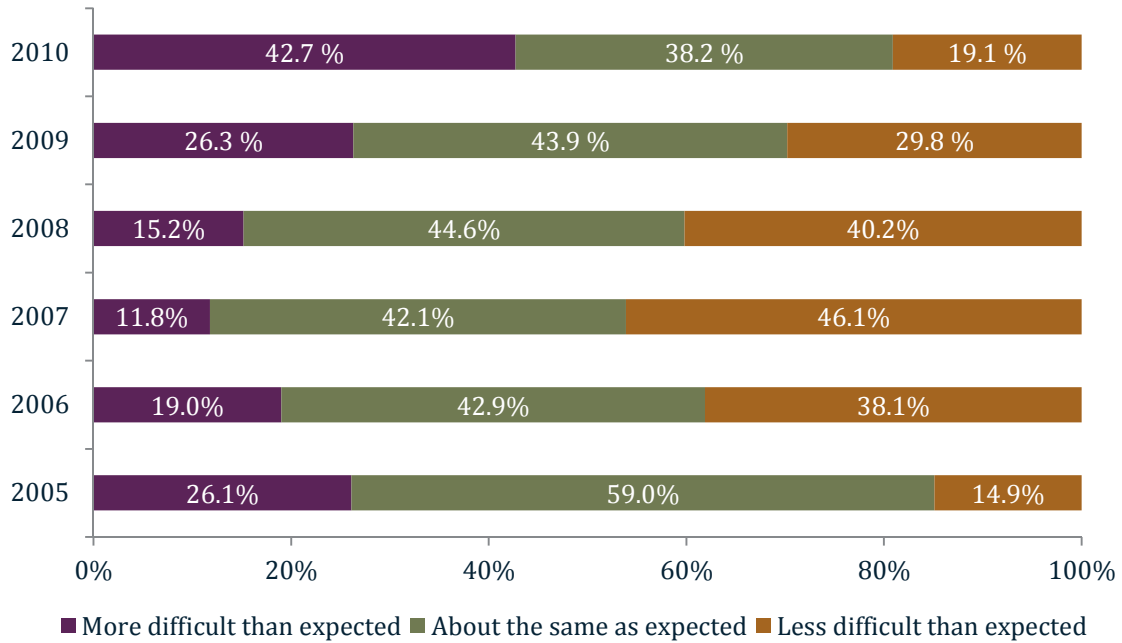


## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Overall, four in ten (42.7%) indicated that finding their first job was more difficult than expected, while two in ten (19.1%) found it less difficult than expected.

