



**Nursing Education Program of
Saskatchewan (NEPS) Exit Survey:**
Graduates of the NEPS Program in the 2010-2011 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 2010-11



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Executive Summary
Class of 2010-11



Executive Summary

This report summarizes the results of the 2010-2011 Graduate Exit Survey for the Nursing Education Program of Saskatchewan (NEPS). This is the ninth 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, 2009-2010 exit surveys.

Response Rate

An email invitation with a link to an online survey was sent to 293 NEPS graduates of whom 216 completed the survey, resulting in a 73.7% 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.

Experience Prior to and During the NEPS Program

As has been the case in previous reports, the majority (82.4%) of respondents had no previous education in the health care field. One third (33.8%) responded that they spent the year prior to entering the program working, but a greater proportion (61.1%) was in school. Although 58.8% of those surveyed completed at least some post-secondary training, just one quarter (25.5%) entered the program with a diploma, certificate or degree. Among those who worked prior to entering NEPS, 45.2% reported working in the health care field.

Over one half (55.6%) of respondents were under the age of 20 when they joined the program and the majority (80.1%) reported being single. One fifth (22.2%) reported having at least one dependent.

While in NEPS, 69.0% of respondents experienced a life changing event. This most commonly involved the illness or death of a family member or friend (36.1%), but also included other important changes such as home relocation (31.9%), a change in marital status (19.9%) or care-giving for dependent children or adults (15.3%).

The survey also investigated several sources of income. In terms of employment while in NEPS, one quarter (25.0%) worked as a Senior Assistant and 82.4% were employed in some other capacity. Four fifths (81.5%) reported receiving scholarships or bursaries which were worth \$8,739 on average and typically (67.0%) came from the government. A majority (62.5%) of those surveyed also obtained student loans. On average, the total value upon completion was \$32,773 and was most commonly (42.5%) in excess of \$35,000.

Your Job Search and Anticipated Employment

In terms of finding employment, 37.5% of respondents reported that their job search was as difficult as they expected or easier (26.9%). However, over one third experienced difficulty that exceeded their expectations. At the time of the survey, most (82.4%) had confirmed a job as a graduate nurse. Of those who worked as senior assistants, 40.7% received a job offer from the unit they were employed in. A slightly greater proportion (43.1%) was offered employment where they completed their 4th year practicum.

Of those with confirmed jobs, 162 (out of 178) will work as a staff or community health nurse. The majority (101 out of 178) will work in general hospitals with more than 100 beds and all but four will work in direct care. The area of care most commonly (71.3%) reported was medical/surgical. The portion working regular, full-time hours fell from 62.4% in 2010 to 25.9% in the current survey. Greater proportions are now working on a casual, full time basis (40.3%) and a casual, part-time basis (27.5%) than have done so in the past. Over one half (55.6%) reported that they are not employed on their preferred basis.

In terms of location, most (95.4%) graduates will likely work in Saskatchewan and 69.0% will be employed in an urban setting. One half (50.0%) rated the location of their job as highly ideal. In choosing a location for employment, respondents most commonly (64.4%) identified family or community commitments as one of their three most important influencing factors.

When they begin their jobs, the majority (64.6%) of those surveyed do not anticipate a mentorship program. This is nearly a complete reversal from the 2010 results where 68.7% reported that they did anticipate a formal mentorship program. Of the respondents expecting a mentorship program, one half (55.6%) believe it will last less than four months.

Demographics and Satisfaction

Nearly all (95.3%) of respondents in the 2011 were female. They most commonly (30.6%) grew up in rural Saskatchewan followed by Saskatoon (20.8%) and then by Regina (16.7%). Just over one tenth (12.6%) were of aboriginal ancestry and three quarters (74.1%) of those were Métis.

Satisfaction with the program was fairly high. Most (83.8%) respondents said they were either satisfied or very satisfied with it. When asked how well the program prepared them for nursing practice, three quarters (74.8%) of those surveyed responded either well or very well.

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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 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 2010-2011 academic year and compares them to the results of the 2004-2005, 2005-2006, 2006-2007, 2007-2008, 2008-2009 and 2009-2010 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 Insightrix Research, Inc. to conduct the Exit Survey with the 2010 – 2011 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 2009 – 2010. 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 2010 (for October graduates), November 2010 (for December graduates), or March 2011 (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 2010-2011. Of the 293 graduates, 216 completed the survey, giving an overall response rate of 73.7%. Given this response rate, we can be 95% sure that the results reported are within ± 3.4 percentage points of the actual population figures, finite population correction factor applied.

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
2010	2009-2010
2011	2010-2011

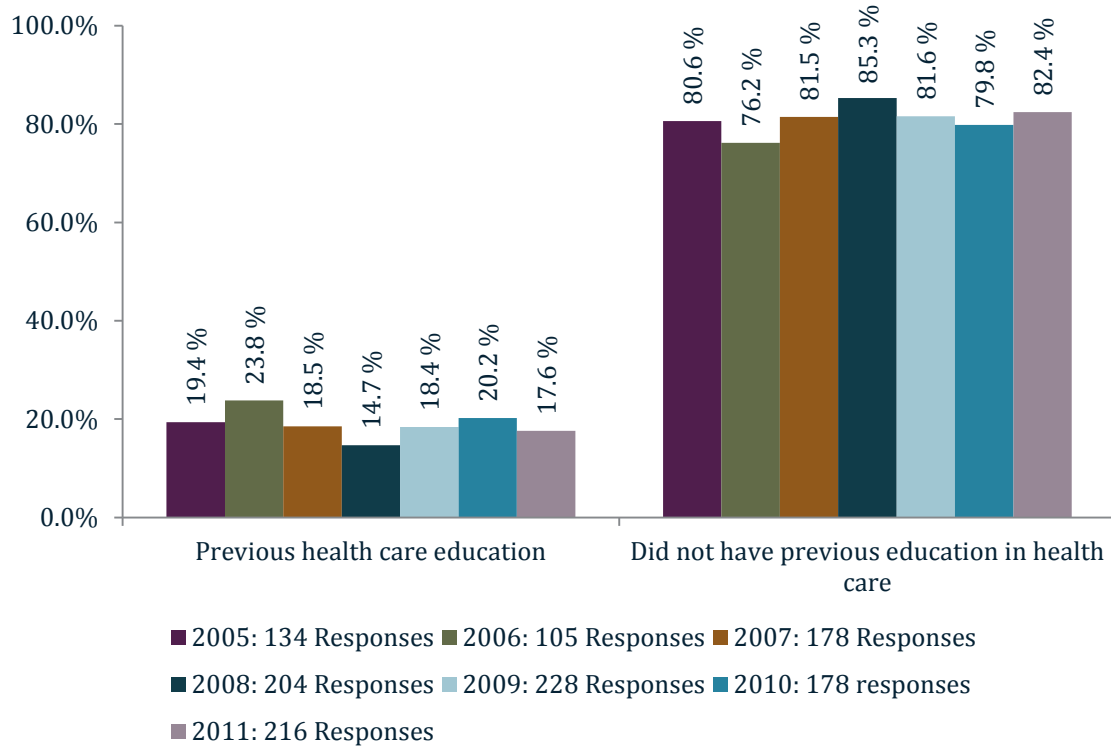
Key Findings

Prior to Starting the NEPS Program

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

As in previous years, the majority (82.4%) of respondents had no prior education in health care prior to starting the NEPS program.

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 those who have previous experience in the health care field, nearly one quarter (23.7%) worked as licensed practical nurses and one in five (21.1%) worked as Health Care or Home Care Aides.

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	2011 n = 38
Licensed Practical Nurse	11.5%	20.0%	30.3%	10.0%	26.2%	25.0%	23.7%
Health Care or Home Care Aide	15.4%	52.0%	24.2%	6.7%	14.3%	22.2%	21.1%
Volunteer Program	30.8%	8.0%	9.1%	3.3%	9.5%	8.3%	5.3%
Lab tech /EMT	19.2%	8.0%	6.1%	13.3%	7.1%	13.9%	7.9%
Other	61.5%	36.0%	48.5%	70.0%	54.8%	44.4%	55.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The following are the responses under "other":

- Access program with Basic Medical Terminology
- Athletic Therapy
- Bachelor of Arts Three Year Degree
- Bachelor of Kinesiology
- Completed year one of Pre-Pharmacy at U of R
- Emergency Medical Responder
- Funeral Director
- Health and Science Access Program
- Kinesiology and Health Studies
- Kinesiology
- Massage Therapist (self-employed). Medic in Canadian Forces
- Massage Therapist, Physical Education
- Massage Therapist
- Registered Massage Therapy
- Medical Office Assistant (2)
- Pharmacy
- Recreation Therapist (2)
- Special Care Aide (2)
- Two years of university in the area of Physiology

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

Of the total graduates, 58.8% entered the program with some post-secondary experience (127 out of the 216 graduates). Of these 127 graduates, 41.7% had a degree, diploma or certificate. Since 2005 the proportion with a university degree prior to starting the program increased from 5.2% in 2005 to 11.1% in 2011. No one reported having a Masters or PhD (including a Partial PhD).

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	2011 n = 216
High school diploma	36.6%	28.6%	39.3%	38.7%	42.5%	37.6%	41.2%
SIAST (or other Technical Institute) courses	0.7%	1.9%	1.7%	0.5%	1.8%	1.1%	0.5%
SIAST (or other Technical Institute) diploma/certificate	15.7%	14.3%	15.7%	15.7%	12.3%	14.0%	13.4%
Some university classes	41.8%	46.7%	36.5%	38.2%	33.8%	38.2%	33.8%
University baccalaureate (Undergraduate) degree	5.2%	7.6%	6.7%	6.9%	8.8%	9.0%	11.1%
Total	100.0%	100.0%	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. Six had a Bachelor of Science in Kinesiology, six indicated they had a Licensed Practical Nurse certificate, and four had a Bachelor of Arts in Psychology. 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 (61.1%) respondents were going to school in the year before starting the NEPS program. Approximately one third (33.8%) were working and as was the case in the 2010 survey, 5.1% reported attending to household responsibilities before initiating their program.

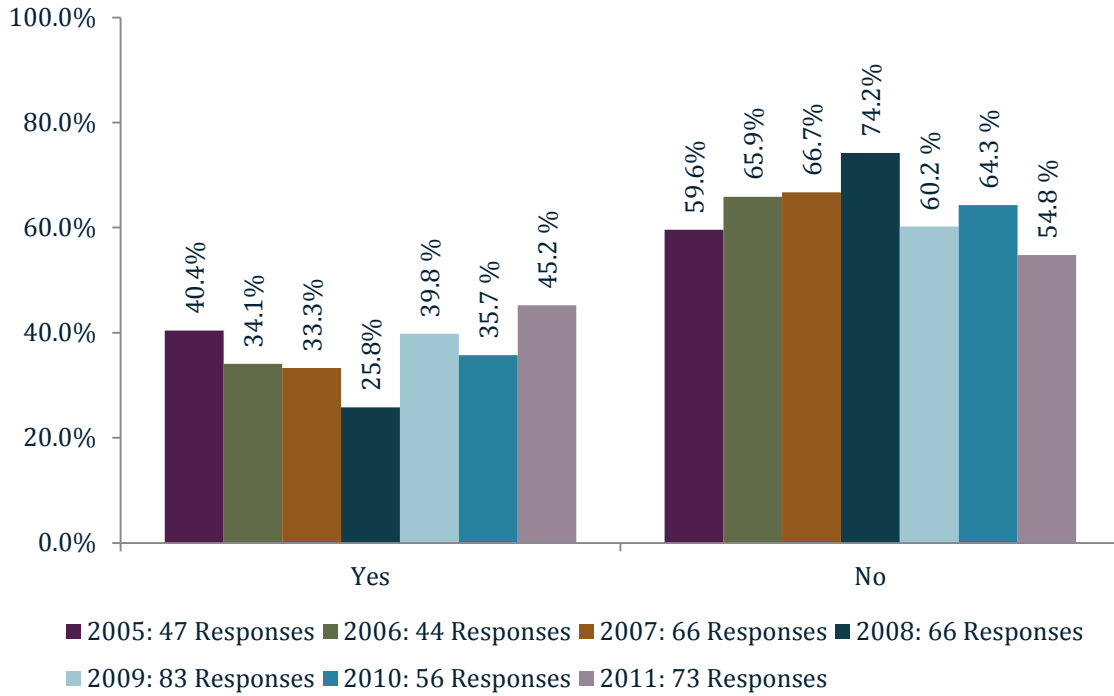
Table 3 - Major activity in the year before starting NEPS

Major activity before starting NEPS	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
Going to school	62.7%	55.2%	59.6%	63.7%	59.2%	63.5%	61.1%
Working	35.1%	41.9%	37.1%	32.4%	36.4%	31.5%	33.8%
Household responsibilities	2.2%	2.9%	3.4%	3.9%	4.4%	5.1%	5.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

6. Was this work in the health care field?

Of the 73 respondents who reported working prior to entering the program, over one half (54.8%) were not working in the health care field. However, the proportion who had worked in the health care field (45.2%) was higher this year than in any other previous years.

Figure 2 - Working in health care prior to NEPS



During the NEPS Program

7. What year did you start your NEPS program:

Over eighty percent (83.8%) started their program in 2007.

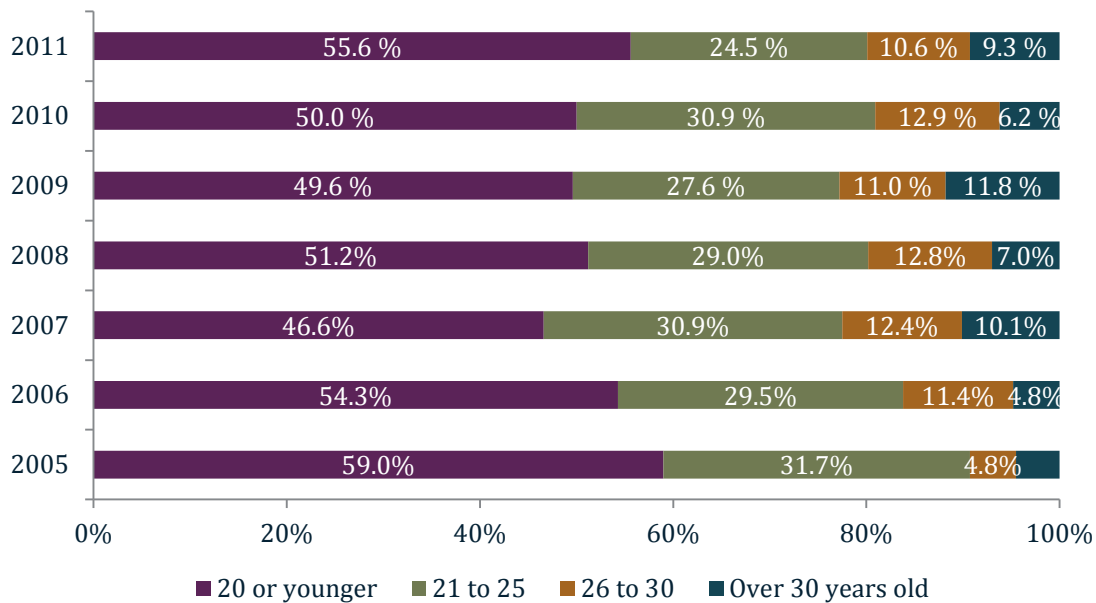
Table 4 - Program start date

What year did you start your NEPS program?	Count	Percent
2002	1	0.5%
2003	0	0.0%
2004	2	0.9%
2005	7	3.2%
2006	22	10.2%
2007	181	83.8%
2008	3	1.4%
2009	0	0.0%
Total	216	100.0%

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

The majority of respondents (55.6%) were 20 years of age or younger when they entered the NEPS program. Nearly one quarter more (24.5%) were between 21 and 25 years of age. Another 19.9% were 26 years of age or older. The average age upon entry to the program was 22.2 years.

