

**Nursing Education Program of
Saskatchewan (NEPS) Exit Survey:
Graduates of the SDEO Option
in the 2006-2007
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
September 2007

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Executive Summary

May 2007

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Executive Summary

This report summarizes the results of the 2006-2007 Graduate Exit Survey for the Nursing Education Program of Saskatchewan Second Degree Entry Option (NEPS SDEO). This is the first exit survey that has been conducted for this particular program; it examines anticipated employment and graduate expectations at program completion.

Response Rates

Data was collected at the time of program completion: From January 29, 2007 to March 21, 2007. Of the 26 SDEO graduates, 22 completed the questionnaire, representing a 84.6% response rate.

Demographics and General Information

Of the twenty-two SDEO graduates surveyed, twelve were female and ten were male. Sixteen graduates grew up in Saskatchewan. The average age at entry to the program was 26.9 years old. Of the total graduates, two identified themselves as aboriginal. Also, fourteen respondents were single at the start of the program, compared to ten at graduation.

Five of 22 SDEO graduates had previous education in the health care field prior to starting the NEPS program. Overall, 14 of 22 SDEO graduates indicated their highest level of educational achievement prior to starting the program was a Bacculaureate, while four respondents completed a Master's degree.

Twelve of 22 SDEO graduates indicated their main activity in the year prior to starting NEPS was going to school, while seven respondents were working and three were taking care of household responsibilities. Of those who were working, one worked in the health care field.

Eighteen of 22 respondents are satisfied or very satisfied with their educational experience in the NEPS program. Fifteen of 22 SDEO graduates believe their educational program has prepared them well or very well for nursing practice.

Fifteen of 22 respondents plan to pursue graduate studies at some time in the future.

Student Employment

One of 22 SDEO graduates worked as a Senior Assistant during their NEPS program. This respondent received a job offer from the unit where they were employed as a Senior Assistant.

Eight of 22 respondents had a job, other than as a Senior Assistant, while in the NEPS program. In their first year of the NEPS program, of the eight respondents who worked,

three worked 1 to 10 hours, four worked 11 to 20 hours and one worked 21 to 30 hours. On average, these respondents work 13.8 hours per week. Seven respondents worked in the second year of the NEPS program. Three worked 1 to 10 hours per week and four worked 11 to 20 hours per week. On average, these respondents worked 10.9 hours per week.

Employment Outcomes

Ten of 22 respondents indicated their experience finding their first job was the same as expected, while ten said it was easier than expected and two said more difficult than expected.

Fourteen of 22 respondents will work regular full-time hours in their first job, six will work casual full-time hours, one will work regular part-time and one will work casual part-time.

Ten of 22 respondents expect their orientation to be 16 to 30 days long, while nine expect it to be 6 to 15 days long and two expect it to be 2 to 5 days long. One respondent does not expect to have any orientation time.

Eighteen of 22 SDEO graduates expect to work at one site for their first job as a graduate nurse, while four expect to work at two sites.

Financial Support

Ten of 22 SDEO graduates received a scholarship or bursary during the program.

Of the ten respondents who received scholarship or bursaries during the NEPS program, two received \$1,001 to \$2,000, two received \$2,001 to \$5,000 and six received \$5,001 to \$10,000. On average, these respondents received \$5,100. Of the ten respondents who received scholarships or bursaries, seven received them from the Government, two from the University and one from the Regional Health Authority.

Fifteen of 22 SDEO graduates received student or educational loans during the program.

Of the fifteen respondents who received student or educational loans, one owed \$10,001 to \$20,000 at completion of the NEPS program, eight owed \$20,001 to \$35,000 and six owed more than \$35,000. On average, these respondents owed \$35,200 at program completion.

Influential Job Factors

Respondents were asked to rank the top 3 factors affecting their choice of work location for their first job as a nurse. The following table is a summary of the overall and combined number of respondents who cited each factor in order from highest to lowest. Fifteen of 22 respondents cited family or community commitments as one of their top three factors that influenced their choice of work location for their first job as a nurse. Geographic location (11 respondents), the particular position (10 respondents),

familiarity with hospital where they completed their practicum (8 respondents), and the clinical/client group of choice (8 respondents) were the next most common responses.

Factor	First	Second	Third	Total
Family or community commitments	12	3	0	15
Geographic Location	1	4	6	11
Position I wanted	4	1	5	10
Familiarity with Hospital where Completed Practicum	1	5	2	8
Clinical/client group I wanted	2	4	2	8
Other	1	1	1	3
Total hours I wanted	0	0	2	2
Salary	0	0	2	2
Shift I wanted	0	0	2	2
Reputation of the Institution as a quality workplace	0	1	0	1
Signing bonus	0	1	0	1
Orientation program	1	0	0	1
Mentorship opportunities	0	1	0	1
Student loan assistance	0	1	0	1

Fourteen of 22 SDEO graduates indicated clinical or work experience in a facility during the program was the most useful strategy in their job search. Three respondents indicated the most useful strategy was word of mouth, two respondents said recruitment fairs, one said advertisements, one said Internet directories, and one said speaking directly to unit managers.

Anticipated Employment

Twenty-one of 22 respondents expect to be nurses within the first six months after graduation, while one respondent indicated they expect to be looking for a job with a pharmaceutical company.

Nineteen of 22 SDEO graduates indicated Saskatchewan is or would likely be the location of their first job as a graduate nurse.

Job Location, Responsibilities, and Compensation

Of the fourteen respondents who have confirmed employment, eleven will be working at an organization with more than 100 beds. Thirteen will be working as staff nurses, while one will be working as a nurse epidemiologist. Thirteen of 14 respondents with confirmed employment will be working in direct care, while one will be working in research. Six of 14 graduates with confirmed employment will provide nursing care in the medical/surgical field, while three will provide pediatric care, two will provide maternal/newborn care, and two will provide emergency care.

Of the two respondents with confirmed employment at a secondary site, one will be working at a facility with more than 100 beds and the other will be working at a facility

with less than 100 beds. Both will be working as staff nurses in direct care. One will provide care in the medical/surgical field and the other in several clinical areas.

Eighteen of 22 SDEO graduates expect to work at one site for their first job as a graduate nurse, while four expect to work at two sites.

On average, the fourteen respondents with confirmed employment will work 36.7 hours per week at their primary (or only) site. Ten of 22 respondents expect to earn less than \$50,000 per year, while nine expect to earn more than \$50,000 and three are unsure.

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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 nursing education graduates. The goals include the following:

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

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

This report includes the results of the Exit Survey for the SDEO graduates of the 2006-2007 academic year. This year's results will be used as a baseline for comparison in future years.

Scope of Work

The College of Nursing of the University of Saskatchewan, and the Saskatchewan Institute of Applied Science and Technology (SIASST) contracted Insightrix Research Services to conduct analysis of the 2006-2007 Exit Survey of the Nursing Education Program of Saskatchewan (NEPS) graduates. The survey was conducted primarily online.