Figure 16 - Difficulty finding first job

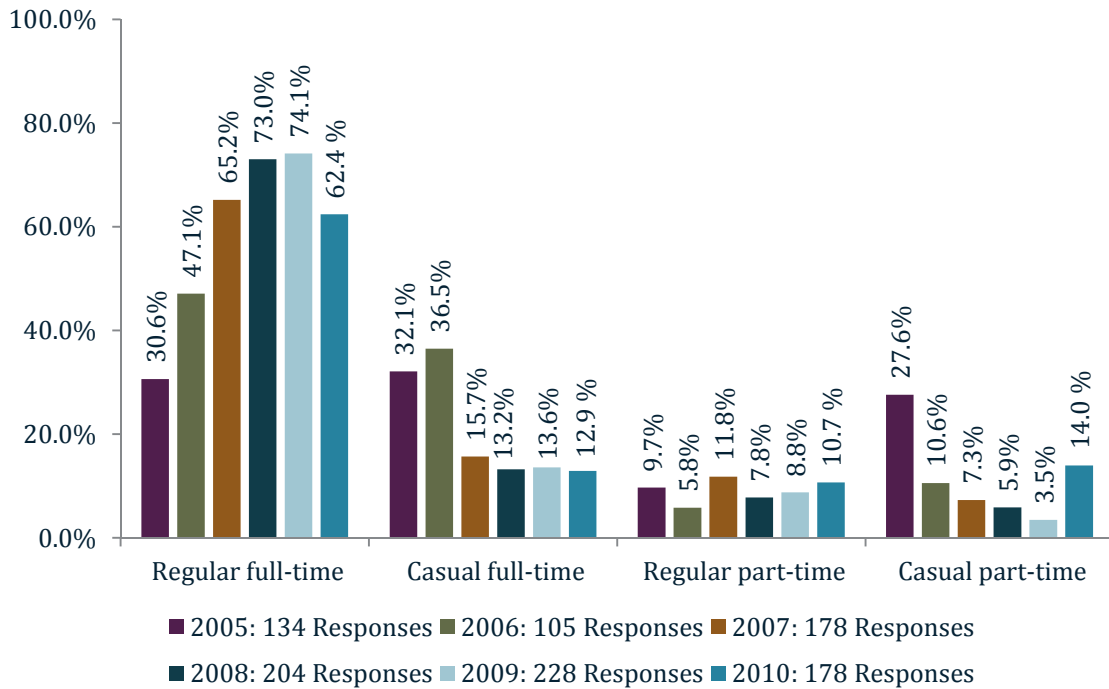


# Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Most (62.4%) respondents will work regular full-time hours. Additionally, 12.9% will work casual full-time hours 10.7% will work regular part-time hours, and 14.0% will work casual part-time hours.

**Figure 17 - Work hours of first job**



**Definitions**

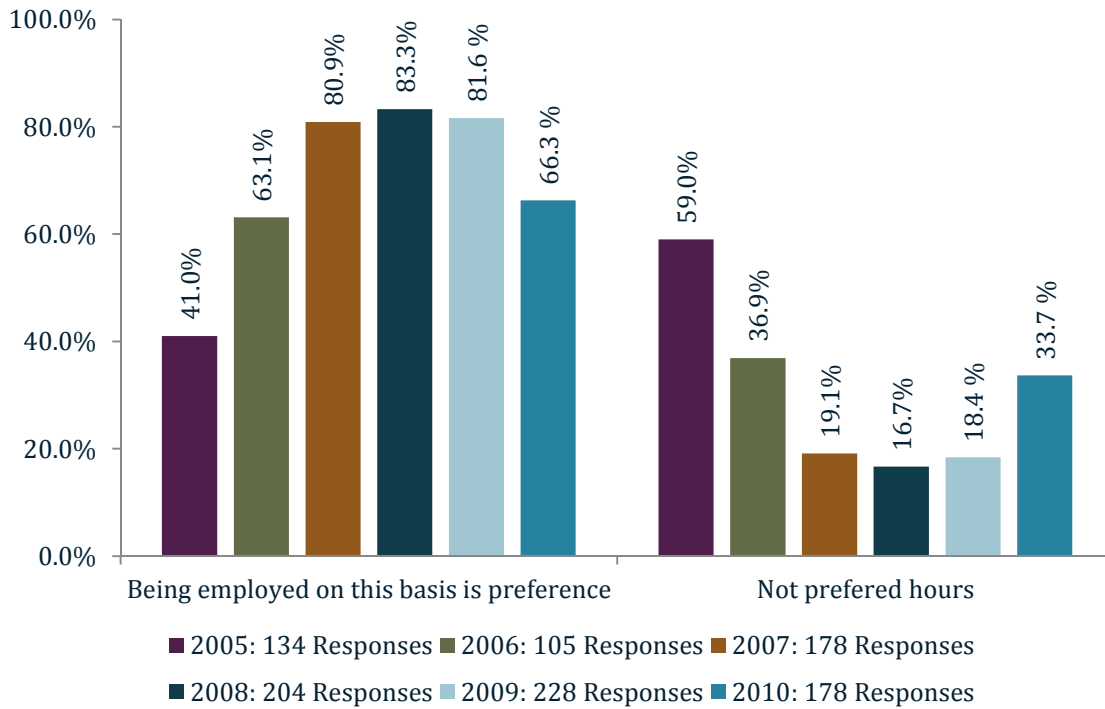
*"Regular" reflects permanent employment, even though it may be time limited;*

*"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?**

Although most (66.3%) are employed as per their preferred hours, the proportion who are working their preferred hours has declined from more than eight in ten in the past three years (80.9% in 2007, 83.3% in 2008, and 81.6% in 2009).

**Figure 18 - Employment preference**



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Four in ten (43.8%) expect their orientation to last between 16 and 30 days, while a slightly smaller proportion (37.6%) expect their orientation to last between 6 and 15 days.