Figure 3 - Age when entering NEPS



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

Four out of five (80.1%) respondents were single when they entered the program.

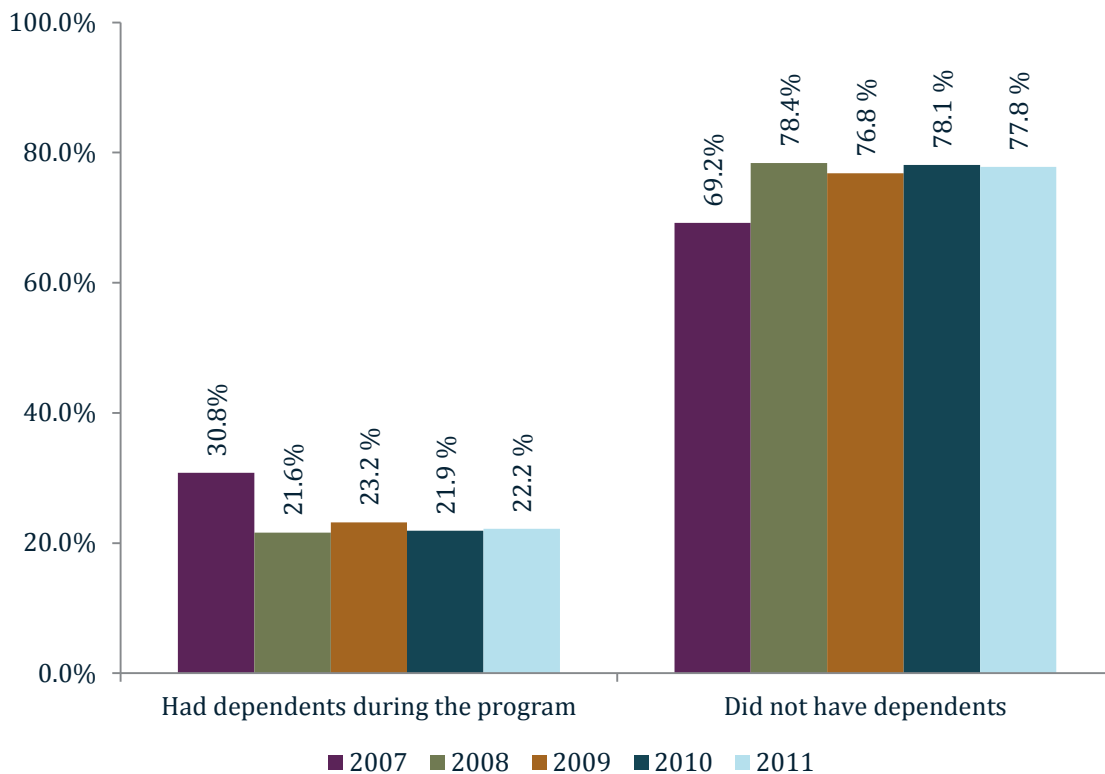
Table 5 - Marital status when entering the NEPS program

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	2011 n = 216
Single	84.3%	80.0%	73.6%	79.9%	72.4%	75.3%	80.1%
Married or Common Law	13.4%	19.0%	23.0%	17.6%	25.4%	21.3%	15.3%
Separated	1.5%	0.0%	1.1%	0.0%	0.0%	1.7%	1.9%
Divorced	0.7%	1.0%	2.2%	2.5%	2.2%	1.1%	1.9%
Widow(er)	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

9a. Did you have dependents during the program?

As was the case in previous surveys, approximately one in five (22.2%) report having dependents while in the program.

Figure 4 - Had dependents during the program



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

Among those respondents who report having dependents, a greater proportion of respondents report caring for two dependents in 2011 (39.6%) than in 2010 (25.6%). The average number of dependents is 1.7 per respondent. The average age of young dependents is 10 with a median of 8 years old.

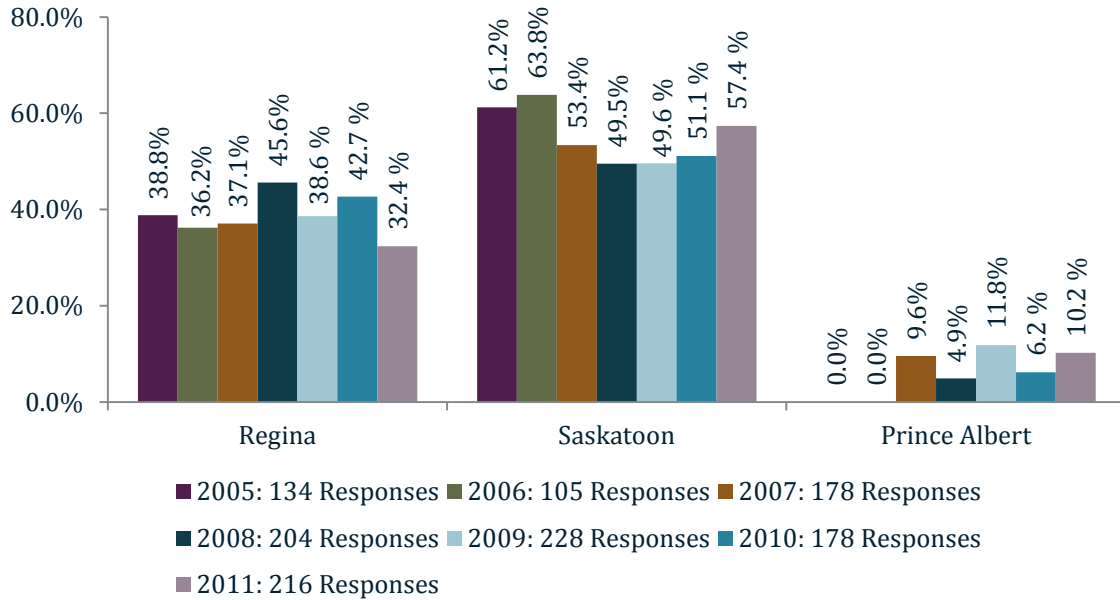
Table 6 - Number of dependents

	2010		2011	
	Count	Percent	Count	Percent
1	23	59.0%	22	45.8%
2	10	25.6%	19	39.6%
3	3	7.7%	4	8.3%
4	1	2.6%	2	4.2%
5	2	5.1%	1	2.1%
Total	39	100.0%	48	100.0%
Average age of dependents		10	Median Age	8

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

Saskatoon remains the most common (57.4%) entry site for the NEPS program. An additional third (32.4%) began at the Regina site and the Prince Albert location was the starting point for one in ten (10.2%) respondents.

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)

A greater proportion of 2011 respondents (31.0%) reported experiencing no life changing events during the NEPS program than in previous years. However, 36.1% experienced the death of a family member or friend, 31.9% went through a home relocation, and one in five (19.9%) had a change in marital status during the program. Interestingly, only one in ten (9.3%) reported experiencing uncertainty of nursing as their profession, a result that is lower than has been reported in previous years.

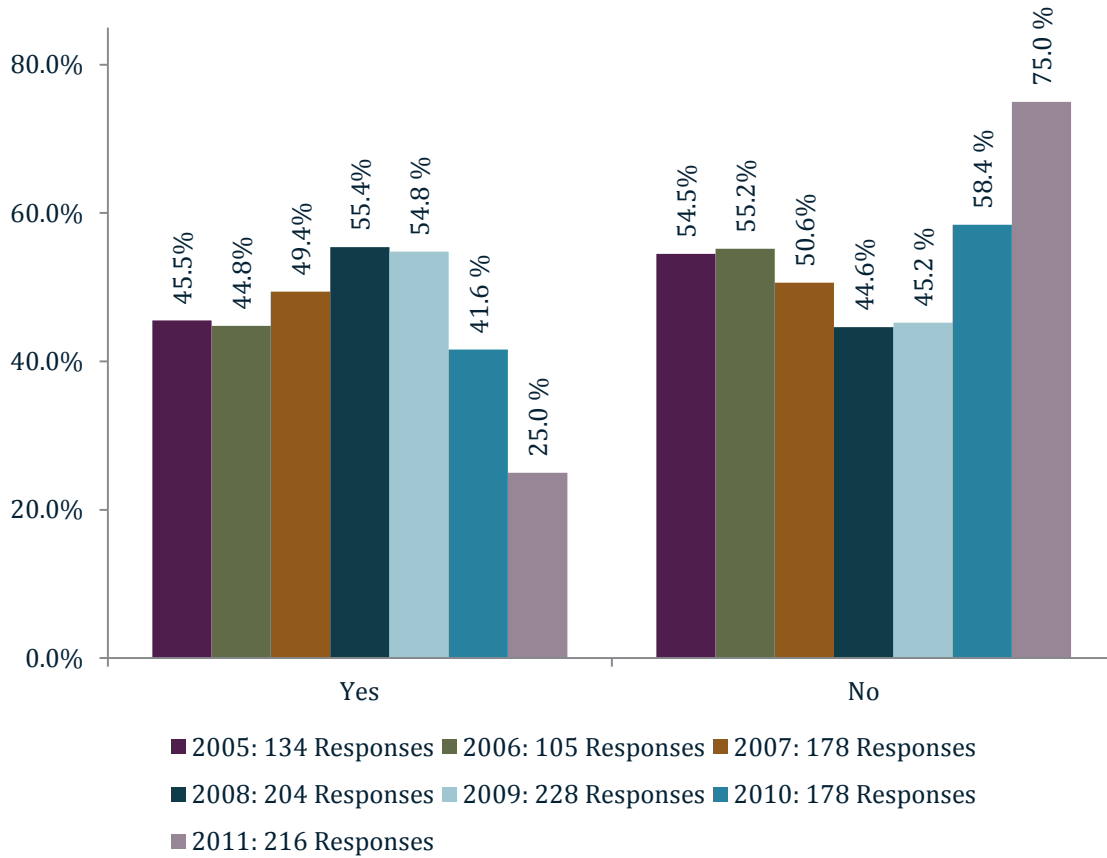
Table 7 - Life changes during NEPS

Life changes during NEPS	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
Illness or death of a family member or friend	50.0%	56.2%	38.2%	47.5%	40.8%	43.8%	36.1%
Home relocation	47.8%	45.7%	50.6%	48.5%	43.9%	49.4%	31.9%
Change in marital status	19.4%	24.8%	24.7%	27.0%	17.5%	20.2%	19.9%
Care giving for dependent children or adults	12.7%	20.0%	21.3%	18.1%	18.0%	15.2%	15.3%
Uncertainty of Nursing as your profession	21.6%	27.6%	20.2%	25.0%	19.3%	28.1%	9.3%
Birth of child	2.2%	4.8%	9.0%	10.3%	6.6%	9.0%	7.4%
Major personal illness or disability	11.2%	14.3%	7.9%	8.3%	10.1%	10.1%	6.0%
Other	10.4%	1.9%	6.7%	4.9%	2.6%	4.5%	1.4%
None	20.1%	12.4%	21.3%	17.6%	20.6%	18.0%	31.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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

One quarter (25.0%) of those surveyed worked as a Senior Assistant in the NEPS program. This is significantly lower than has been reported in previous years.

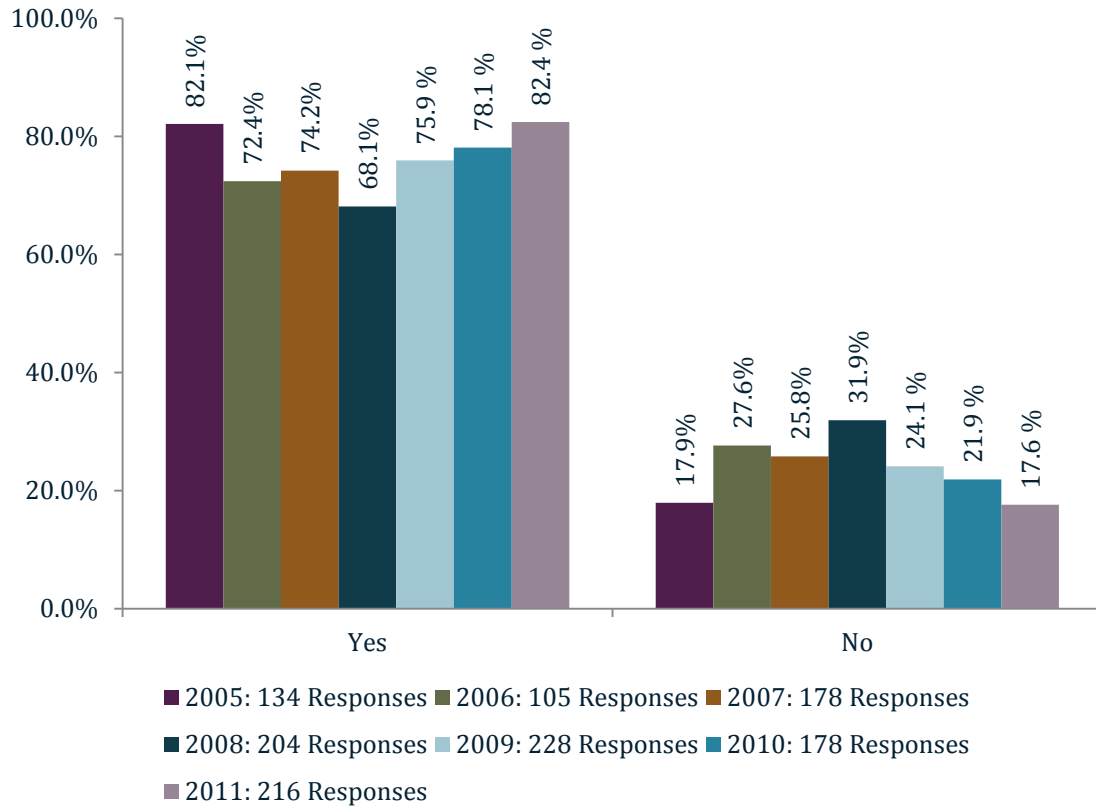
Figure 6 - Worked as Senior Assistant



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

Most (82.4%) of those surveyed were employed (other than as 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?

Those who were employed while in the NEPS program worked on average 16 hours per week in their first year, 17 hours per week in their second and third years, and 13 hours per week in their fourth year.