Survey Design

The questions were similar to the four previous NEPS Exit surveys of 2003, 2004, 2005 and 2006. It was designed jointly by Insightrix and NEPS. Insightrix programmed the survey online and distributed it by email to the graduates.

Survey Distribution

Insightrix received a total of 283 e-mail addresses of the graduating students, of whom 26 came from SDEO program. Each potential respondent was sent a personalized e-mail with a link to the survey.

SDEO graduates completed their program in February and were sent their initial invitation to complete the survey on January 29. Those who had not yet completed the survey periodically received email reminders.

Response Rates and Confidence Intervals

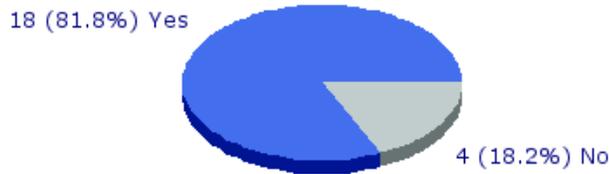
Data were collected from January 29, 2007 to March 21, 2007. Of the 26 graduates who completed the SDEO NEPS program in 2007, 22 completed the entire survey online, representing a 84.6% completion rate. Given this response rate, we can be 95% sure that the results reported are within $\pm 8.4\%$ of the actual population figures.

SDEO Results

Section 1: Experiences Prior to Starting the NEPS Program

1b. Did you obtain your degree in this field?

- Eighteen of 22 SDEO graduates indicated that they completed a degree prior to starting the NEPS program.



22 responses

1a. What was your field of study?

Obtained degree

Sciences (6):
 (2) Biochemistry
 (1) Anatomy & Cell Biology
 (1) Microbiology.
 (1) Nutrition
 (1) Physical Geography

Social Sciences (5):

(3) Psychology
 (2) Sociology

Humanities/General (3)

(1) Arts & Sciences
 (1) Classics
 (1) English Literature, Geography, Elementary Education

Professional (2)

(1) Education
 (1) Engineering

Agriculture (2)

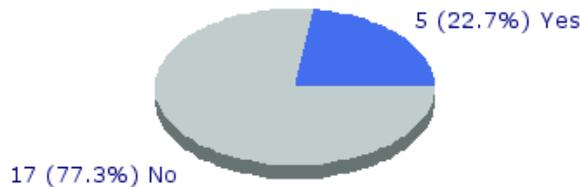
(1) Agricultural Economics
 (1) Agriculture

Did not obtain degree

(1) Biochemistry
 (1) Biology-College of Arts & Science
 (1) Kinesiology
 (1) Microbiology, U of S

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

- Five of 22 SDEO graduates had previous education in the health care field prior to starting the NEPS program.



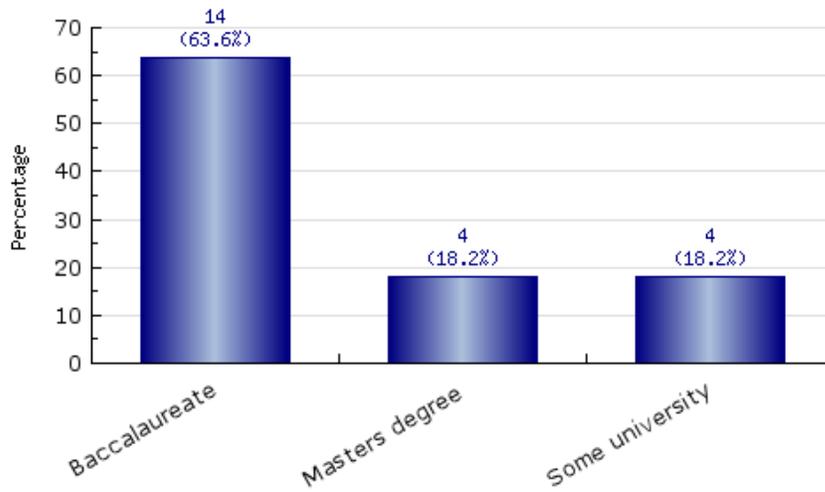
22 responses

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

(1) Anatomy and Cell Biology degree.
 (1) BSc and MSc in nutrition
 (1) Data entry/clerk for Calgary Health Region
 (1) First Aid and Lifeguard
 (1) Volunteer Program
 (1) Lab tech/ EMT

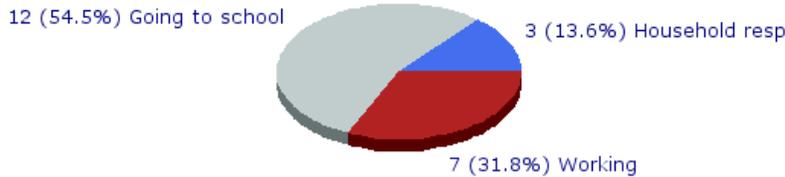
3. What was your highest educational achievement prior to starting the program?

- Overall, 14 of 22 SDEO graduates surveyed indicated their highest level of educational achievement prior to starting the program was a Baccalaureate, while four respondents completed a Master's degree and four respondents completed some university. Please see Appendix A for a list of degrees obtained.



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

- Twelve of 22 SDEO graduates indicated their main activity in the year prior to starting NEPS was going to school, while seven respondents were working and three were taking care of household responsibilities.



22 responses

6. Was this work in the health care field?

- Of the seven respondents who indicated they were mainly working in the year prior to starting NEPS, one indicated this work was in the health care field, while six were working in other fields. The respondent who was working in the health care field was working in food services – long term care.

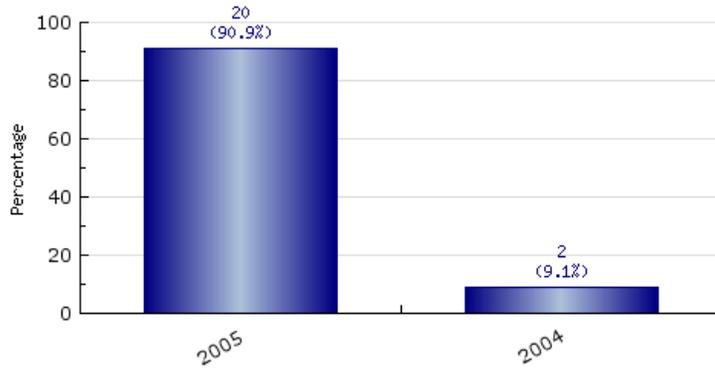


7 responses

Section 2: Experiences During the NEPS Program

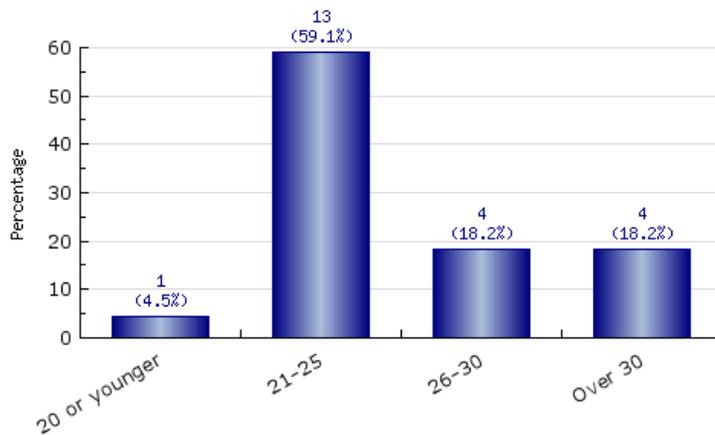
7. What year did you start your NEPS program:

- Twenty of 22 SDEO graduates surveyed started their NEPS program in 2005 and two respondents indicated that they started in 2004 (switched from NEPS to SDEO).