**Table 16: Length of Orientation**

Length of Orientation	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178
None	0.6%	0.0%	0.4%	2.8 %
One day or less	0.6%	0.0%	0.4%	1.1 %
2 - 5 days	20.8%	14.7%	8.8%	14.6 %
6 - 15 days	50.0%	36.8%	32.9%	37.6 %
16 - 30 days	28.1%	48.5%	57.5%	43.8 %
Total	100.0%	100.0%	100.0%	100.0 %



# Exit Survey of the 2009-10 Graduates of the NEPS Program

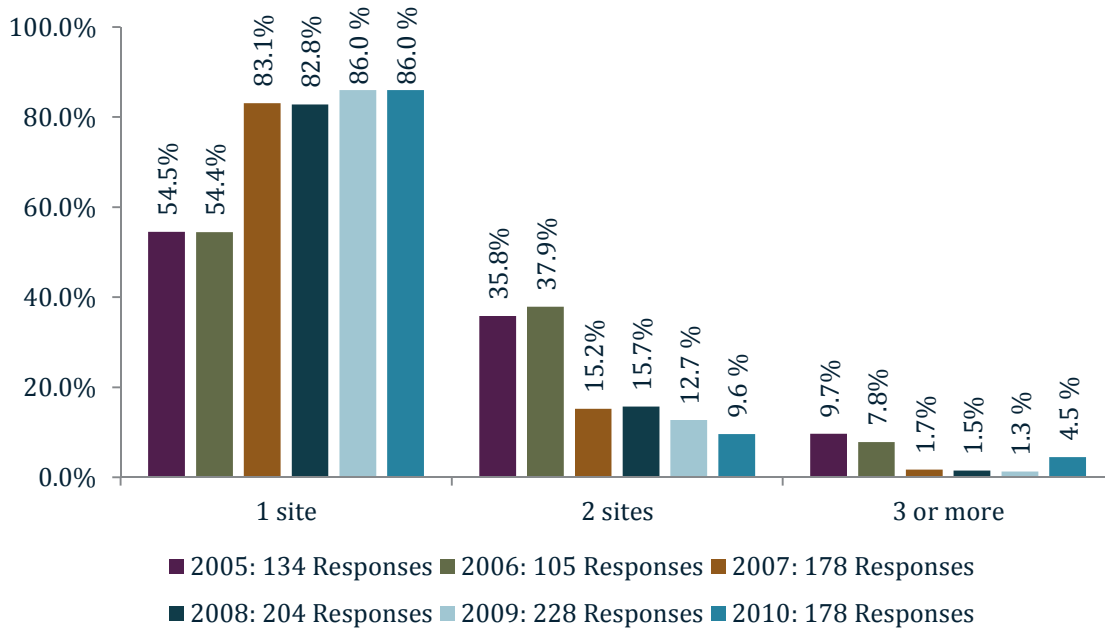
## 44. How many sites will you/do you expect to work at for your first job as a graduate nurse?

### 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

**Figure 19 - Number of sites**

Most (86.0%) respondents will work at a single site as a graduate nurse.



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Most commonly, respondents will be working at a general hospital with 100 beds or more.

	Primary site	Secondary Site	Third site
General hospital, 100 beds and over	110	7	2
General hospital, less than 100 beds	25	6	2
Nursing Home/Long Term Care Facility	6	0	0
Mental Health Centre/Hospital	4	0	0
Community Health/Health Centre	2	3	0
Nursing Stations (Outpost or clinics)	1	0	0
Home Care Agency	1	1	0
Association/Government	1	2	0
Physician's Office/Family Practice Unit	0	1	0
Educational Institution	0	0	1
Other	0	1	0

## Exit Survey of the 2009-10 Graduates of the NEPS Program

### **46. What is your position?**

Nearly all (94.7%) respondents are staff nurses or community health nurses.

	Count	Percent
Staff Nurse/Community Health Nurse	142	94.7%
Nursing Practitioner	6	4.0%
Consultant	1	0.7%
Other	1	0.7%

### **47. What is your main area of responsibility?**

All respondents but one will work in direct care. One respondent will work in Education.

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

Most commonly (59.3%), respondents will provide nursing care in the medical or surgical area.