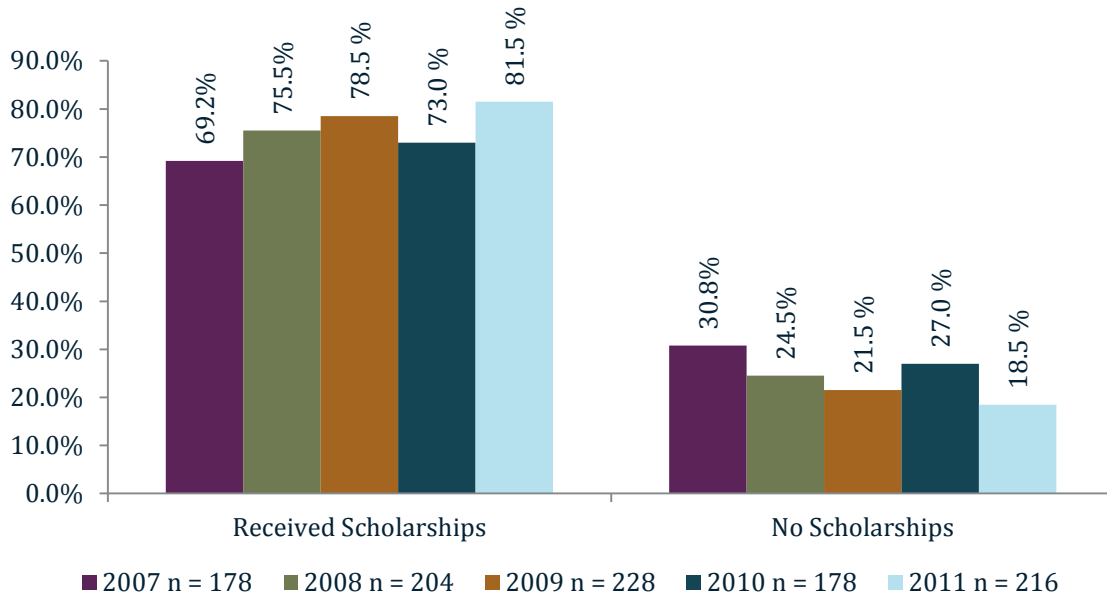
Table 8 – Average hours worked per week

	2007	2008	2009	2010	2011
First Year	21	19	19	14	16
Second Year	19	18	18	15	17
Third Year	19	17	17	14	17
Fourth Year	17	15	15	9	13

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

Four out of five (81.5%) respondents report receiving a scholarship or bursary while completing the NEPS program.

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 average scholarship value increased from \$7,472 in 2010 to \$8,739 in 2011, a result of more scholarships or bursaries with a dollar amount greater than \$5,000 being awarded to the 2011 graduates.

Table 9 - Dollar amount of scholarships received

	2010		2011	
	Count	Percent	Count	Percent
\$1000 & under	13	10.1%	10	5.8%
\$1001-\$2000	8	6.2%	10	5.8%
\$2001-\$5000	31	24.0%	40	23.1%
\$5001-\$10000	53	41.1%	72	41.6%
Over \$10000	24	18.6%	41	23.7%
Total	129	100.0%	173	100.0%
Average	\$7,472		\$8,739	
Median	\$6,000		\$6,000	

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

As was the case in the previous surveys, the majority of scholarships and bursaries came from the government. Two in three (67.6%) of those who received a scholarship or bursary received it from the government, 13.1% received it from the University, while 7.4% received it from a First Nation Band or Métis Organization.

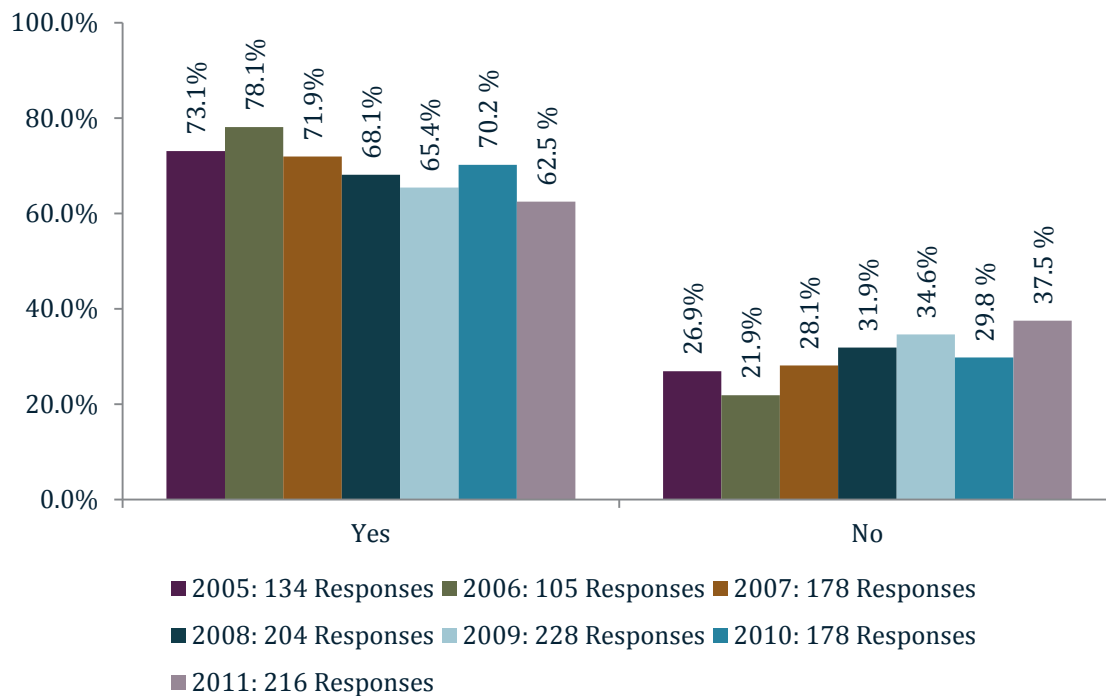
Table 10: Source of Scholarship Support

Description	2005 n = 95	2006 n = 77	2007 n = 131	2008 n = 154	2009 n = 179	2010 n = 130	2011 n = 176
Government	66.3%	64.9%	72.5%	67.5%	58.1%	66.2%	67.6%
University	13.7%	19.5%	8.4%	11.7%	15.1%	14.6%	13.1%
Regional Health Authority	10.5%	6.5%	7.6%	8.4%	8.4%	8.5%	6.8%
First Nation Bands/ Métis Organization	2.1%	5.2%	3.8%	2.6%	8.9%	6.2%	7.4%
Other	7.4%	2.6%	7.6%	9.7%	9.5%	4.6%	5.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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

Six in ten respondents (62.5%) 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?

Of those who have student loans, the greatest proportion (42.5%) is valued above \$35,000. This proportion however is slightly lower than was reported in 2010. This drop corresponds with the decline in the average value of the loans, falling from \$35,510 in 2010 to \$32,773 in 2011.

Table 11 - Total value of student loan

	2010		2011	
	Count	Percent	Count	Percent
\$10000 & under	12	9.8%	15	11.2%
\$10001-\$20000	17	13.8%	25	18.7%
\$20001-\$35000	32	26.0%	37	27.6%
Over \$35000	62	50.4%	57	42.5%
Average	\$35,510		\$32,773	
Median	\$36,000		\$33,000	

23. On what date did you complete your NEPS program?

Respondents most commonly (44.9%) completed the NEPS program in December, 2010. A third (32.9%) finished in April, 2011 and 22.2% were done in September, 2010.

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

The majority (63.0%) of those surveyed graduated from the NEPS program in Saskatoon. However, over one quarter (27.8%) completed the program in Regina and 9.3% finished in Prince Albert.

Table 12: Program Site at Graduation

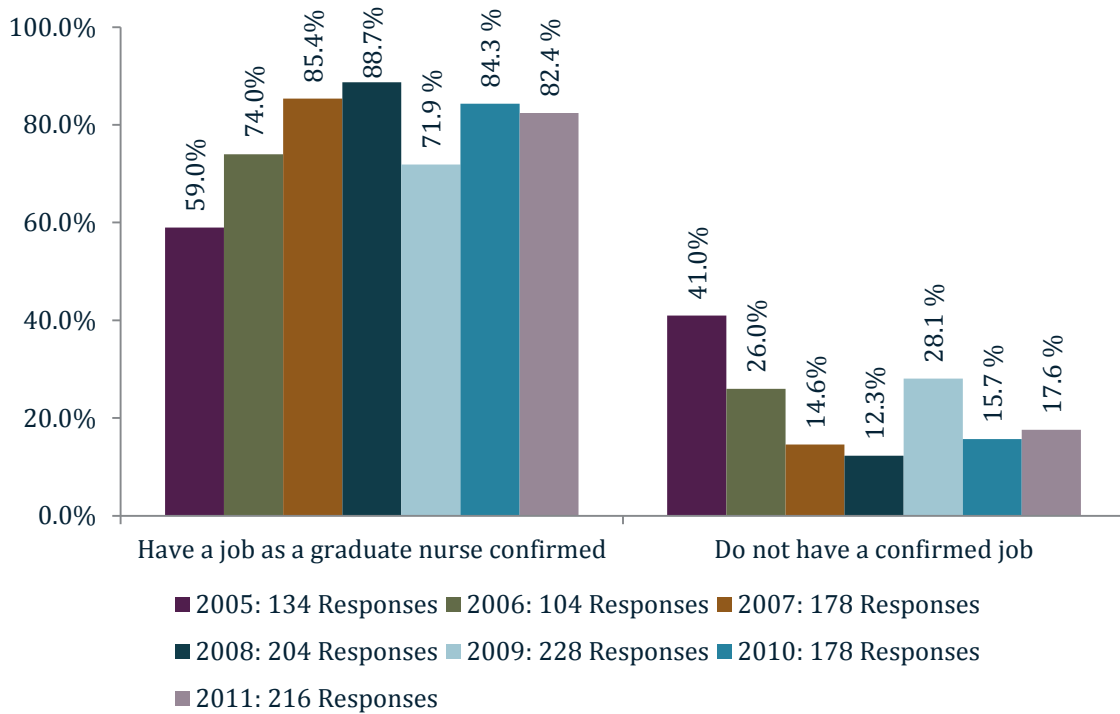
Site at graduation	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
Saskatoon	62.7%	63.8%	55.1%	50.5%	53.5%	58.4%	63.0%
Regina	37.3%	36.2%	36.0%	43.6%	36.8%	36.5%	27.8%
Prince Albert	0.0%	0.0%	9.0%	5.9%	9.6%	5.1%	9.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Your Job Search and Anticipated Employment

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

Similar to the results in 2010, most (82.4%) respondents have a job as a graduate nurse confirmed at the time of the survey.

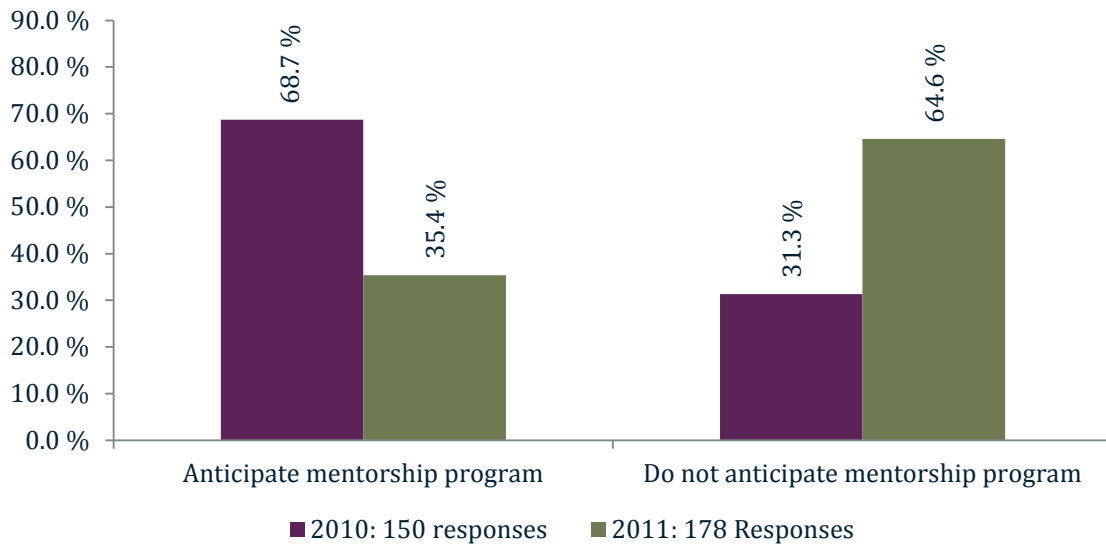
Figure 10 - Have a graduate job confirmed



25a. Do you anticipate entering a formal mentorship program provided by your employing health region?

In 2010, the majority (68.7%) of respondents anticipated entering a mentorship program provided by their employing health region. However, the opposite is true for 2011 NEP graduates, where only 35.4% anticipate entering a mentorship program.

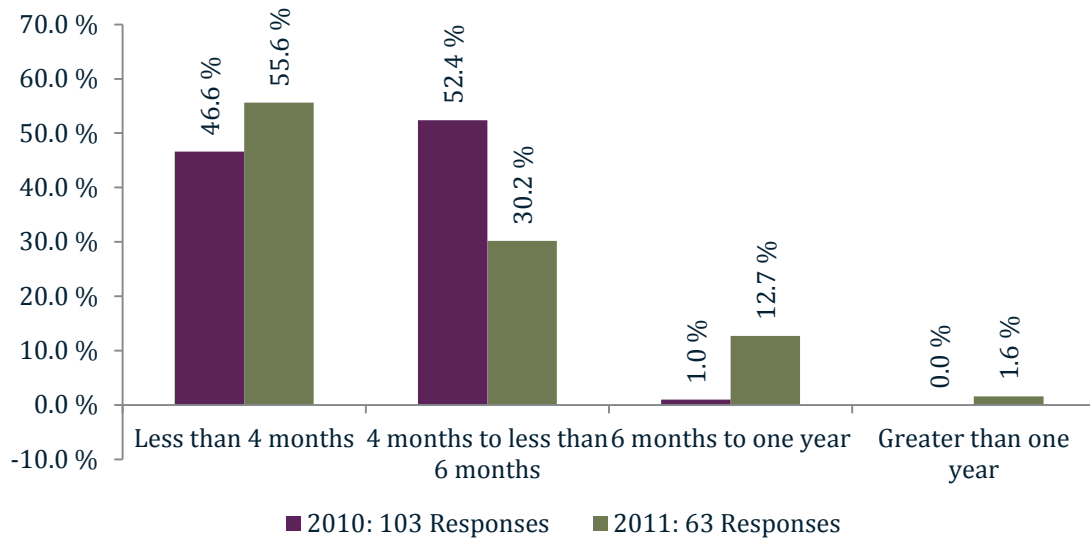
Figure 11 – Anticipate entering a formal mentorship program



25b. How long do you expect the mentorship period to be?

Of the 63 respondents who anticipate a mentorship program with their employing health region, over one half (55.6%) expect it to last less than four months.