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

- Thirteen of 22 respondents were 21 to 25 years old when they entered the NEPS program, while eight older than 25 and one was 20 years old or younger. The average age at entry to the program was 26.9 years old.



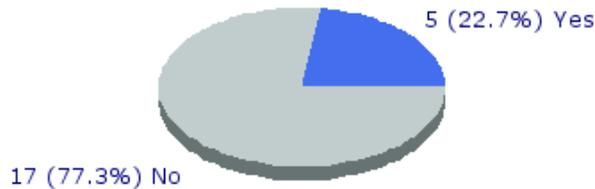
9. What was your marital status when you entered the NEPS program?

- Fourteen of 22 respondents were single when they entered the NEPS program, while seven were either married or living with their significant other.

	Total #	% of Responses
Single	14	63.6
Married/Common Law/Living together	7	31.8
Separated	1	4.5
Total	22	100

9a. Did you have dependents during the program?

- Five of 22 SDEO graduates had dependents during the program. On average, respondents with dependents have 2.6 dependents.



22 responses

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

- All respondents indicated the program site at entry to the NEPS program was Saskatoon. Also, all respondents indicated this was the program site at completion 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)

- Overall, nine of 22 respondents moved during the NEPS program, five experienced an illness or death of a family member or friend. Nine respondents did not experience any significant life changes during the NEPS program.

	Total #	% of Responses
None	9	40.9
Home relocation	9	40.9
Illness or death of family member or friend	5	22.7
Care giving for dependent children or dependent adults	3	13.6
Major uncertainty of Nursing as your profession	3	13.6
Other	1	4.5

Entries under "Other":

- (1) Loss of income from PhD program

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

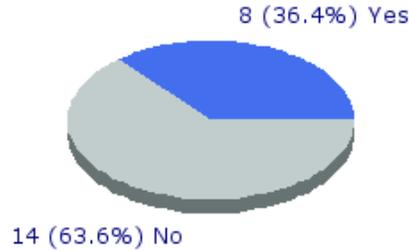
- One of 22 SDEO graduates worked as a Senior Assistant during their NEPS program. This respondent received a job offer from the unit where he/she was employed as a Senior Assistant.



22 responses

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

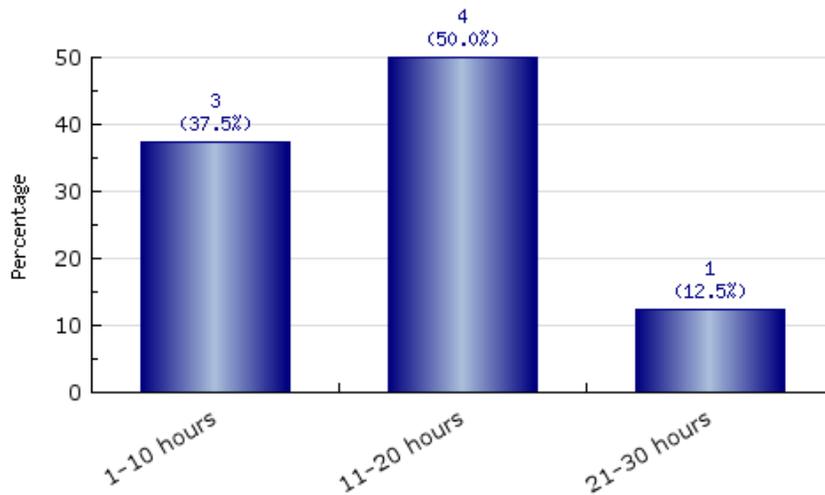
- Eight of 22 respondents had a job, other than as a Senior Assistant, while in the NEPS program.



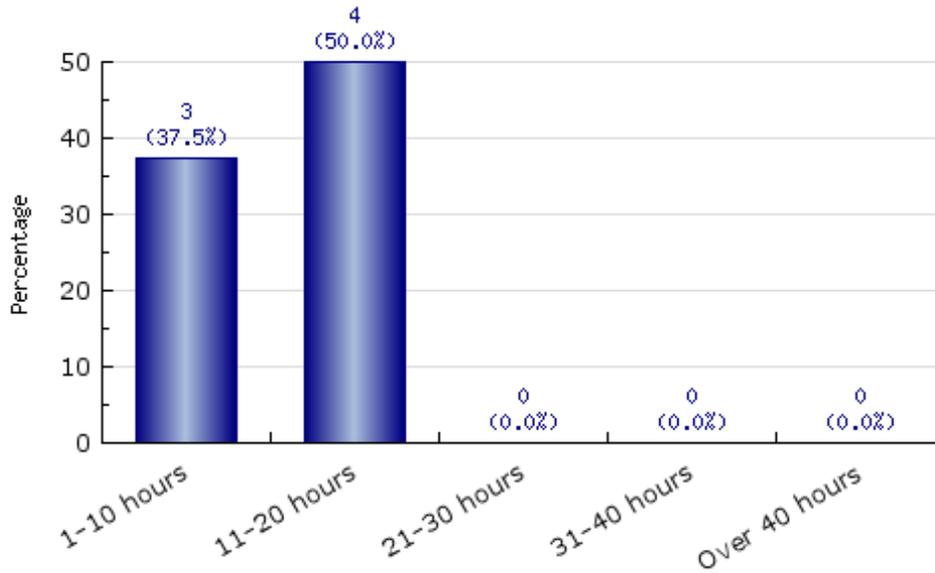
22 responses

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

- In their first year of the NEPS program, of the eight respondents who worked, three worked 1 to 10 hours, four worked 11 to 20 hours and one worked 21 to 30 hours. On average, these respondents work 13.8 hours per week.
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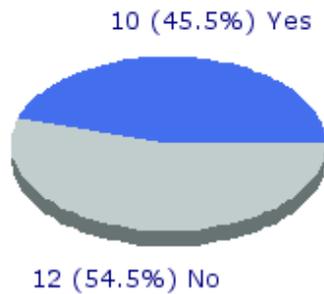


- Seven respondents worked in the second year of the NEPS program. Three worked 1 to 10 hours per week and four worked 11 to 20 hours per week. On average, these respondents worked 10.9 hours per week.