	Primary site	Second site	Third site	Overall	Percent
Medical/Surgical	78	8	3	89	59.3%
Critical Care	21	3	1	25	16.7%
Pediatric	20	3	1	24	16.0%
Emergency care	20	2	1	23	15.3%
Geriatric/Long term care	17	2	0	19	12.7%
Maternal/Newborn	16	2	2	20	13.3%
Psychiatric/Mental Health	10	1	0	11	7.3%
Other	8	1	0	9	6.0%
Rehabilitation	6	1	0	7	4.7%
Oncology	5	3	0	8	5.3%
Home care	4	1	0	5	3.3%
Several clinical areas	3	3	0	6	4.0%
Community Health	2	2	0	4	2.7%
Ambulatory Care	1	0	0	1	0.7%
Occupational Health	1	0	0	1	0.7%
Operating Room/RR	1	0	0	1	0.7%
Teaching - Clients	1	0	0	1	0.7%

## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

On average, respondents work 37 hours per week in total, in line with previous years.

**Table 17 - Number of hours worked per week overall**

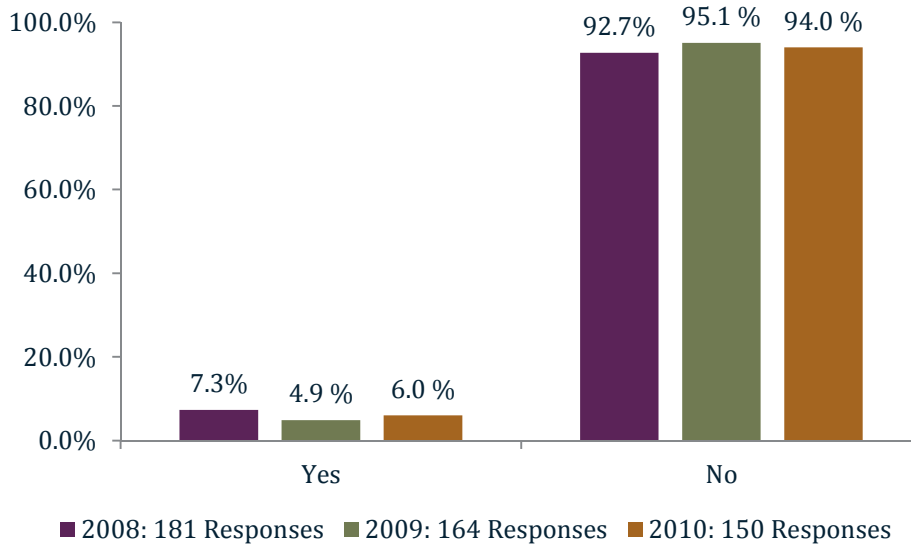
	2007		2008		2009		2010	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Less than 20 hours	3	1.9%	1	0.5%	13	7.3%	7	4.7%
20 to 29 hours	12	7.4%	11	5.5%	7	3.9%	13	8.7%
30 to 39 hours	67	41.4%	76	37.8%	73	40.8%	66	44.0%
40 to 49 hours	65	40.1%	98	48.8%	84	46.9%	55	36.7%
50 hours or More	15	9.3%	15	7.5%	2	1.1%	9	6.0%
<b>Total</b>	<b>162</b>	<b>100.0%</b>	<b>201</b>	<b>100.0%</b>	<b>179</b>	<b>100.0%</b>	<b>150</b>	<b>100.0%</b>
<b>Average</b>	<b>39</b>		<b>40</b>		<b>36</b>		<b>37</b>	
<b>Median</b>	<b>38</b>		<b>40</b>		<b>40</b>		<b>37</b>	

## Exit Survey of the 2009-10 Graduates of the NEPS Program

### 48a. Will you work in a forensic setting?

A total of 6.0% will work in a forensic setting.

**Figure 20: Will work in forensic setting**



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

Overall, 28.1% of respondents expect to earn \$60,000 per year or more, while 33.1% expect to earn \$50,000 to \$59,000.

**Table 18 - Expected average annual income**

	2005 n = 133	2006 n = 105	2007 n = 177	2008 n = 204	2009 n = 228	2010 n = 178
<b>Less than \$30 000</b>	11.3%	9.6%	9.5%	2.5%	1.2%	1.2%
<b>\$30 000 to \$39 000</b>	20.3%	22.9%	7.9%	7.9%	5.2%	6.2%
<b>\$40 000 to \$49 000</b>	27.9%	26.7%	27.4%	27.4%	10.9%	12.9%
<b>\$50 000 to \$59 000</b>	12.1%	16.2%	26.0%	26.0%	32.0%	33.1%
<b>\$60 000 and up</b>	3.0%	7.8%	10.3%	10.3%	28.4%	28.1%
<b>Don't know</b>	25.6%	21.0%	26.0%	26.0%	21.9%	18.5%

### **General Questions**

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

Most (96.1%) respondents plan to register with the Saskatchewan Registered Nurses Association.