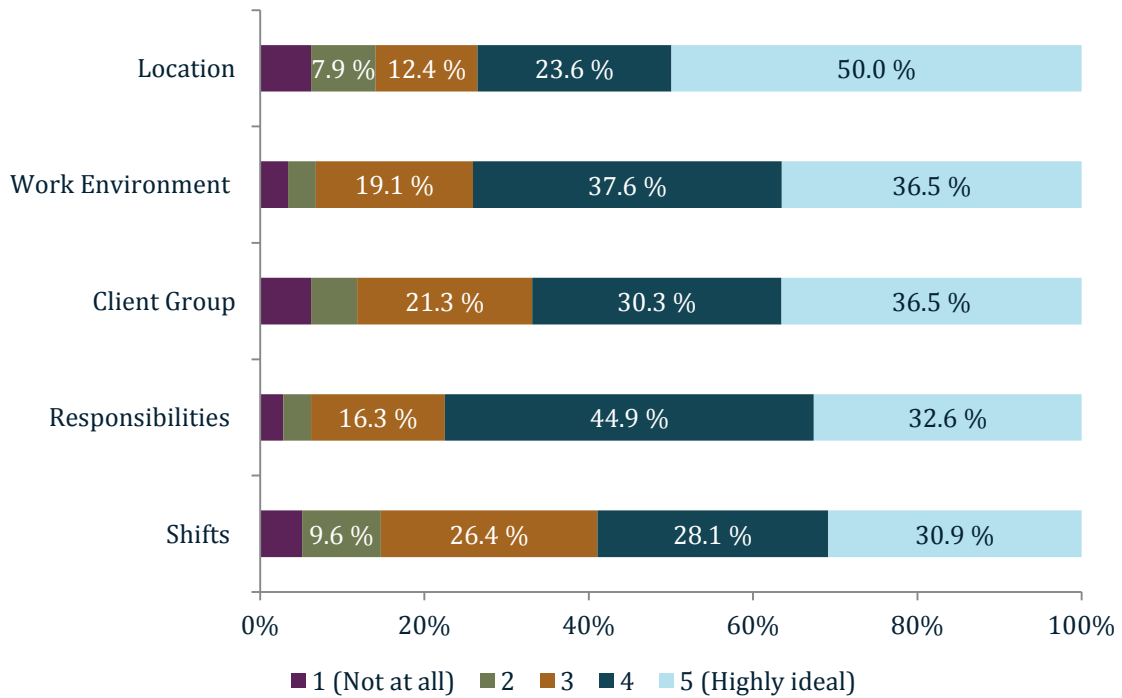
Figure 12 – Expected mentorship period



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 who have confirmed employment were asked to rate the extent to which their first job met their ideal preferences in terms of five different aspects using a five point scale, where 1 is "not at all" and 5 is "highly ideal". Among these respondents, one half (50%) of respondents rated the location as highly ideal and one third gave a rating of 5 out of 5 for work environment (36.5%), client group (36.5%) and responsibilities (32.6%).

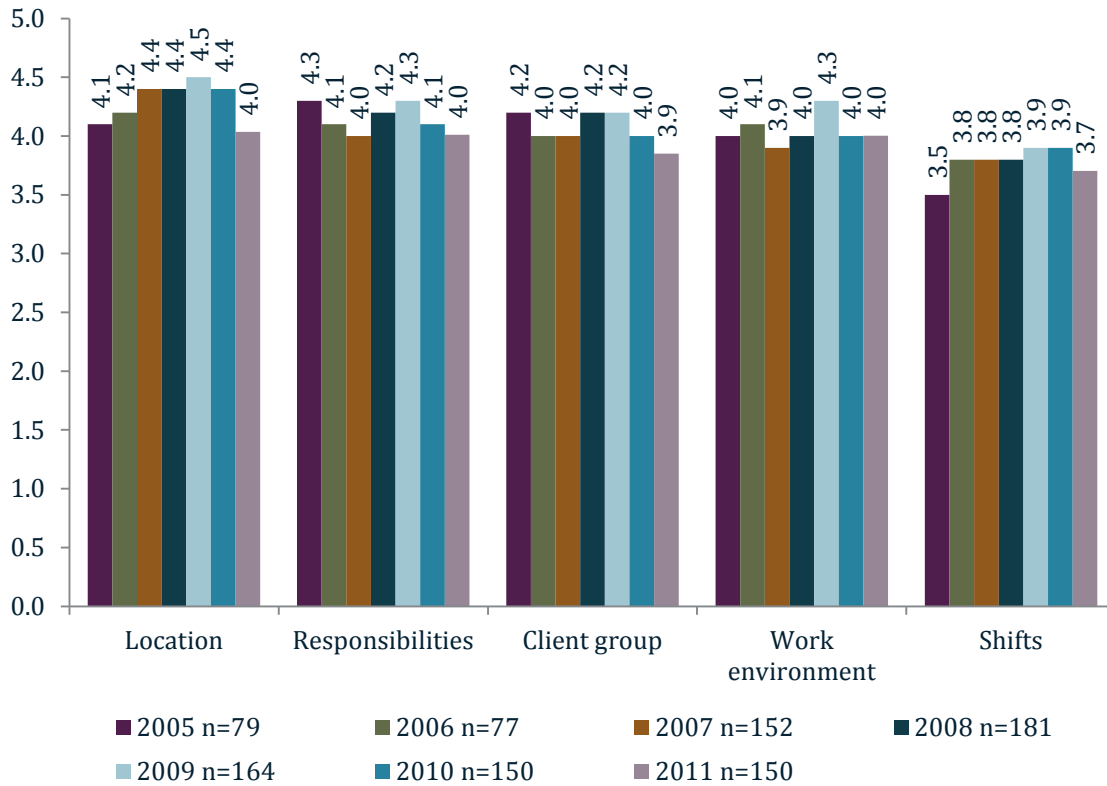
Figure 13 – Idealness of confirmed employment



Exit Survey of the 2010-2011 Graduates of the NEPS Program

Location is rated lower on average this year than in any of the previous surveys. Similarly, client groups also received the lowest average rating this year compared to prior years.

Figure 14 - Average ratings of aspects of first job



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

Respondents were asked to list the most positive aspect of their first job. Almost four in ten indicated great staff as the most positive aspect of their first job (37.1%), followed by the experience they will receive (26.4%).

Table 13: Positive aspect of first job

Description	Count	Percentage
Great Staff	66	37.1 %
Experience	47	26.4 %
Area of Interest	20	11.2 %
Work Environment	16	9.0 %
Mentorship program and orientation	14	7.9 %
Full Time Employment	11	6.2 %
Location	10	5.6 %
Income	7	3.9 %
Schedule	7	3.9 %
Challenging	4	2.2 %
Not Started	4	2.2 %
Other	4	2.2 %
No response	3	1.7 %
Total	178	100.0 %

32. Within the first 6 months after graduation, do you expect to be employed as a nurse?

A majority (99.5%) expect to be employed as a nurse within six months of graduation. No respondents reported they expect to be employed in a field other than nursing, while one graduate (0.5%) expects to not be employed.

Table 14: Expectation within the first 6 months after graduation

	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
Employed as a nurse	98.5%	98.1%	100.0%	99.0%	96.1%	98.9%	99.5%
Employed in a field other than nursing	0.0%	1.0%	0.0%	0.5%	2.2%	0.0%	0.0%
Not employed	1.5%	1.0%	0.0%	0.5%	1.8%	1.1%	0.5%

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?

For the one respondent that reported they do not expect to be employed as a nurse in the first six months after completing NEPS, the main reason provided was family responsibilities.

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 (95.4%). This continues to be consistent with past findings.

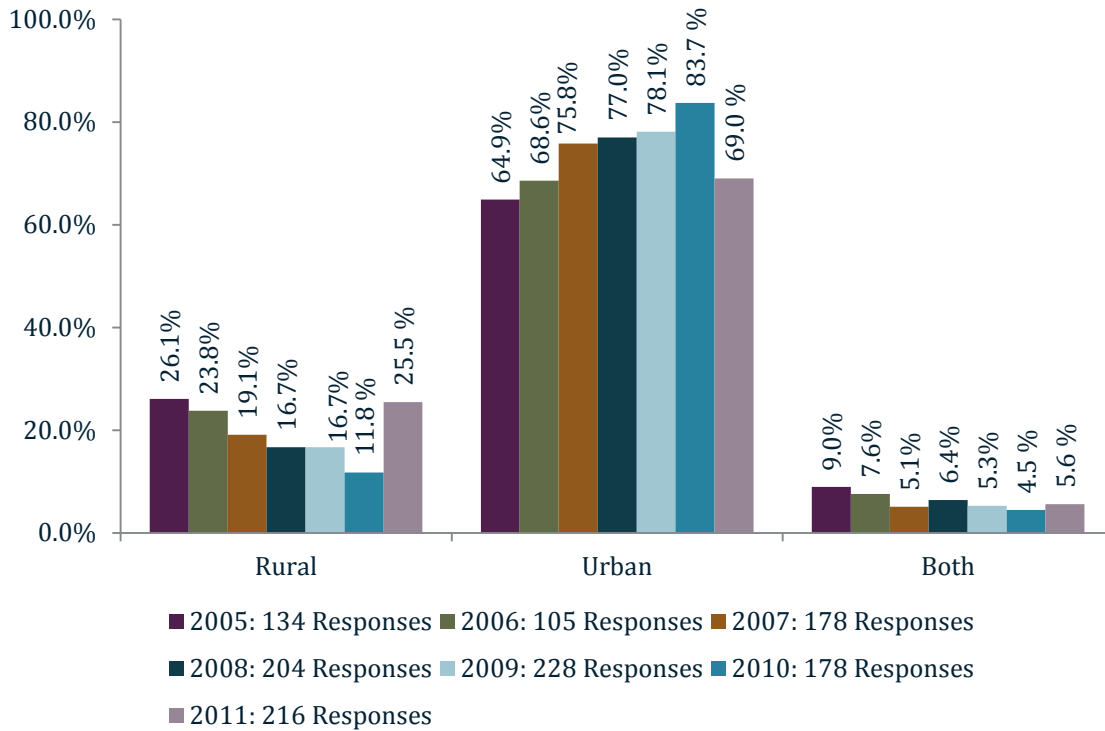
Table 15 - Location of first nursing job

Location of first nursing job	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
Saskatchewan	90.3%	89.5%	96.6%	93.1%	93.9%	97.8%	95.4%
Manitoba or Eastern Canada	2.2%	2.9%	0.6%	0.0%	0.4%	0.6%	0.9%
Alberta or British Columbia	6.0%	7.6%	2.8%	6.4%	4.4%	1.7%	3.2%
USA	1.5%	0.0%	0.0%	0.5%	0.4%	0.0%	0.5%
Other	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%
Total	100.0%	100.0%	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:

Compared to the results in prior years, greater proportions (25.5%) of respondents expect to work in a rural setting. This reverses the prior trend of graduates increasingly indicating their first job being located in urban locations.

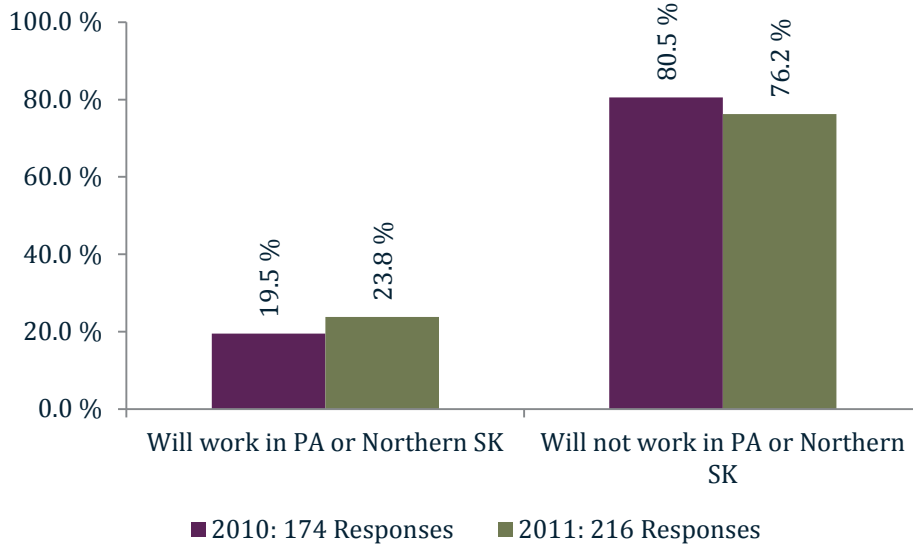
Figure 15 - Location of first job as a graduate nurse



35a. Do you / will you work in Prince Albert or Northern Saskatchewan? (q35a)

Of those who plan to stay in Saskatchewan (206 graduates), 23.8% plan to work in Prince Albert or Northern Saskatchewan.

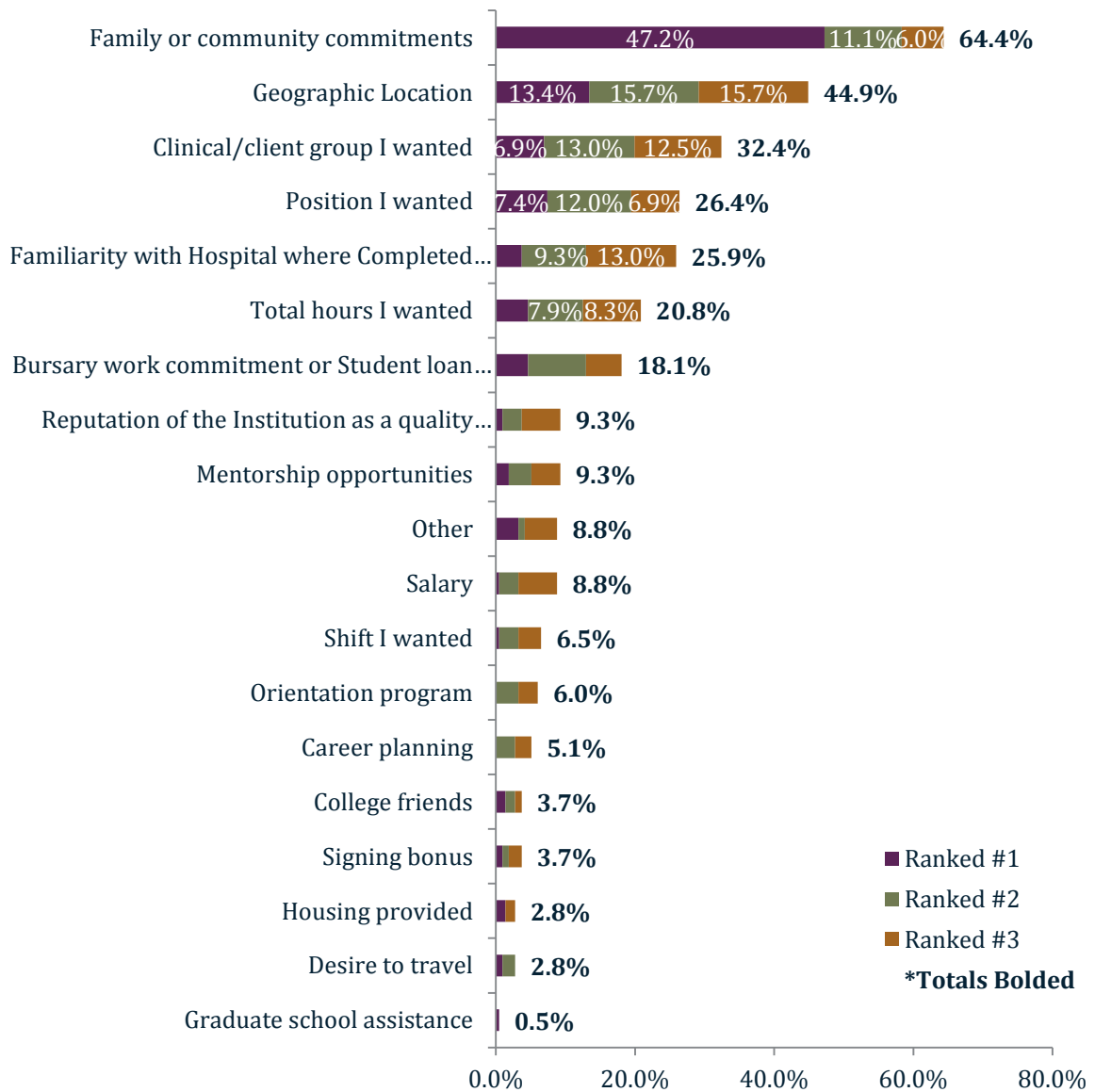
Figure 16 – Expectations of working in Prince Albert or Northern Saskatchewan



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:

The major influence for most respondents when selecting a location for their first job is family or community commitments which received the greatest proportion of both total selections (64.4%) and first-ranked selections (47.2%). Geographic location received the second greatest proportion of total selections (44.9%), and was the most common second (15.7%) and third (15.7%) ranked choice.