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

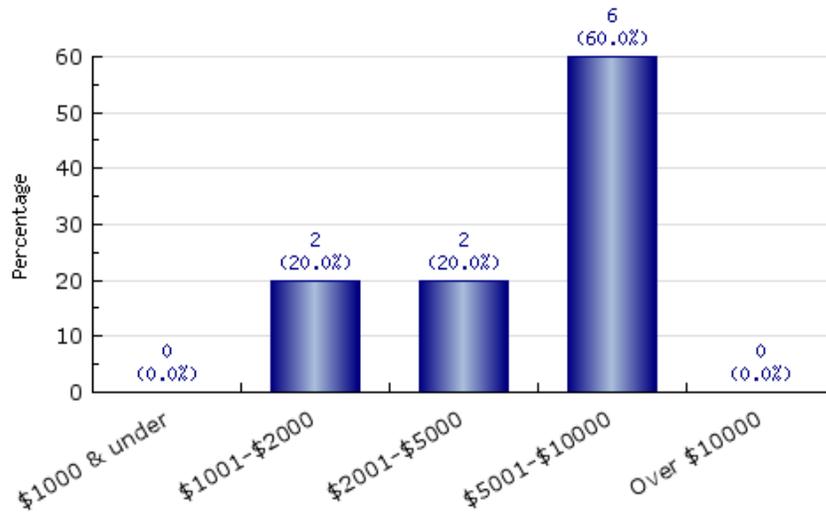
- Ten of 22 SDEO graduates received a scholarship or bursary during the program.



22 responses

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

- Of the ten respondents who received scholarship or bursaries during the NEPS program, two received \$1,001 to \$2,000, two received \$2,001 to \$5,000 and six received \$5,001 to \$10,000. On average, these respondents received \$5,100.



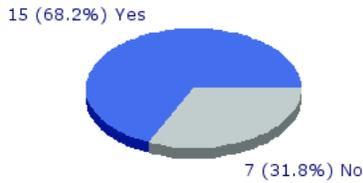
20. What was the major source of your scholarship/bursary support?

- Of the ten respondents who received scholarships or bursaries, seven received them from the Government, two from the University and one from a Regional Health Authority.

	Total #	% of Responses
Government	7	70.0
University	2	20.0
Regional Health Authority	1	10.0
Total	10	100

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

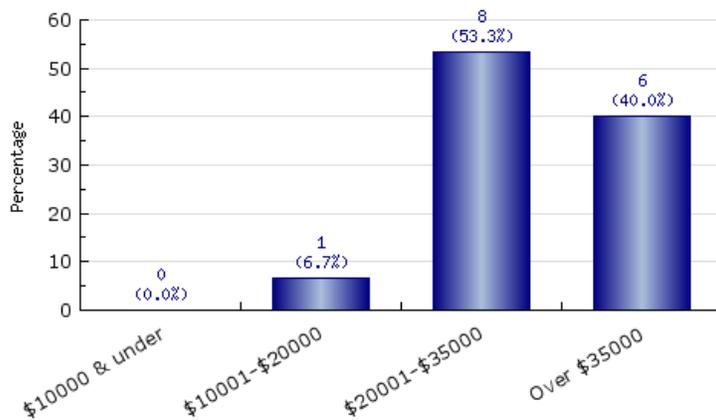
- Fifteen of 22 SDEO graduates received student or educational loans during the program.



22 responses

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

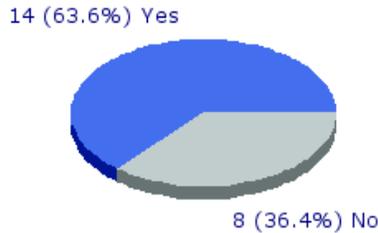
- Of the fifteen respondents who received student or educational loans, one owed \$10,001 to \$20,000 at completion of the NEPS program, eight owed \$20,001 to \$35,000 and six owed more than \$35,000. On average, these respondents owed \$35,200 at program completion.



Section 3: Employment Outcomes

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

- Fourteen of 22 respondents have a job as a graduate nurse confirmed.

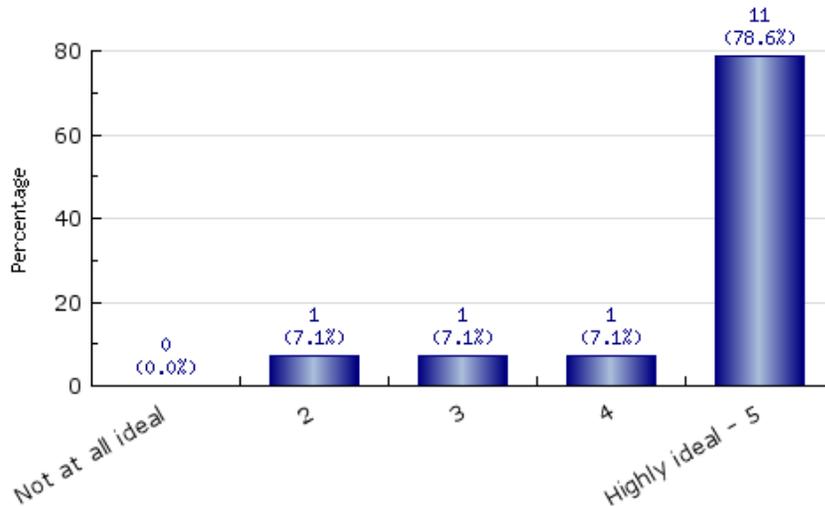


22 responses

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

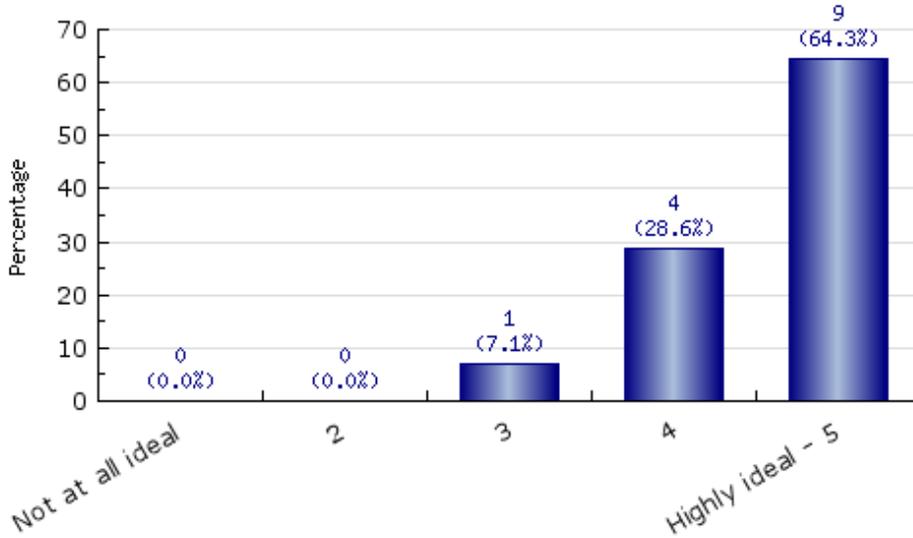
a. Location

- Of the fourteen respondents with confirmed employment, eleven rated the location of their first job as highly ideal (5 out of 5). The average rating is 4.6 out of 5.