**Table 19 - Nursing associations**

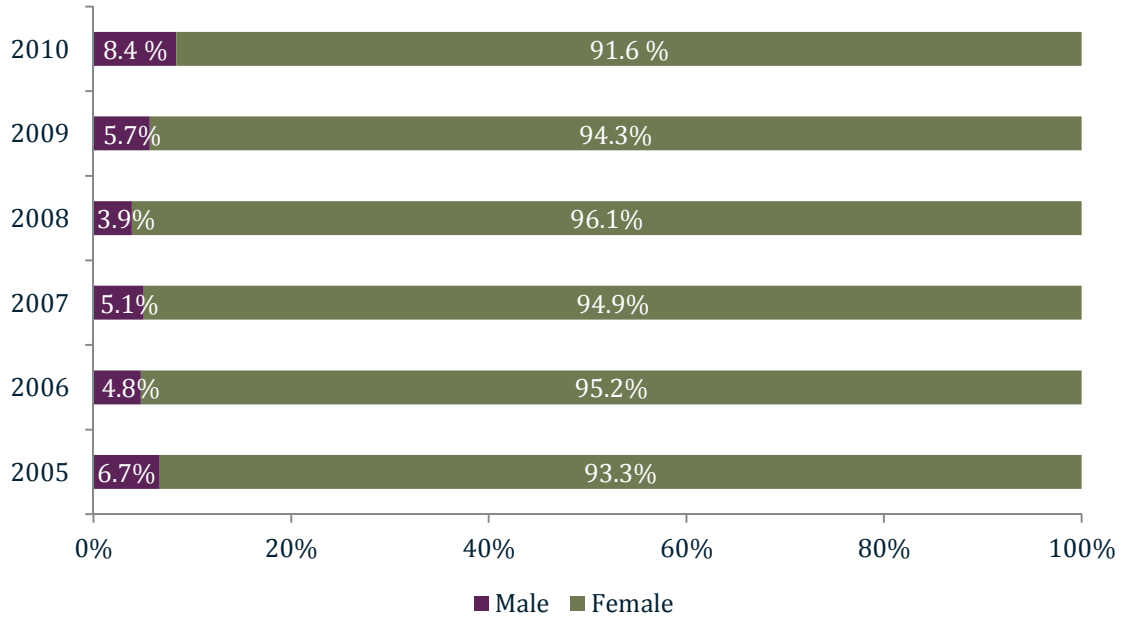
	<b>2005 n = 133</b>	<b>2006 n = 105</b>	<b>2007 n = 177</b>	<b>2008 n = 204</b>	<b>2009 n = 228</b>	<b>2010 n = 178</b>
<b>SRNA only</b>	92.5%	91.4%	94.4%	91.7%	92.5%	96.1%
<b>SRNA &amp; RPNAS</b>	0.8%	1.0%	1.6%	2.0%	1.3%	0.6%
<b>Neither</b>	5.3%	4.8%	3.4%	4.9%	4.4%	2.2%
<b>Other nursing licensure</b>	6.0%	7.6%	3.9%	4.4%	6.1%	3.4%
<b>Don't know</b>	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%

# Exit Survey of the 2009-10 Graduates of the NEPS Program

## 51. What is your gender?

Nine in ten (91.6%) respondents are female and 8.4% are male. The national average is approximately 11%.