Figure 17 - Top 3 factors influencing choice of work location



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

Clinical work (44.0%) remains the most useful strategy respondents employ in their job search. This is followed by word of mouth (20.4%) and other strategies (17.4%).

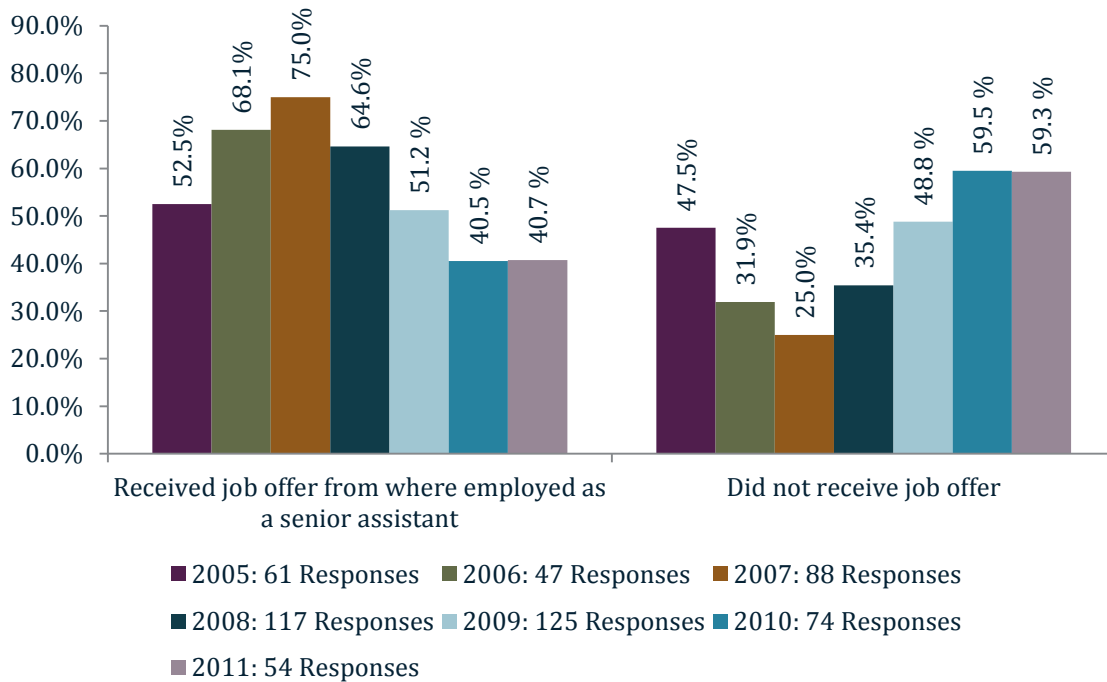
Table 16 - Job search strategy

Job search strategy	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
Clinical work	67.4%	57.8%	58.8%	57.3%	44.0%
Word of mouth	14.6%	23.0%	16.2%	15.2%	20.4%
Other	5.1%	3.9%	6.6%	9.0%	16.7%
Internet directory	5.1%	3.4%	7.5%	9.6%	13.9%
Employer visits	3.4%	6.9%	5.3%	4.5%	1.9%
Advertisements	2.2%	1.5%	2.2%	3.9%	1.9%
Recruitment Fair	2.2%	3.4%	3.5%	0.6%	1.4%
Total	100.0%	100.0%	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, four in ten (40.7%) report they received a job offer from the unit they were employed in. This is similar to the 2010 results.

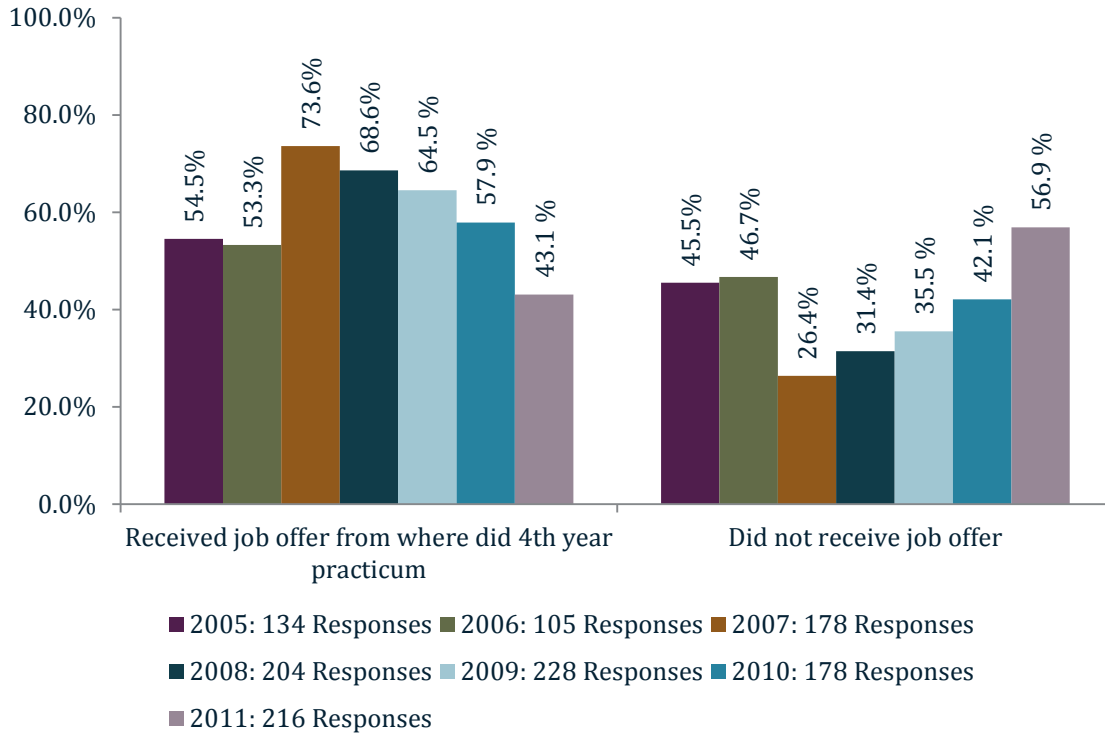
Figure 18 - Received a job offer from unit where employed as a senior assistant



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

Just more than four in ten respondents (43.1%) report they received a job offer from the unit they completed their 4th year practicum, continuing a decreasing trend from 2007 (73.6%).

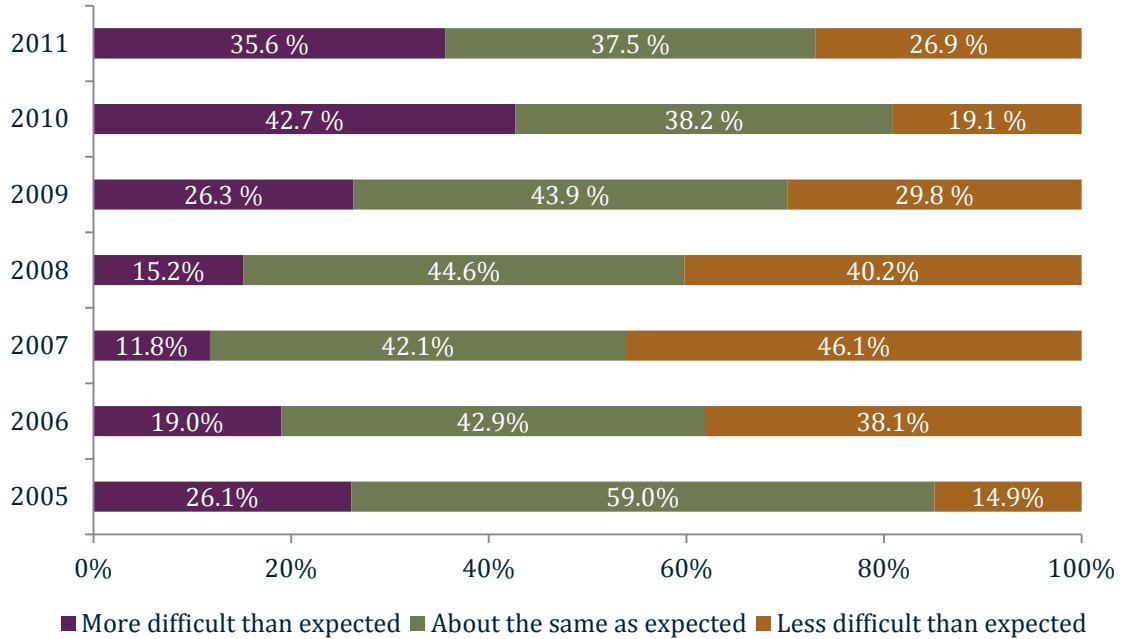
Figure 19 - Received job offer from where completed 4th year practicum



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

Compared with the 2010 results, a smaller proportion (35.6%) of those surveyed in 2011 reported that finding a job was more difficult than they had expected. However, this level still remains higher than the levels recorded between 2005 and 2009.

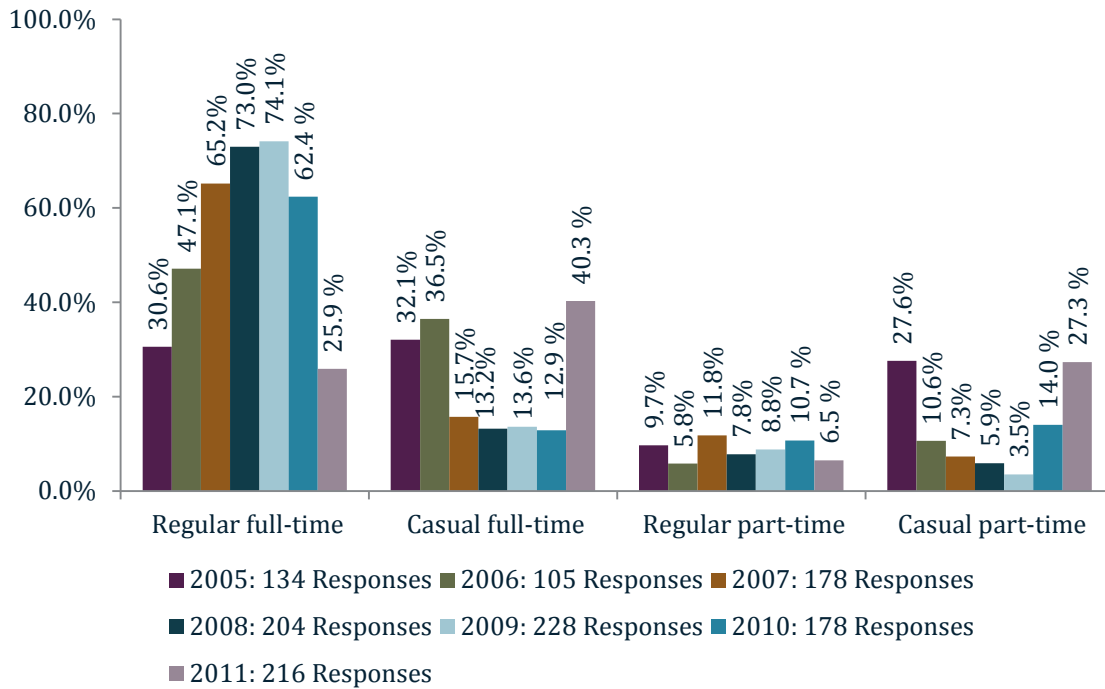
Figure 20 - Difficulty finding first job



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

The proportion of respondents expecting to work regular, full-time employment dropped from 62.4 % in 2010 to 25.9% in 2011. Casual, fulltime employment has increased to 40.3% in 2011 from 12.9% in the previous year.

Figure 21 - Work hours of first job



Definitions

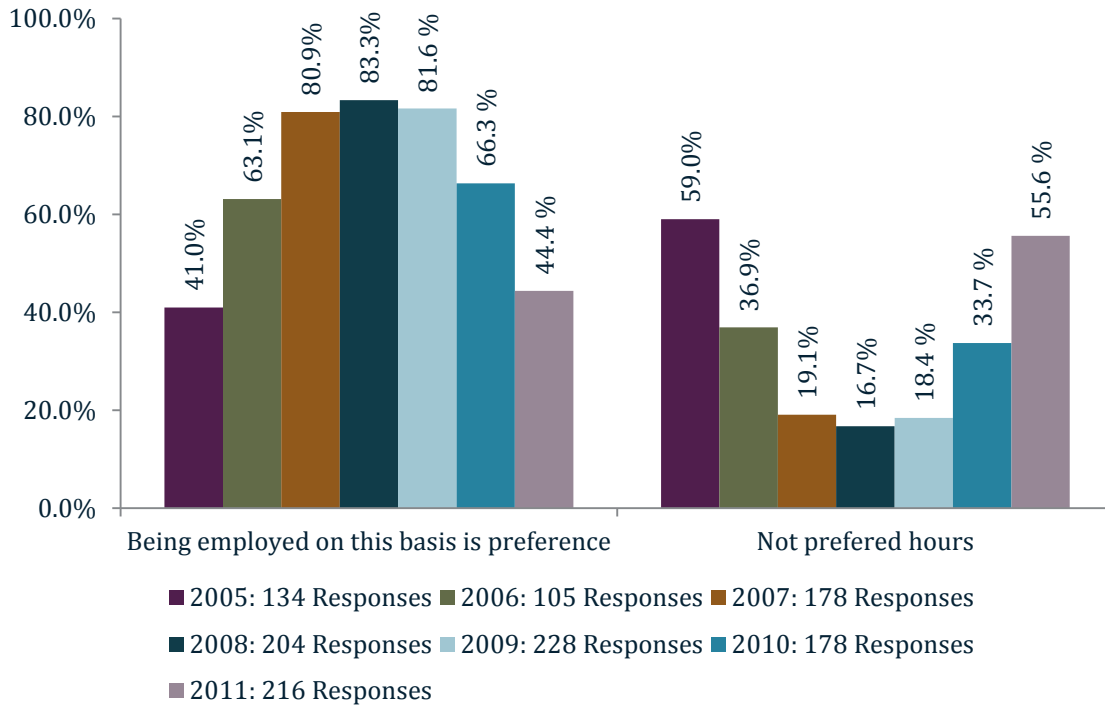
"Regular" reflects permanent employment, even though it may be time limited;

"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, 44.4% indicate the basis upon which they expect to be employed is their preference, lower than the results in previous years (with the exception of 2005).