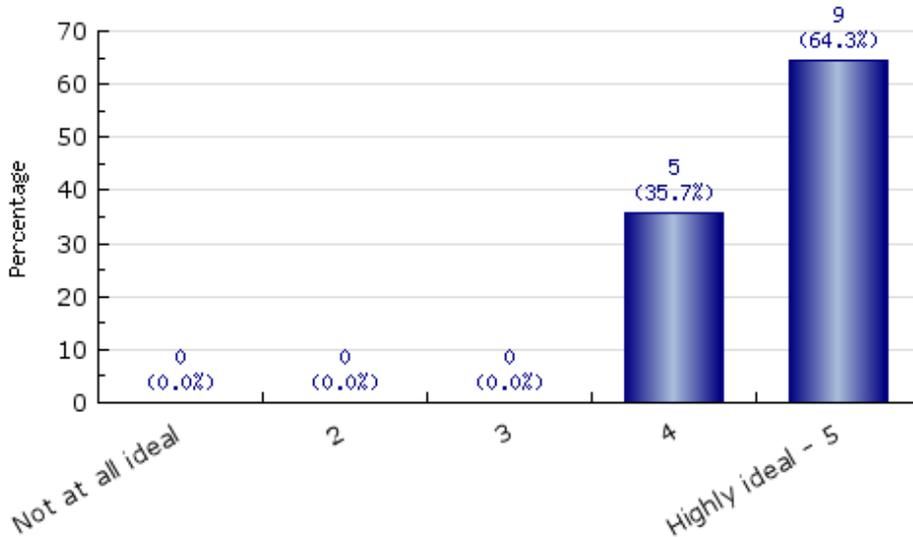
b. Client Group

- Of the fourteen respondents with confirmed employment, nine rated their client group as highly ideal (5 out of 5) and four gave a rating of 4 out of 5. The average rating is 4.6 out of 5.



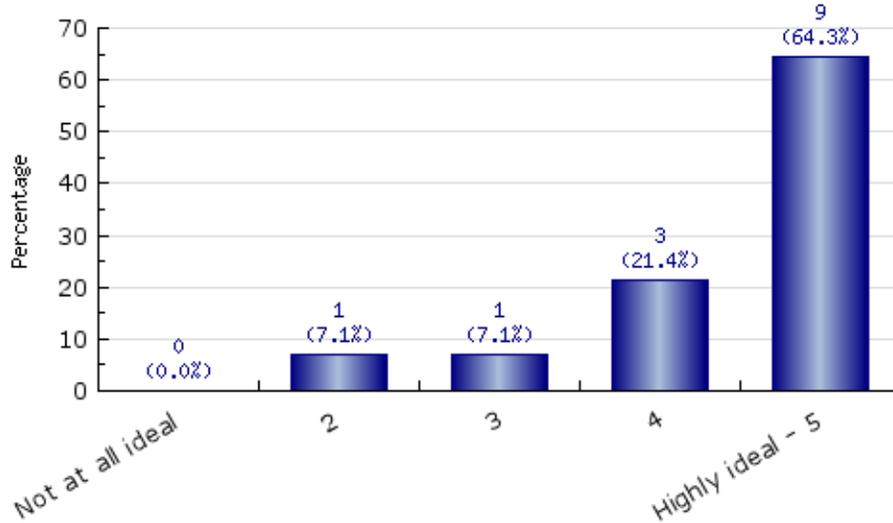
c. Responsibilities

- Of the fourteen respondents with confirmed employment, nine rated their first job responsibilities as highly ideal (5 out of 5) and five gave a rating of 4 out of 5. The average rating is 4.6 out of 5.



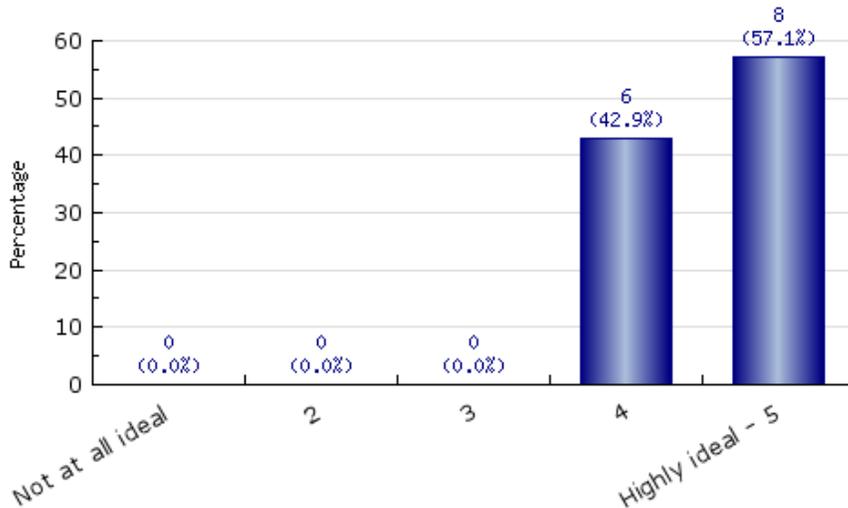
d. Shifts

- Of the fourteen SDEO graduates with confirmed employment, nine rated their shifts as highly ideal (5 out of 5), while an additional three gave a rating of 4 out of 5. The average rating is 4.4 out of 5.



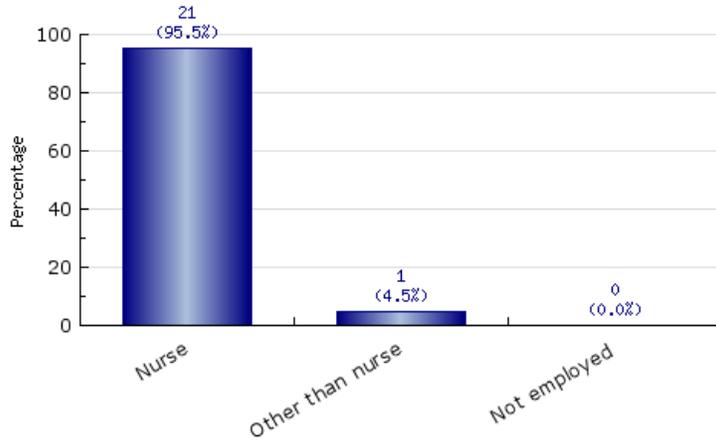
e. Work Environment

- Of the fourteen respondents with confirmed employment, eight rated their work environment as highly ideal (5 out of 5) and the remaining six gave a rating of 4 out of 5. The average rating is 4.6 out of 5.