Figure 21 - Gender

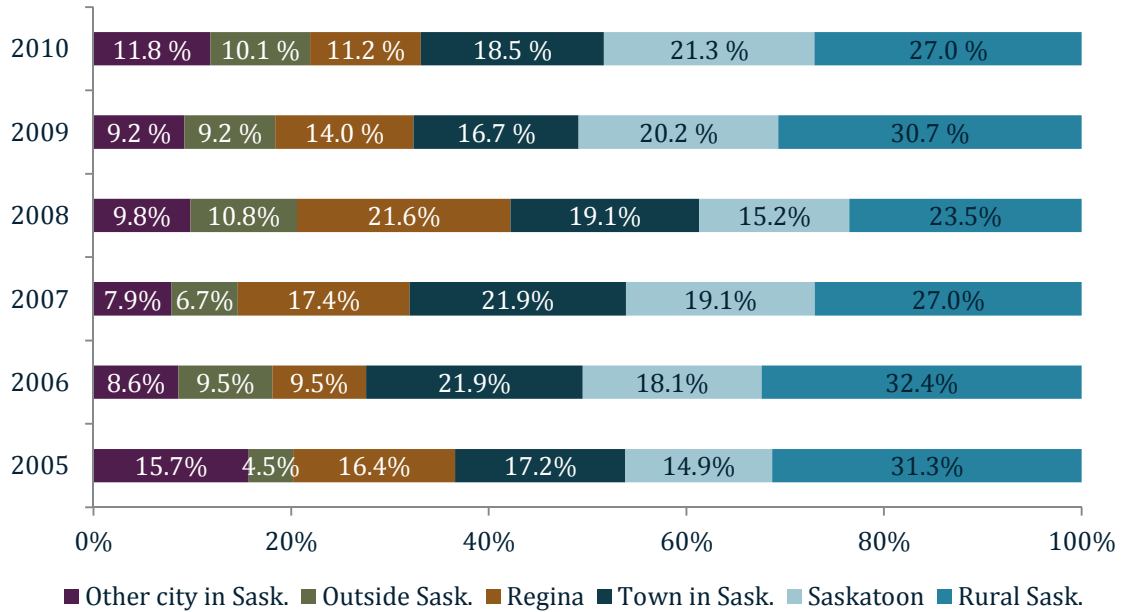


## Exit Survey of the 2009-10 Graduates of the NEPS Program

### 52. Where did you grow up?

Most commonly (27.0%), respondents grew up in Rural Saskatchewan, followed by Saskatoon (21.3%). One in ten (10.1%) grew up out of province.

**Table 20 – Location**





## Exit Survey of the 2009-10 Graduates of the NEPS Program

### 53. Are you of Aboriginal ancestry?

A total of 12.4% respondents are of Aboriginal ancestry.

**Figure 22 - Aboriginal ancestry**

	2005: 134 Responses	2006: 105 Responses	2007: 178 Responses	2008: 204 Responses	2009: 226 Responses	2010: 178 Responses
<b>Aboriginal Ancestry</b>	5.2%	8.6%	14.7%	13.8%	13.7%	12.4%
<b>Non-Aboriginal</b>	94.8%	91.4%	85.3%	86.2%	86.3%	87.6%

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

Of those who are of Aboriginal ancestry, most (59.1% or 13 respondents) are Métis and the remainder (40.9% or 9 respondents) are Status or Treaty Indian.

	Count	Percent
<b>Métis</b>	13	59.1 %
<b>Status/Treaty Indian</b>	9	40.9 %
<b>Total</b>	22	100.0 %

### 55. What is your current marital status?

Fifty percent (50.0%) of respondents are currently single, 46.1% are married or common law and 4.0% are separated, divorced or widowed.

**Figure 23 - Current marital status**

	2005: 134 Responses	2006: 105 Responses	2007: 178 Responses	2008: 204 Responses	2009: 228 Responses	2010: 178 Responses
<b>Single</b>	59.1%	56.2%	46.6%	51.2%	54.4%	50.0%
<b>Married/Common Law</b>	38.6%	41.0%	49.4%	45.3%	43.4%	46.1%
<b>Separated/Divorced/Widowed</b>	2.3%	2.9%	3.9%	3.5%	2.2%	4.0%

## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Overall, eight in ten (79.8%) are satisfied or very satisfied with their educational experience in the NEPS program.

**Figure 24 - Satisfaction with NEPS**

	2005: 134 Responses	2006: 105 Responses	2007: 178 Responses	2008: 204 Responses	2009: 228 Responses	2010: 178 Responses
Very Satisfied	13.4%	15.2%	9.0%	8.8%	11.4%	9.6%
Satisfied	59.7%	60.0%	66.3%	74.5%	64.5%	70.2%
<b>Total satisfied or very satisfied</b>	<b>73.1%</b>	<b>75.2%</b>	<b>75.3%</b>	<b>83.3%</b>	<b>75.9%</b>	<b>79.8%</b>
Dissatisfied	11.2%	13.3%	2.2%	11.3%	17.5%	12.4%
Very Dissatisfied	6.7%	2.9%	3.9%	2.0%	3.1%	3.9%
<b>Total dissatisfied or very dissatisfied</b>	<b>17.9%</b>	<b>16.2%</b>	<b>6.1%</b>	<b>13.3%</b>	<b>20.6%</b>	<b>16.3%</b>
Unsure	9.0%	8.6%	18.5%	3.4%	3.5%	3.9%

## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Three quarters (74.8%) believe that their educational program has well or very well prepared them for nursing practice. By contrast, 21.4% feel that they were not well or poorly prepared.