Figure 22 - Employment preference



Currently employed respondents who are working on a casual full-time, regular part-time, and casual part-time basis are less commonly employed as per their preference compared to respondents who are employed on a regular full-time basis.

2011	Being employed on this basis is preferred
Regular full-time	100.0%
Casual full-time	36.2%
Regular part-time	26.7%
Casual part-time	13.4%

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

Respondents most commonly (45.8%) report that they expect their orientation will last 6 to 15 days. Another 40.3% feel their orientation will be 16 to 30 days in length. Compared to 2010, graduates this year expect the length of the orientation to be shorter.

Table 17: Length of Orientation

Length of Orientation	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
None	0.6%	0.0%	0.4%	2.8%	0.9%
One day or less	0.6%	0.0%	0.4%	1.1%	0.0%
2 - 5 days	20.8%	14.7%	8.8%	14.6%	13.0%
6 - 15 days	50.0%	36.8%	32.9%	37.6%	45.8%
16 - 30 days	28.1%	48.5%	57.5%	43.8%	40.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

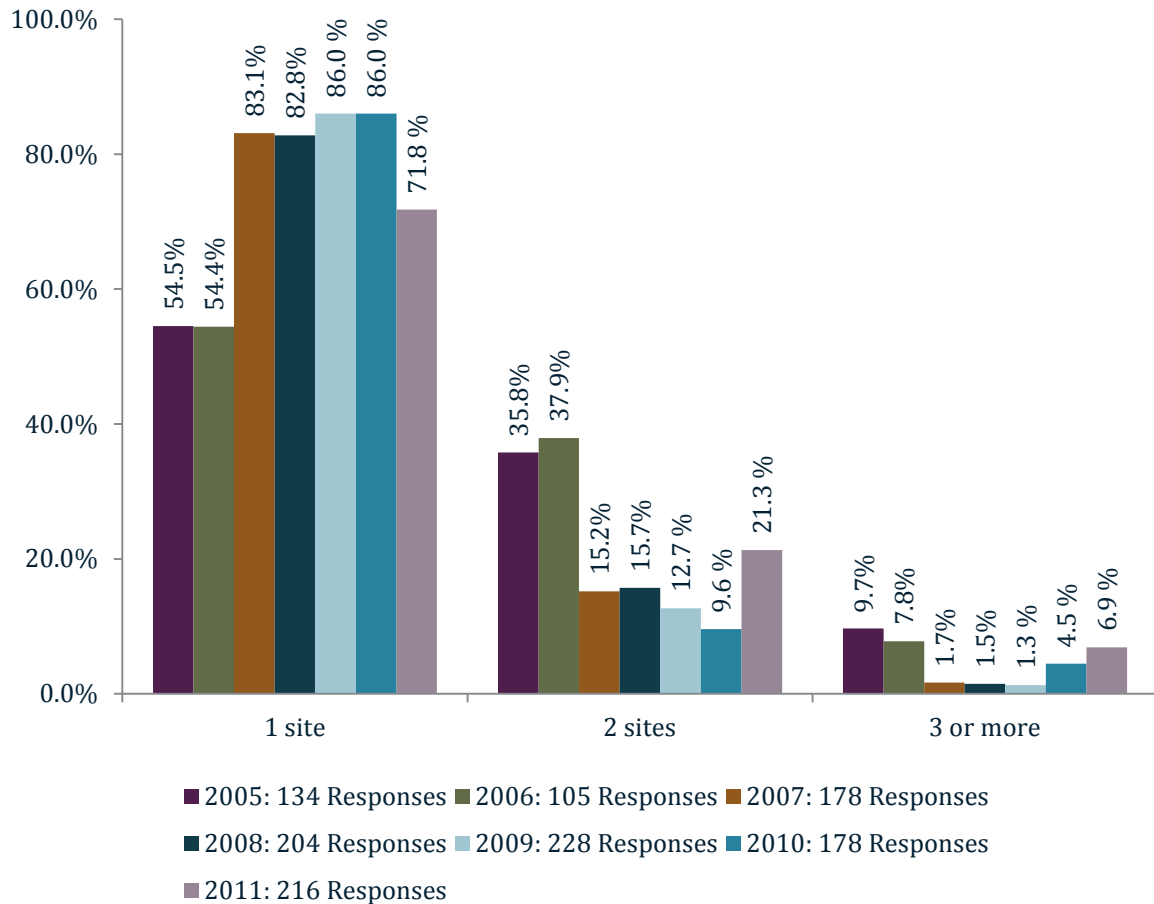
44. How many sites will you/do you expect to work at for your first job as a graduate nurse?

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 years, a majority of respondents (71.8%) expect to or will be working at one site. This result is lower than that reported over the past 4 years. Two in ten (21.3%) anticipate working at two sites.

Figure 23 - Number of sites



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

The majority of respondents will work at a general hospital with 100 or more beds (57.9%) or at a hospital with less than 100 beds (28.1%).

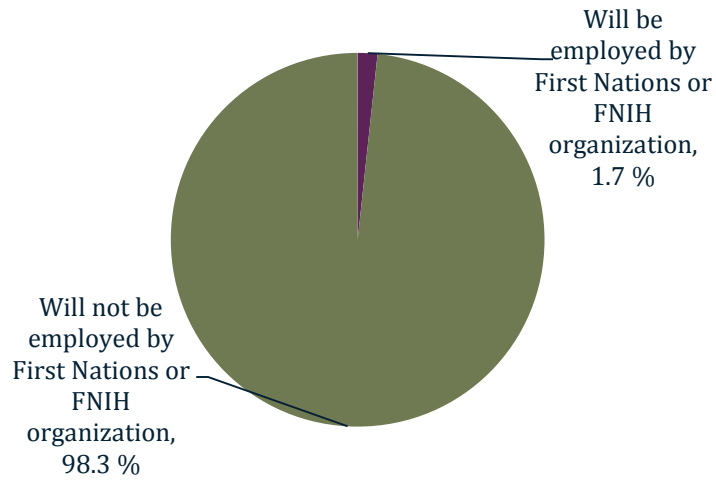
Table 18 – Type of organization

All sites	2011	
	Count	Percent
General hospital, 100 beds and over	103	57.9 %
General hospital, less than 100 beds	50	28.1 %
Nursing Home/Long Term Care Facility	13	7.3 %
Mental Health Centre/Hospital	10	5.6 %
Community Health/Health Centre	4	2.2 %
Association/Government	4	2.2 %
Home Care Agency	2	1.1 %
Nursing Stations (Outpost or clinics)	1	0.6 %
Rehabilitation/Convalescent Centre	1	0.6 %
Educational Institution	1	0.6 %
Physician's Office/Family Practice Unit	0	0.0 %
Business/Industry/Occupational Health	0	0.0 %
Private Nursing Agency/Private Duty	0	0.0 %
Self-employed	0	0.0 %

45a. Will your employer be a First Nations or FNIH organization

Only three respondents (1.7%) will be employed by First Nations or FNIH organizations.

Table 19 – Employed by First Nations organization



46. What is your position?

Nearly all (162 out of 178) will work as a staff nurse or a community health nurse at the primary site.

Table 20 – Position

All sites	2011	
	Count	Percent
Staff Nurse/Community Health Nurse	17	89.5 %
Other	2	10.5 %
Nursing Practitioner	0	0.0%
Clinical Nurse Specialist	0	0.0%
Manager/Assistant Manager	0	0.0%
Consultant	0	0.0%

47. What is your main area of responsibility?

All respondents but four will work in direct care at their primary site. Two will work in administration and two will work in education. One will work in administration at their secondary site, while another will work in education at their secondary site. One respondent will work in administration at their third site.

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

The majority of respondents (61.8%) will work in medical or surgical areas in at least one of their sites. One in five (18.5%) report they will work in geriatric or long term care.

Table 21 – Area of nursing care

Sites Combined	Count	Percent
Medical/Surgical	110	61.8 %
Geriatric/Long term care	33	18.5 %
Maternal/Newborn	21	11.8 %
Pediatric	20	11.2 %
Emergency care	19	10.7 %
Psychiatric/Mental Health	17	9.6 %
Oncology	11	6.2 %
Critical Care	10	5.6 %
Rehabilitation	9	5.1 %
Several clinical areas	8	4.5 %
Ambulatory Care	4	2.2 %
Community Health	3	1.7 %
Home care	2	1.1 %
Teaching - Clients	2	1.1 %
Operating Room/RR	1	0.6 %
Service	1	0.6 %
Occupational Health	0	0.0 %
Education	0	0.0 %
Teaching - Students	0	0.0 %
Teaching - Employees	0	0.0 %
Nursing Research only	0	0.0 %
Other	9	5.1 %

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

On average, respondents will work 34.0 hours per week at their primary site, 14.0 hours per week at their secondary site and 6.2 hours per week at their third site. Over all sites, respondents will work an average of 37.2 hours a week.

Table 22 – Average number of hours worked per week overall

	2011		
	Primary Site:	Secondary Site	Third Site
Average hours per week	33.8	13.6	6.2

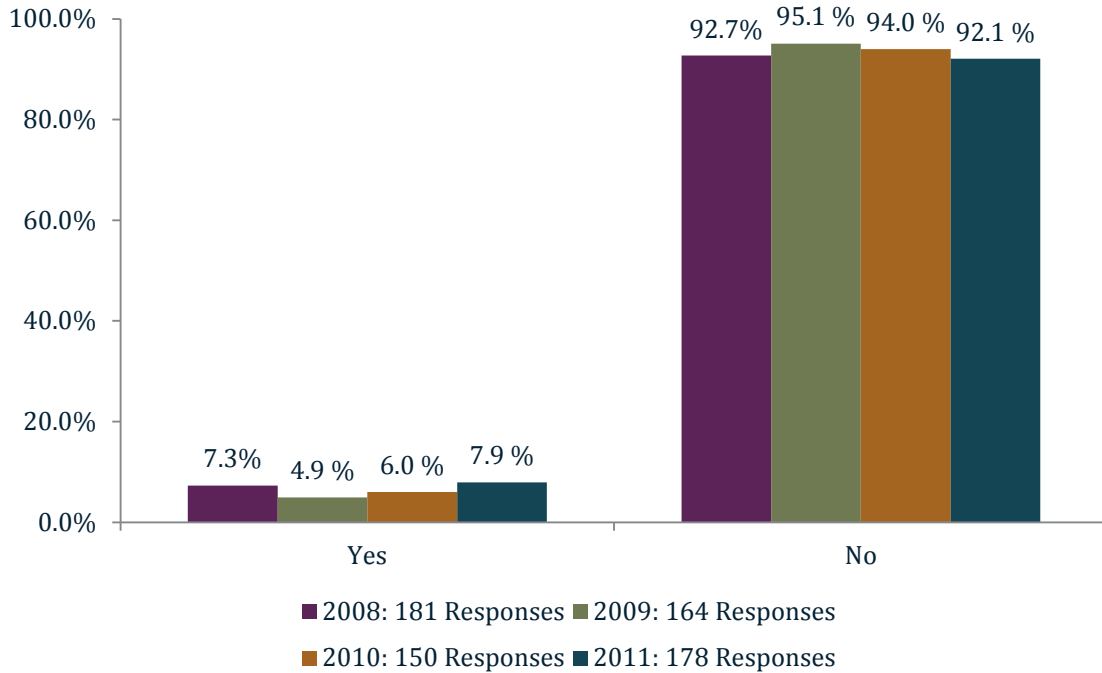
Table 23 - Number of hours worked per week overall

	2007		2008		2009		2010		2011	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Less than 20 hours	3	1.9%	1	0.5%	13	7.3%	7	4.7%	6	3.0%
20 to 29 hours	12	7.4%	11	5.5%	7	3.9%	13	8.7%	24	12.2%
30 to 39 hours	67	41.4%	76	37.8%	73	40.8%	66	44.0%	85	43.1%
40 to 49 hours	65	40.1%	98	48.8%	84	46.9%	55	36.7%	67	34.0%
50 hours or More	15	9.3%	15	7.5%	2	1.1%	9	6.0%	15	7.6%
Total	162	100.0%	201	100.0%	179	100.0%	150	100.0%	197	100.0%
Average	39		40		36		37		37	
Median	38		40		40		37		36	

48a. Will you work in a forensic setting?

A total of 7.9% will work in a forensic setting.

Figure 24: Will work in forensic setting



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 continued to display an increase from previous results, with one in three (32.4%) expecting their annual income to be \$60,000 or more compared to 28.1% in 2010.

Table 24 - Expected average annual income

	2005 n = 133	2006 n = 105	2007 n = 177	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
Less than \$30 000	11.3%	9.6%	9.5%	2.5%	1.2%	1.2%	2.3%
\$30 000 to \$39 000	20.3%	22.9%	7.9%	7.9%	5.2%	6.2%	12.0%
\$40 000 to \$49 000	27.9%	26.7%	27.4%	27.4%	10.9%	12.9%	16.2%
\$50 000 to \$59 000	12.1%	16.2%	26.0%	26.0%	32.0%	33.1%	20.4%
\$60 000 and up	3.0%	7.8%	10.3%	10.3%	28.4%	28.1%	32.4%
Don't know	25.6%	21.0%	26.0%	26.0%	21.9%	18.5%	16.7%

General Questions

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

Almost all (97.2%) respondents plan to register only with the Saskatchewan Registered Nurses Association. This is in line with previous results.

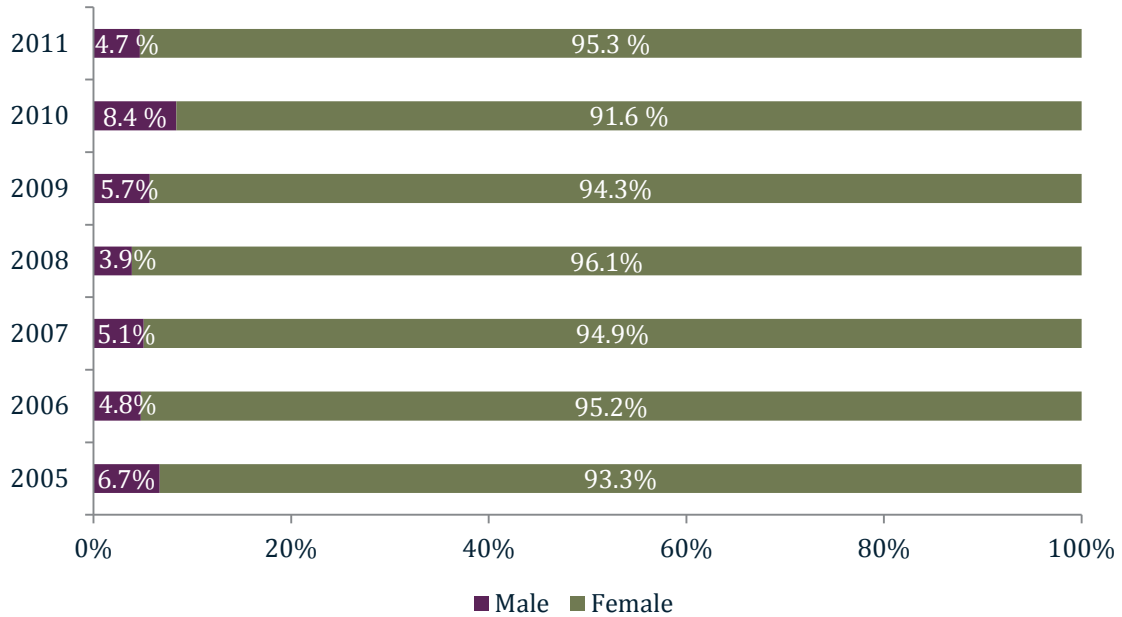
Table 25 - Nursing associations

	2005 n = 133	2006 n = 105	2007 n = 177	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
SRNA only	92.5%	91.4%	94.4%	91.7%	92.5%	96.1%	97.2%
SRNA & RPNAS	0.8%	1.0%	1.6%	2.0%	1.3%	0.6%	2.3%
Neither	5.3%	4.8%	3.4%	4.9%	4.4%	2.2%	0.5%
Other nursing licensure	6.0%	7.6%	3.9%	4.4%	6.1%	3.4%	6.9%
Don't know	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%

51. What is your gender?

The gender demographic of the program continues to be nearly entirely female (95.3%).