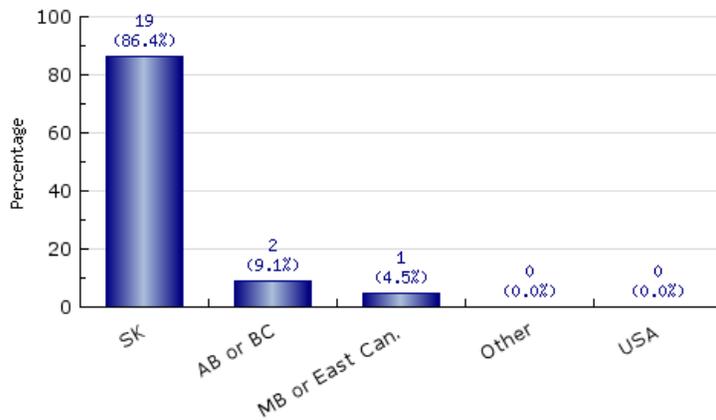
32. Within the first 6 months after graduation, do you expect to be:

- Within the first six months after graduation, 21 of 22 respondents expect to be nurses, while one respondent indicated they expect to be looking for a job with a pharmaceutical company.



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

- Nineteen of 22 SDEO graduates indicated Saskatchewan is or would likely be the location of their first job as a graduate nurse.



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

- Eighteen of 22 respondents indicated their first job as a graduate nurse is or would likely be in an urban setting, while four said rural.



22 responses

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 following table is a summary of the overall and combined number of respondents who cited each factor in order from highest to lowest. Fifteen of 22 respondents cited family or community commitments as one of their top three factors that influenced their choice of work location for their first job as a nurse. Geographic location (11 respondents), the particular position (10 respondents), familiarity with hospital where they completed their practicum (8 respondents), and the clinical/client group of choice (8 respondents) were the next most common responses.

Factor	First	Second	Third	Total
Family or community commitments	12	3	0	15
Geographic Location	1	4	6	11
Position I wanted	4	1	5	10
Familiarity with Hospital where Completed Practicum	1	5	2	8
Clinical/client group I wanted	2	4	2	8
Other	1	1	1	3
Total hours I wanted	0	0	2	2
Salary	0	0	2	2
Shift I wanted	0	0	2	2
Reputation of the Institution as a quality workplace	0	1	0	1
Signing bonus	0	1	0	1
Orientation program	1	0	0	1
Mentorship opportunities	0	1	0	1
Student loan assistance	0	1	0	1

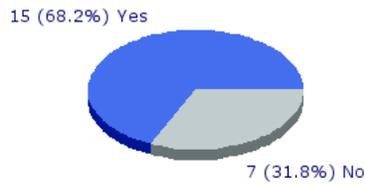
37. Which strategy has been most useful in your job search?

- Fourteen of 22 SDEO graduates indicated clinical or work experience in a facility during the program was the most useful strategy in their job search. Three respondents indicated the most useful strategy was word of mouth, two respondents said recruitment fairs, one said advertisements, one said Internet directories, and one said speaking directly to unit managers.

	Total #	% of Responses
Clinical or work experience in the facility during the program	14	63.6
Word of mouth	3	13.6
Recruitment Fairs	2	9.1
Other	1	4.5
Advertisements (journals, newspapers, postings)	1	4.5
Internet directories	1	4.5
Total	22	100

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

- Fifteen of 22 respondents received a job offer from a unit where they had their 4th year senior practicum.



22 responses

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

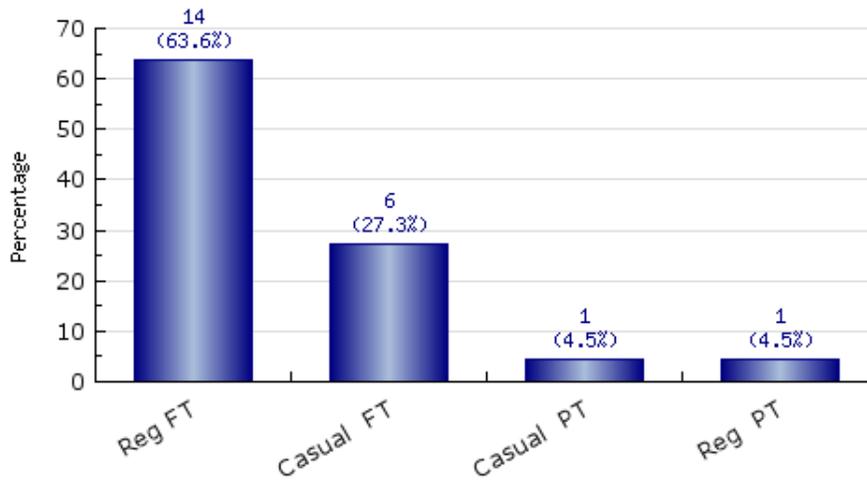
- Ten of 22 respondents indicated their experience finding their first job was the same as expected, while ten said it was easier than expected and two said more difficult than expected.



22 responses

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

- Fourteen of 22 respondents will work regular full-time hours in their first job, six will work casual full-time hours, one will work regular part-time and one will work casual part-time.



42. Is being employed on this basis your preference?

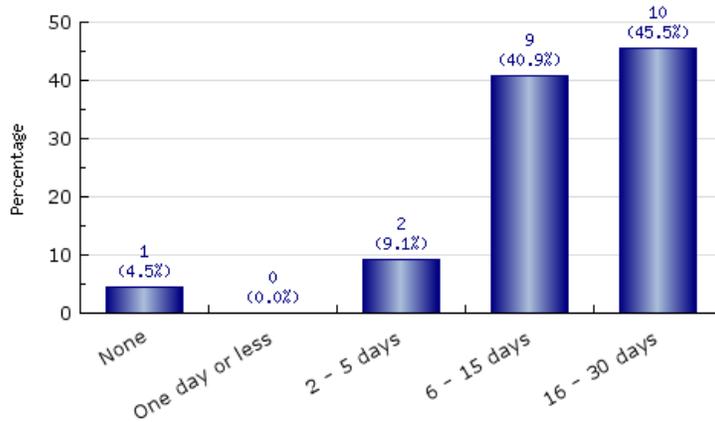
- Nineteen of 22 respondents indicated they will be working their preferred hours.



22 responses

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

- Ten of 22 respondents expect their orientation to be 16 to 30 days long, while nine expect it to be 6 to 15 days long and two expect it to be 2 to 5 days long. One respondent does not expect to have any orientation time.