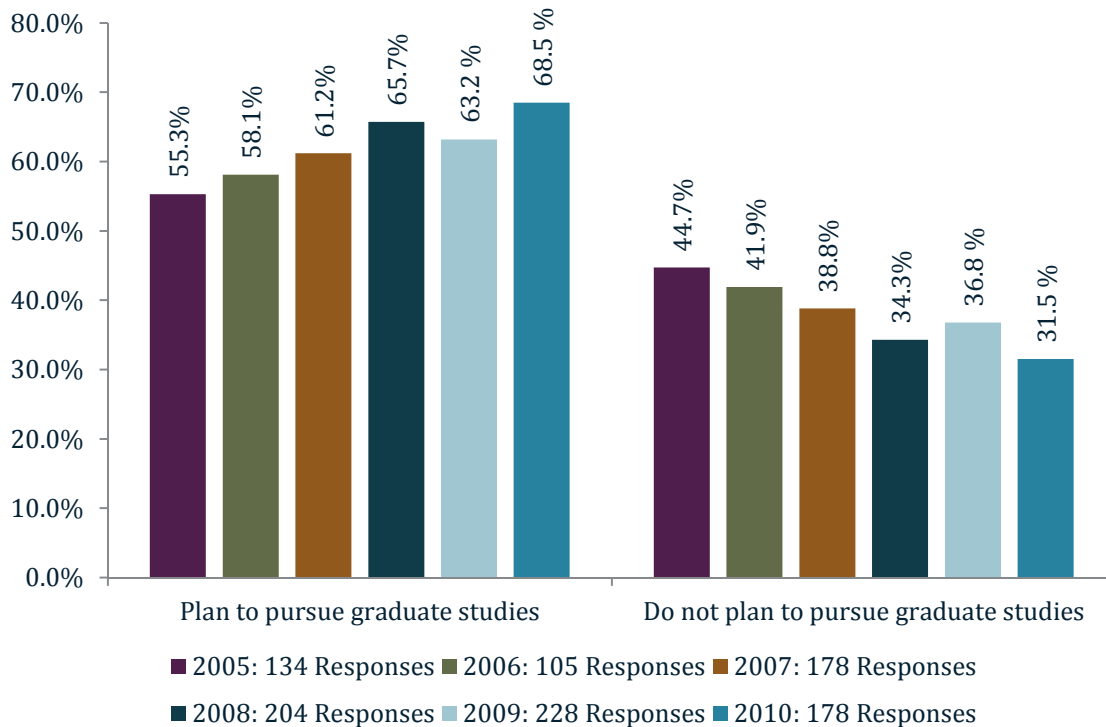
**Table 21 - How well NEPS prepared for nursing practice**

		2005: 134 Responses	2006: 105 Responses	2007: 178 Responses	2008: 204 Responses	2009: 228 Responses	2010: 178 Responses
	Very well	11.9%	7.6%	6.7%	5.4%	6.6%	7.9%
	Well	57.5%	67.6%	60.1%	69.1%	59.2%	66.9%
<b>Well or Very well</b>		<b>69.4%</b>	<b>75.2%</b>	<b>66.8%</b>	<b>74.5%</b>	<b>65.8%</b>	<b>74.8%</b>
	Not well	19.4%	16.2%	24.2%	2.0%	22.8%	16.3%
	Poorly	3.0%	1.0%	3.9%	4.4%	3.1%	5.1%
<b>Not well or poorly</b>		<b>22.4%</b>	<b>17.2%</b>	<b>28.1%</b>	<b>6.4%</b>	<b>25.9%</b>	<b>21.4%</b>
	Unsure	8.2%	7.6%	5.1%	19.1%	8.3%	3.9%

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

Most (68.5%) respondents plan to pursue graduate studies at some time in the future.

**Figure 25 - Plan to pursue graduate studies**



## Exit Survey of the 2009-10 Graduates of the NEPS Program

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

Most commonly (28.7%) respondents felt that they required more clinical time or practical experience during their program.

**Figure 26- General comments about the NEPS program**