Figure 25 - Gender

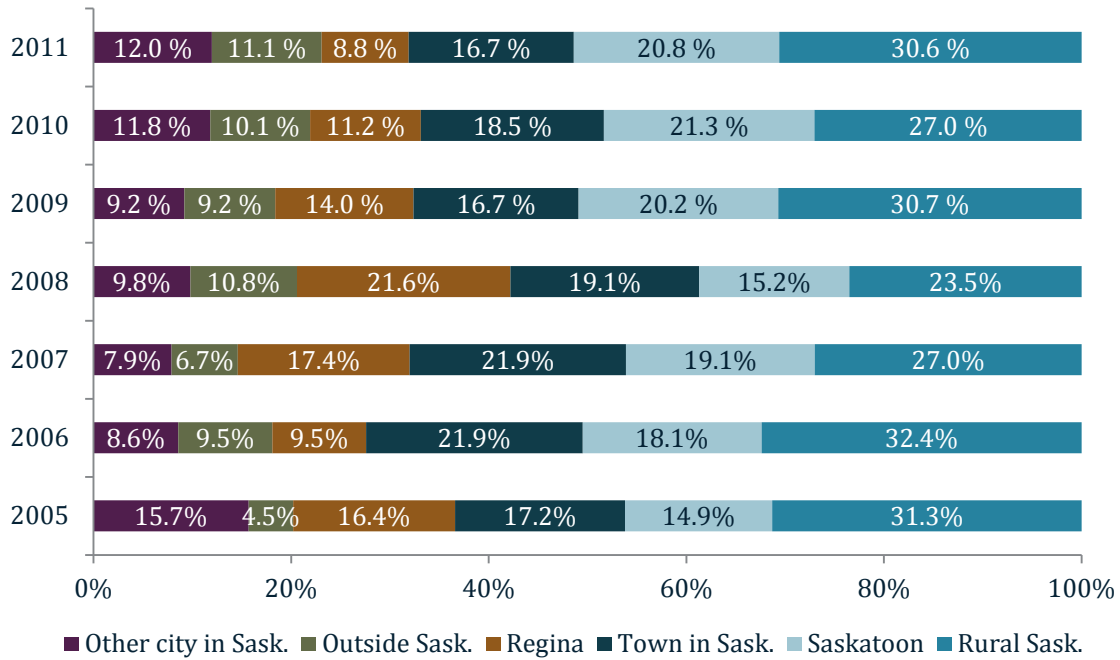


	Male		Female	
	Count	Percent	Count	Percent
Regina	4	40%	66	32%
Saskatoon	6	60%	117	57%
Prince Albert	0	0%	22	11%
Total	10	100%	205	100%

52. Where did you grow up?

Respondents most commonly (30.6%) come from rural Saskatchewan.

Figure 26 – Location



	Saskatoon		Other city in Saskatchewan		Town in Saskatchewan		Rural Saskatchewan		Outside Saskatchewan, (please specify)	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Regina	4	9%	8	31%	12	33%	18	27%	9	38%
Saskatoon	41	91%	11	42%	19	53%	39	59%	14	58%
Prince Albert	0	0%	7	27%	5	14%	9	14%	1	4%
Total	45	100%	26	100%	36	100%	66	100%	24	100%

53. Are you of Aboriginal ancestry?

In total, 12.6% of respondents are of Aboriginal ancestry.

Table 26 - Aboriginal ancestry

	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 226	2010 n = 178	2011 n = 216
Aboriginal Ancestry	5.2%	8.6%	14.7%	13.8%	13.7%	12.4%	12.6%
Non-Aboriginal	94.8%	91.4%	85.3%	86.2%	86.3%	87.6%	87.4%

	Of Aboriginal Ancestry		Not of Aboriginal Ancestry	
	Count	Percent	Count	Percent
Regina	1	4%	69	37%
Saskatoon	11	41%	112	60%
Prince Albert	15	56%	7	4%
Total	27	100%	188	100%

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

The majority of respondents (74.1%) of Aboriginal Ancestry indicate they are Métis.

Table 27 – Aboriginal ancestry (specific)

	2010		2011	
	Count	Percent	Count	Percent
Métis	13	59.1%	20	74.1%
Status/Treaty Indian	9	40.9%	7	25.9%
Total	22	100.0%	22	100.0%

	Metis		Non-status Indian		Status/Treaty Indian	
	Count	Percent	Count	Percent	Count	Percent
Regina	0	0%	0	0%	1	14%
Saskatoon	9	45%	0	0%	2	29%
Prince Albert	11	55%	0	0%	4	57%
Total	20	100%	0	0%	7	100%

55. What is your current marital status?

Over fifty percent (51.6%) of respondents are currently single, 43.3% are married or common law and 5.2% are separated, divorced or widowed.

Table 28 - Current marital status

	2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
Single	59.1%	56.2%	46.6%	51.2%	54.4%	50.0%	51.6%
Married/Common Law	38.6%	41.0%	49.4%	45.3%	43.4%	46.1%	43.3%
Separated/Divorced/Widowed	2.3%	2.9%	3.9%	3.5%	2.2%	4.0%	5.2%

	Single		Married/Common Law/Living Together		Separated		Divorced		Widow(er)	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Regina	32	29%	36	39%	0	0%	1	17%	1	100%
Saskatoon	69	62%	49	53%	2	50%	3	50%	0	0%
Prince Albert	10	9%	8	9%	2	50%	2	33%	0	0%
Total	111	100%	93	100%	4	100%	6	100%	1	100%

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

Overall, the respondents are satisfied with the NEPS program. The majority (67.6%) indicate they are satisfied and another 16.2% are very satisfied. Levels of dissatisfaction remain relatively stable when compared to previous studies.

Table 29 - Satisfaction with NEPS

		2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
	Very Satisfied	13.4%	15.2%	9.0%	8.8%	11.4%	9.6%	16.2%
	Satisfied	59.7%	60.0%	66.3%	74.5%	64.5%	70.2%	67.6%
Total satisfied or very satisfied		73.1%	75.2%	75.3%	83.3%	75.9%	79.8%	83.8%
	Dissatisfied	11.2%	13.3%	2.2%	11.3%	17.5%	12.4%	12.0%
	Very Dissatisfied	6.7%	2.9%	3.9%	2.0%	3.1%	3.9%	2.3%
Total dissatisfied or very dissatisfied		17.9%	16.2%	6.1%	13.3%	20.6%	16.3%	14.3%
	Unsure	9.0%	8.6%	18.5%	3.4%	3.5%	3.9%	1.9%

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

Three quarters (74.8%) of graduates feel their educational program prepared them well or very well for nursing, up from two thirds (65.8%) who felt this way in 2010.

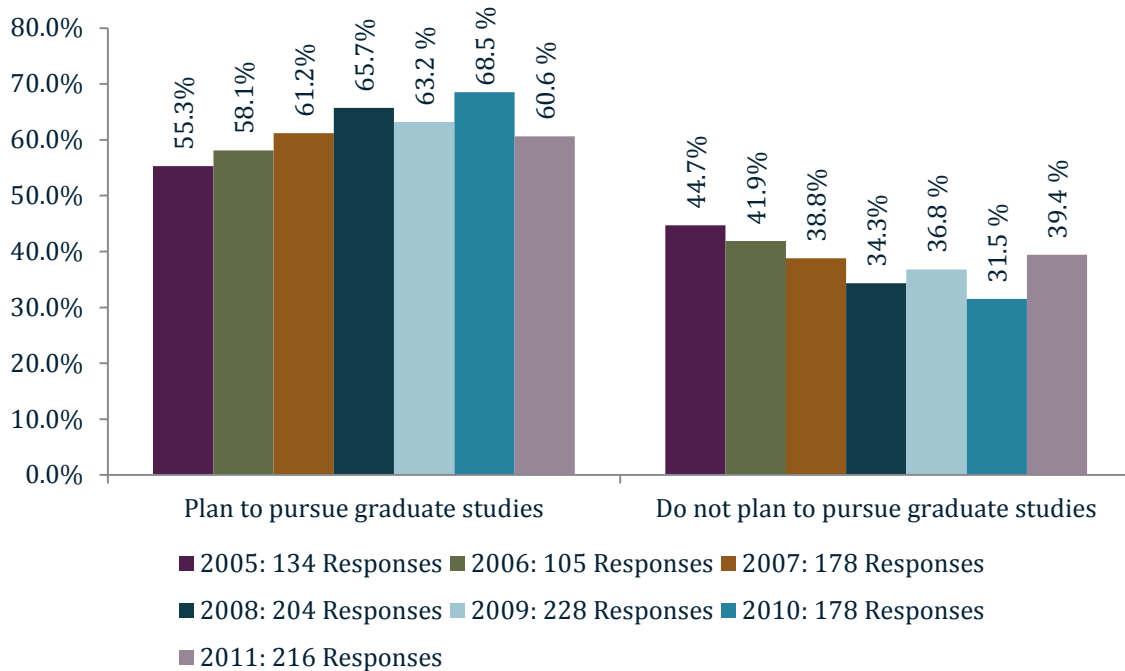
Table 30 - How well NEPS prepared for nursing practice

		2005 n = 134	2006 n = 105	2007 n = 178	2008 n = 204	2009 n = 228	2010 n = 178	2011 n = 216
	Very well	11.9%	7.6%	6.7%	5.4%	6.6%	7.9%	7.9%
	Well	57.5%	67.6%	60.1%	69.1%	59.2%	66.9%	72.2%
Well or Very well		69.40%	69.4%	75.2%	66.8%	74.5%	65.8%	74.8%
	Not well	19.4%	16.2%	24.2%	2.0%	22.8%	16.3%	13.9%
	Poorly	3.0%	1.0%	3.9%	4.4%	3.1%	5.1%	1.9%
Not well or poorly		22.40%	22.4%	17.2%	28.1%	6.4%	25.9%	21.4%
	Unsure	8.2%	7.6%	5.1%	19.1%	8.3%	3.9%	4.2%

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

Similar to results in previous years, a majority (60.6%) of respondents plan to pursue graduate studies in the future.

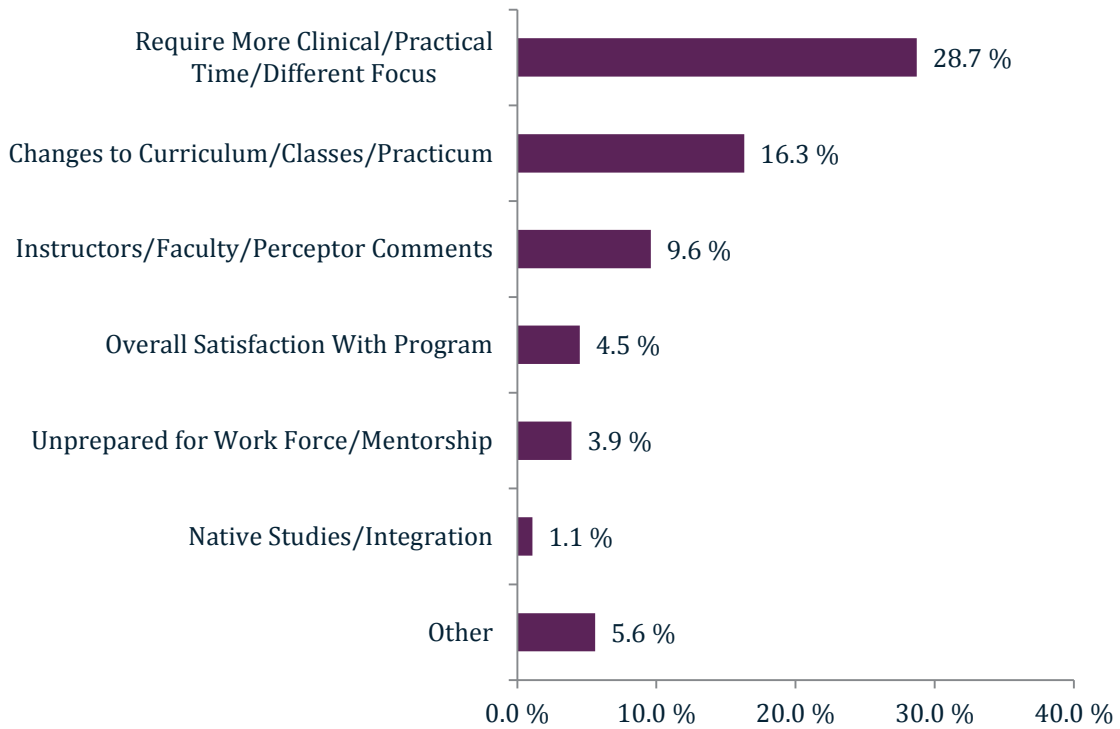
Figure 27 - Plan to pursue graduate studies



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

Respondents were asked to write in any additional comments they had regarding the program. Most commonly (28.7%) respondents felt that they required more clinical time or practical experience during their program. The responses to this question are included in Appendix A.

Figure 28- General comments about the NEPS program



Appendix A

2. Please identify your previous education in the health care field.

Other

• Bachelor of Kinesiology (3)
• Massage Therapist (3)
• Recreation Therapist (3)
• Medical Office Assistant (2)
• Special Care Aide(2)
• Access program with Basic Medical Terminology.
• Athletic Therapy.
• Bachelor of Arts Three Year Degree.
• Completed year one of Pre-Pharm at U of R.
• Emergency Medical Responder.
• Funeral Director.
• Health and Science Access Program.
• Pharmacy.
• Two years of university in the area of Physiology.