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

- Eighteen of 22 SDEO graduates expect to work at one site for their first job as a graduate nurse, while four expect to work at two sites.



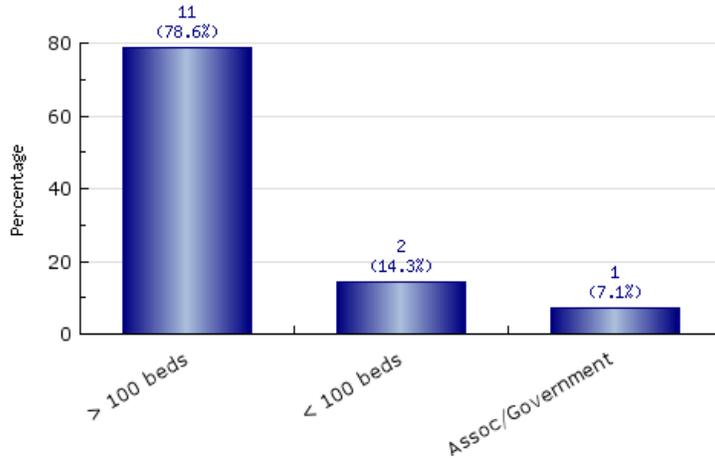
22 responses

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

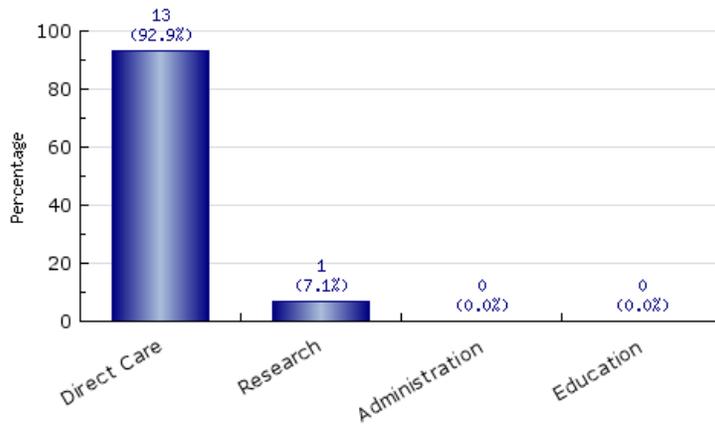
(Note: The primary site is the site where you had the most hours per week)

Primary Site:

- Of the fourteen respondents who have confirmed employment, eleven will be working at an organization with more than 100 beds. Thirteen will be working as staff nurses, while one will be working as a nurse epidemiologist.



- Thirteen of 14 respondents with confirmed employment will be working in direct care, while one will be working in research.

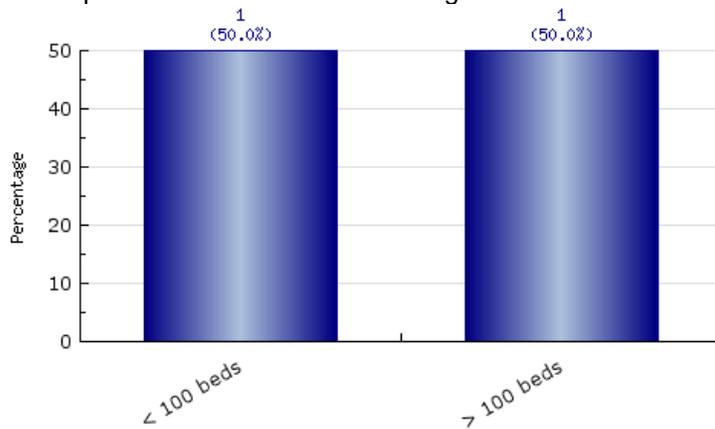


- Six of 14 graduates with confirmed employment will provide nursing care in the medical/surgical field, while three will provide pediatric care, two will provide maternal/newborn care, and two will provide emergency care.

	Total #	% of Responses
Medical/Surgical	6	50.0
Pediatric	3	25.0
Maternal/Newborn	2	16.7
Emergency care	2	16.7
Rehabilitation	1	8.3
Ambulatory Care	1	8.3
Several clinical areas	1	8.3
Geriatric/Long term care	1	8.3

Secondary Site:

- Of the two respondents with confirmed employment at a secondary site, one will be working at a facility with more than 100 beds and the other will be working at a facility with less than 100 beds. Both will be working as staff nurses in direct care. One will provide care in the medical/surgical field and the other in several clinical areas.



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

- On average, the fourteen respondents with confirmed employment will work 36.7 hours per week at their primary (or only) site.

Primary Site: Minimum Maximum Average

hours/week 20 48 36.7

Secondary Site:

hours/week 16 20 18.0

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

- Ten of 22 respondents expect to earn less than \$50,000 per year, while nine expect to earn more than \$50,000 and three are unsure.

Annual expected earnings	Total #	% of Responses	Cumulative %
\$35 000-\$39 999	2	9.1	9.1
\$40 000-\$44 999	3	13.6	22.7
\$45 000-\$49 999	5	22.7	45.5
\$50 000-\$54 999	4	18.2	63.6
\$55 000-\$59 999	0	0.0	63.6
\$60 000-\$64 999	2	9.1	72.7
\$65 000-\$69 999	3	13.6	86.4
Don't know	3	13.6	100.0
Total	22	100	

Demographics

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

- All respondents are members of SRNA, two are members of CRNBC, one is a member of RPNAS and one is a member of CRNM.

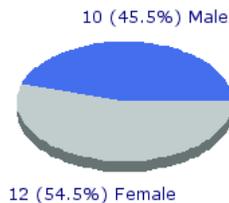
	Total #	% of Responses
SRNA	21	95.5
SRNA & RPNAS	1	4.5
Other nursing licensure	3	13.6
Total	22	100

Entries under "Other":

- (2) CRNBC
- (1) CRNM

51. What is your gender?

- Twelve of 22 respondents are female and ten are male.



22 responses

52. Where did you grow up?

- Overall, sixteen of 22 respondents grew up in Saskatchewan.

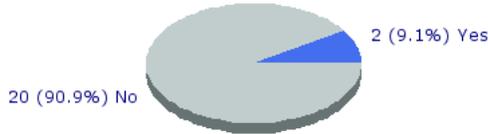
	Total #	% of Responses	Cumulative %
Outside Saskatchewan	6	27.3	27.3
Town in Saskatchewan	4	18.2	45.5
Saskatoon	4	18.2	63.6
Rural Saskatchewan	3	13.6	77.3
Regina	3	13.6	90.9
Other city in Saskatchewan	2	9.1	100.0
Total	22	100	

Entries under "Other":

- (2) Alberta
- (1) British Columbia
- (1) India
- (1) Prince Edward Island
- (1) Vancouver, BC

53. Are you of Aboriginal ancestry?

- Two of 22 SDEO graduates surveyed indicated they are of Aboriginal ancestry. Both of these respondents indicated they are non-status Indian.