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

• Bachelor of Science in Kinesiology (6)
• Licenced Practical Nursing (6)
• Bachelor of Arts in Psychology (4)
• Bachelor of Arts in Sociology(2)
• Bachelor of Science (2)
• Massage Therapy (2)
• 1 year Diploma of Bible School
• Bachelor in Fine Arts
• Bachelor of Arts - Honours in English
• Bachelor of Arts Major in History
• Bachelor's Degree in Studio Art
• Biblical Studies Certificate
• Biblical Studies Diploma
• Bioinformatics
• Business Management Human Resources
• Cosmetology/Nail Technology
• Diploma in Business Administration
• Diploma in Vet Technology
• Diploma of Administration
• Diploma of Marketing
• Emergency Medical Responder (Certificate)
• High School Diploma

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• Medical Administrative Assistant Diploma
• Medical Office Assistant.
• Microbiology and Immunology
• Nurses Assistant/ Care Aide
• Office Education
• Physical Education
• Practical Nursing Certificate
• Primary Care Paramedic (Certificate)
• Rehabilitation Worker Certificate
• Special Care Aide certificate
• The rehabilitation certificate program.
• Therapeutic Recreation Specialist Diploma
• Therapeutic recreation(Gerontology)
• Travel and Tourism

6. Was this work in the health care field?

Yes (please specify)

• LPN (7)
• Special Care Aide (4)
• Pharmacy (2)
• Client Attendant
• Dietary Aide, also Educational Assistant for a boy with autism.
• Doctor's clinic, private care home
• EMS
• Health Region Home Care
• Home Care
• Hospital
• I worked in a Senior Home in Dietary.
• LTC Administration
• Massage Therapy
• Massage therapy and Medic
• Nirvana Laser Treatments
• Office Manager Physio Rehab
• Optometric Assistant
• Private Care Home.
• Receptionist in a dental office.
• Recreation therapy
• Therapeutic Recreation Specialist
• Unit Clerk

11. Please indicate if you experienced any of the following significant life changes during the NEPS program?

Other

• Got engaged.
• Having to work throughout school to pay bills.

<ul style="list-style-type: none"> • Problems with teenage son.
<ul style="list-style-type: none"> • Surgery, appendectomy.

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

<ul style="list-style-type: none"> • Supportive staff (4).
<ul style="list-style-type: none"> • Experience(2)
<ul style="list-style-type: none"> • Location (2)
<ul style="list-style-type: none"> • Staff (2)
<ul style="list-style-type: none"> • Work environment (2)
<ul style="list-style-type: none"> • 8 hour shifts available.
<ul style="list-style-type: none"> • Able to get experience.
<ul style="list-style-type: none"> • Amount of counselling and education that is done.
<ul style="list-style-type: none"> • Area I am most interested in working.
<ul style="list-style-type: none"> • Available shifts.
<ul style="list-style-type: none"> • Being independent.
<ul style="list-style-type: none"> • Broad learning experience.
<ul style="list-style-type: none"> • Buddy shifts with experienced and knowledgeable nurses supportive of new grads.
<ul style="list-style-type: none"> • Caring aspect.
<ul style="list-style-type: none"> • Client population.
<ul style="list-style-type: none"> • Comfort level with unit and clientele.
<ul style="list-style-type: none"> • Coworkers are really helpful.
<ul style="list-style-type: none"> • Coworkers who are understanding, patient, and approachable.
<ul style="list-style-type: none"> • Diversity of client needs.
<ul style="list-style-type: none"> • Educational opportunities and client diagnosis variety.
<ul style="list-style-type: none"> • Excellent staff who are willing to teach and help me develop into a great nurse.
<ul style="list-style-type: none"> • Excellent training.
<ul style="list-style-type: none"> • Familiarity. I had my final practicum there.
<ul style="list-style-type: none"> • Finally being able to apply the skills and knowledge that I've accumulated over the past four years!
<ul style="list-style-type: none"> • First choice in the area.
<ul style="list-style-type: none"> • Flexibility.
<ul style="list-style-type: none"> • Freedom.
<ul style="list-style-type: none"> • Friendly co-workers.
<ul style="list-style-type: none"> • Friendly environment that is open and respectful of me being a new grad. My co-workers are willing to take the time to teach me and help me adjust to the real world of nursing.
<ul style="list-style-type: none"> • Friendly, helpful, fun loving staff.
<ul style="list-style-type: none"> • Full time for one year. Maternity leave line. Wish it was permanent.
<ul style="list-style-type: none"> • Full time position.
<ul style="list-style-type: none"> • Gaining experience.
<ul style="list-style-type: none"> • Getting a job!
<ul style="list-style-type: none"> • Getting a position that is other than casual.
<ul style="list-style-type: none"> • Getting ready for what I want to specialize in for critical care, helping me on my way.
<ul style="list-style-type: none"> • Getting to know the people I work with and for.
<ul style="list-style-type: none"> • Good coworkers.
<ul style="list-style-type: none"> • Good hours.

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<ul style="list-style-type: none"> • Great staff.
<ul style="list-style-type: none"> • Haven't started yet.
<ul style="list-style-type: none"> • Having a job secured.
<ul style="list-style-type: none"> • Helpful staff.
<ul style="list-style-type: none"> • Hours.
<ul style="list-style-type: none"> • I am employed in the area that influenced my decision to enter the nursing education program.
<ul style="list-style-type: none"> • I am familiar with unit because of a previous clinical.
<ul style="list-style-type: none"> • I am on a unit where I am learning so much about an incredible variety of patients.
<ul style="list-style-type: none"> • I got one.
<ul style="list-style-type: none"> • I guess in making money and paying my loans back. I guess also working with people is why I went into it.
<ul style="list-style-type: none"> • I guess just thorough orientation.
<ul style="list-style-type: none"> • I guess the clientele.
<ul style="list-style-type: none"> • I had a good orientation and other people didn't. I had a good 6 weeks. Maybe more.
<ul style="list-style-type: none"> • I had a significant orientation, three months of it. Supportive environment.
<ul style="list-style-type: none"> • I have a great manager. Great staff that are willing to help me learn my role.
<ul style="list-style-type: none"> • I have a pretty good nurse manager and I can get good qualities.
<ul style="list-style-type: none"> • I haven't started yet, job just got confirmed today.
<ul style="list-style-type: none"> • I just really like working with babies.
<ul style="list-style-type: none"> • I originally think of working ICU, but not yet.
<ul style="list-style-type: none"> • I think probably that I have an actual position and guaranteed hours to start.
<ul style="list-style-type: none"> • I think that they sat down and offered me mentorship and I don't think they are offering the former anymore. They might have some orientation but she is trying to mentor me.
<ul style="list-style-type: none"> • I think the teamwork and the unit is great and I did my final practicum there and it was my first choice of where I wanted to work.
<ul style="list-style-type: none"> • I will become competent at reading telemetry.
<ul style="list-style-type: none"> • I work on Pediatrics, the field I wanted.
<ul style="list-style-type: none"> • I would say the staff are great and very welcoming.
<ul style="list-style-type: none"> • In the area where I wanted to work.
<ul style="list-style-type: none"> • Income.
<ul style="list-style-type: none"> • It is a busy medical floor with a wide variety of clients so I will be learning a tremendous amount.
<ul style="list-style-type: none"> • It is in a great location as I live in a rural area. Also, because it is in a rural area, it allows me to have a very generalized experience.
<ul style="list-style-type: none"> • It is in the same direction of where I see the career I would like to pursue. I would like to focus on mental health in the community and addiction.
<ul style="list-style-type: none"> • It is the area that I want to work in and in the city of Saskatoon.
<ul style="list-style-type: none"> • It is with a client group that really interests me with a lot of support as a new graduate.
<ul style="list-style-type: none"> • It the one I wanted. When I graduated, there was one unit I wanted and I got it.
<ul style="list-style-type: none"> • It was not highly acute and therefore, was easy to transition to upon graduation.
<ul style="list-style-type: none"> • It's a permanent, full time job.
<ul style="list-style-type: none"> • It's the place I want to be and the staff there are great.
<ul style="list-style-type: none"> • It's the unit I wanted to work on.
<ul style="list-style-type: none"> • It's where I senior assisted and I know the team/people.
<ul style="list-style-type: none"> • Just the clientele.
<ul style="list-style-type: none"> • Learning new skills.
<ul style="list-style-type: none"> • Location. It was good.

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• Lots of future opportunities.
• Manager.
• Mentorship of not only my mentor, but all of the nurses as a collective whole.
• Most staff are friendly, kind and helpful.
• My co-workers.
• New learning experiences.
• No nights and hardly any weekends, usually Monday through Friday.
• No, I don't have anything.
• None.
• Not having homework.
• Nursing staff have been very welcoming and unit has proven to be a positive learning environment.
• Orientation.
• Permanent full time hours.
• Population.
• Positive work environment.
• Probably just the experience and what I am learning.
• Probably the staff that I have to work with.
• Probably, I think the people that I work with made it easy to transition.
• Really nice people I work with.
• Respectful/ collaborative.
• Rural experience.
• Senior staff.
• Skills, I think that's the most and I have cooperative staff that help me out.
• Staff and clientele.
• Staff and clients.
• Staff and I get to be grad nurse and I get to shadow another RN for my first two months until I get my results for RN.
• Staff were good preceptors when starting a new job.
• Support as grad nurse.
• Support. Encouragement. Understanding of colleagues.
• Taking responsibility to organize patient care.
• Team environment.
• Teamwork and environment.
• Teamwork.
• Teamwork.
• That I got a job as a grad nurse because it took a very long time to get one and I had to go and ask managers for employment.
• That I have one!
• The amount that you are able to learn. You are able to put a lot to practice.
• The area I wanted to work in.
• The area of nursing I wanted to work in.
• The clients and population of clients.
• The diversity.
• The experience of the staff.
• The experienced nurses who take the time to help you out when you need it.
• The great staff I work with.
• The group of nurses I work with.

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<ul style="list-style-type: none"> • The learning opportunities. I'm working casual and I am OK with the flexibility for the summer. I took a walk through and the staff seems positive and they are releasing to care, a program they are implementing in the health region to give more time to patients. This could be like moving the cart closer or spending more time with patients and I think that is very positive on the unit.
<ul style="list-style-type: none"> • The mentorship.
<ul style="list-style-type: none"> • The money.
<ul style="list-style-type: none"> • The nursing unit manager.
<ul style="list-style-type: none"> • The opportunity to finally work in the profession I chose.
<ul style="list-style-type: none"> • The orientation period was longer than I had expected which made it easier to adjust to the environment.
<ul style="list-style-type: none"> • The orientation was thorough and the staff are very supportive. There are a lot of casual hours available which is good to start feeling comfortable in a new job.
<ul style="list-style-type: none"> • The other nurses are really quite nice, you don't get that and they are usually mean.
<ul style="list-style-type: none"> • The pay.
<ul style="list-style-type: none"> • The paycheque.
<ul style="list-style-type: none"> • The people I work with.
<ul style="list-style-type: none"> • The range of nursing and the skills I need.
<ul style="list-style-type: none"> • The staff and they have a strong bond and a great leader.
<ul style="list-style-type: none"> • The staff are very supportive.
<ul style="list-style-type: none"> • The staff are very welcoming of new ideas and have the understanding that my knowledge base is at a graduate level. They encourage my growth and are more than happy to help me with questions or concerns.
<ul style="list-style-type: none"> • The staff is very accommodating a accepting of graduate nurses. In surgical this accommodation is very important as there is a steep learning curve.
<ul style="list-style-type: none"> • The staff support and this is the area I am most interested in.
<ul style="list-style-type: none"> • The staff was fantastic at orientating me and making me feel welcome.
<ul style="list-style-type: none"> • The staff were really welcoming and they made it a very supportive work environment.
<ul style="list-style-type: none"> • The staff.
<ul style="list-style-type: none"> • The staff. Working with them they are nice people to work with.
<ul style="list-style-type: none"> • The team, the nursing team is very positive.
<ul style="list-style-type: none"> • The unit is exactly where I want to be. Great orientation to the unit!
<ul style="list-style-type: none"> • The way it will challenge me due to the variety on the ward. I will be able to work on time management, organization, hone my skills, and learn about a lot of different illnesses, injuries, etc.
<ul style="list-style-type: none"> • The willingness of staff to answer questions and the team environment.
<ul style="list-style-type: none"> • There is more routine on my unit than some of the other acute areas. Good for new grad.
<ul style="list-style-type: none"> • This is where I wanted to work from year one.
<ul style="list-style-type: none"> • To get my foot in the door at the Health Region, I guess.
<ul style="list-style-type: none"> • Touching families when they need it most.
<ul style="list-style-type: none"> • Variety in rural.
<ul style="list-style-type: none"> • Variety of client needs pertaining to different body systems in an acute care setting.
<ul style="list-style-type: none"> • Variety of patient populations and conditions. Great learning area.
<ul style="list-style-type: none"> • Variety.
<ul style="list-style-type: none"> • Very accommodating staff.
<ul style="list-style-type: none"> • Very busy. Lots of learning.
<ul style="list-style-type: none"> • Very consistent, like the same type of clients to gain confidence and to use a variety of skills.
<ul style="list-style-type: none"> • Wages.

• Well, I haven't started and I guess they organized mentorships for me.
• Where I am.
• Wide variety of patient care.
• Wide variety of skills used daily.
• Wonderful staff.
• Work environment. Staff morale.
• Working in the area of nursing that I wanted.
• Working with the elderly.

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

Other

• Being able to get a job because there is nothing here.
• Demographics
• Difficulty finding a job
• Don't want to commute
• Family
• Familiarity with past work history
• First job I was offered.
• Friendly staff
• hospital in the community I live
• I didn't have a choice. I took what I could get
• I got offered a job
• only job available in preferred location
• only job offered to me
• Only Offer
• Prior Experience
• Quality Work Environment
• Same city as significant other
• very little job choice
• Work Environment

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

Other

• Panel interview (2)
• Already worked in the health region so I contacted managers myself.
• Approached managers of facilities.
• Approaching managers myself.
• Bursary.
• Contacting managers and making myself known.
• Did the footwork myself.
• Dropping off resumes with managers in the district. I didn't get the clinical placements I wanted. I got out of town for all clinical placements.
• E-mails sent from the Health Region.

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• Forced panel interview.
• Going to interviews.
• Going to managers directly.
• Grad Nurse interview that we had.
• Grad Nurse interview.
• Health region human resources.
• Health region interview.
• Health region panel interview.
• Health region website's external postings.
• Health region.
• Hospital where I live.
• Human Resources Employment consultant.
• I go to every place and not looking a specific place and go to every manager.
• I just went and applied myself.
• I personally went to a unit and went to a manager on my own.
• I'm moving where husband is working.
• Job postings online.
• Just applying.
• Manager on floors.
• Meeting the manager face to face.
• Nothing was useful as postings only listed positions grad nurses couldn't get because of seniority and no help was given from the college.
• People strategy e-mail.
• Persistence.
• Personal search.
• Previously working in health care department.
• Return for service agreement/bursary.
• Saskatoon Health Region new graduate application program.
• Speaking with managers.
• The Health Region finds jobs for you.

46. What is your position?

a. Other

• Grad Nurse (7)
• RN (3)
• Director of Care

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

aa. Other

• NICU (3)
• Palliative care (3)
• Ortho (2)
• Endoscopy
• General Medicine
• Neonatal

• Neonatal Intensive Care Unit
• Outpatients
• Private residential care home

50. Are you registering with any of the following associations?

Other

• C.N.A. (4)
• CARNA (5)
• CRNBC (2)
• CNA, SUN
• OIQ
• SALPN
• SUN

52. Where did you grow up?

Other

• Winnipeg, Manitoba (4)
• China (3)
• Manitoba (2)
• Alberta
• Alberta
• Brandon, MB
• British Columbia
• Coutts, Alberta
• Croatia
• Edmonton, Alberta
• Medicine Hat, AB
• Moose Jaw
• Nigeria, West Africa
• Northern Manitoba
• Ontario
• Philippines
• Prince George, B. C.
• Strathmore, AB