22 responses

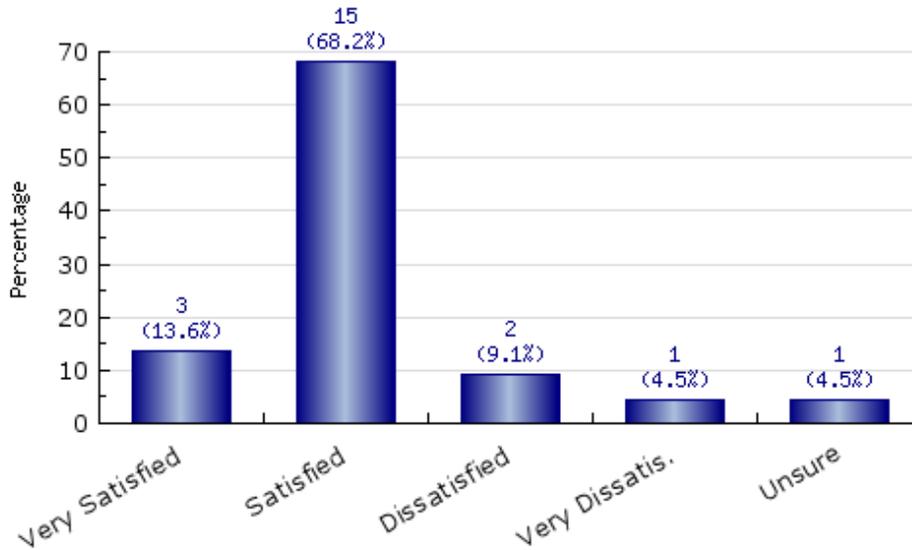
55. What is your current marital status?

- Eleven of 22 SDEO graduates are married or living with their significant other, ten are single and one is separated.

	Total #	% of Responses
Married/Common Law/Living together	11	50.0
Single	10	45.5
Separated	1	4.5
Total	22	100

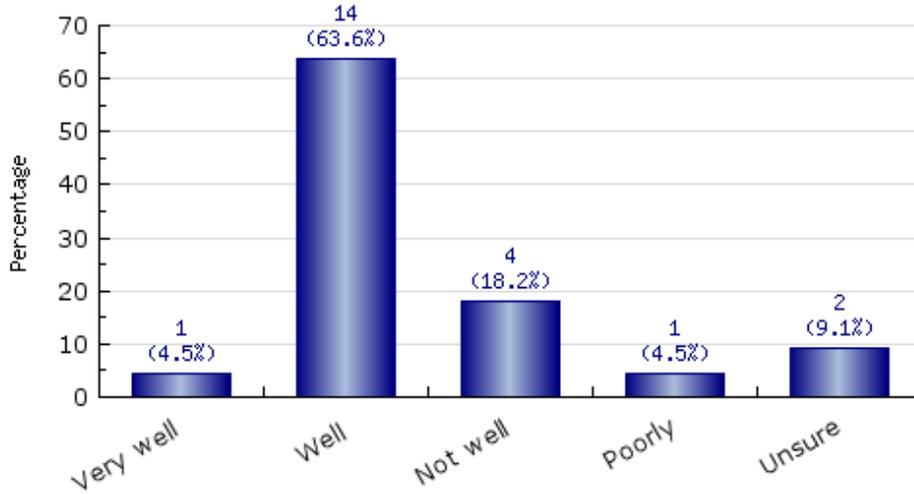
56. How satisfied are you with your educational experience in the NEPS program?

- Eighteen of 22 respondents are satisfied or very satisfied with their educational experience in the NEPS program.



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

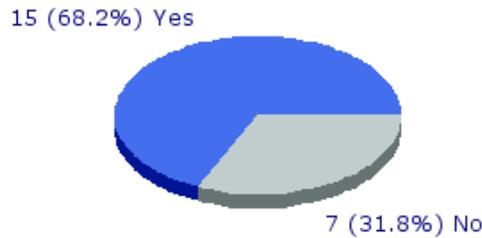
- Fifteen of 22 SDEO graduates believe their educational program has prepared them well or very well for nursing practice.



22 responses

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

- Fifteen of 22 respondents plan to pursue graduate studies at some time in the future.



22 responses

Appendix A: Open Ended Responses

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

Degree 1

- (2) Bachelor of Arts in Psychology
- (2) Bachelor of Science.
- (1) Bachelor of Arts
- (1) Bachelor of Arts (3 year Sociology)
- (1) Bachelor of Arts (Classics)
- (1) Bachelor of Arts (English lit & geography)
- (1) Bachelor of Arts (Honours)
- (1) Bachelor of Education
- (1) Bachelor of Science - 3 Year - Anatomy & Cell Bio
- (1) BSA
- (1) BSc (nutrition)
- (1) BSc Biochemistry
- (1) BSc Geography
- (1) BSc. in Ag.
- (1) EMT Certificate
- (1) Masters in Electrical and Electronics.

Degree 2

- (1) B.Ed (Elementary education)
- (1) B.Sc. Honors Biochem
- (1) Bachelor of Arts.
- (1) High School Diploma
- (1) M.A.
- (1) MSc (nutrition)
- (1) MSc Ag Economics
- (1) Potato inspection certificate from the CFIA

Degree 3

- (1) Bachelor of Theology
- (1) Saskatchewan community nutrition residency program

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

- (1) Area I was interested in from the start of the program.
- (1) Diversity in the areas you can work.
- (1) Full time employment
- (1) Gaining experience as a grad nurse
- (1) Good practice environment
- (1) I'm not too sure, maybe the challenge of the ward. There are lots of different clients and conditions.
- (1) In the field I want
- (1) it is the job I was looking for when i went into nursing
- (1) It provides various experiences
- (1) Location-relocated to be close to fiancée
- (1) Specialty of choice - Emergency
- (1) The working environment.

- (1) Working in a team environment
- (1) Working with kids

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

- (1) I recommend that the NEPS program be turned over to the U of S, in its entirety. The U of S instructors all had the nursing experience and extensive academic background (ex. PhD or at least a Masters) to provide a quality of education that met my high expectations. I did not find that my expectations were met during the SIAST-led portion of the program. Since this is a degree program, the University should be responsible for providing the education.
- (1) I think it would be beneficial to have the college of Nursing (University of Saskatchewan) organize the whole program.
- (1) I think there should be more clinical hours, orientation program should be longer, more scope of practice under supervision.
- (1) It was a really worthwhile degree, being in the second degree entry program provides more opportunities than the NEPS program gives credit to. (He has another degree in microbiology and is going to look for a job with a pharmaceutical company.)
- (1) Sometimes I was overwhelmed by the amount of information that I was learning and the amount of assignments that I needed to turn in a short timeframe. I liked that my clinical experiences were after the class was completed allowing me to be fully aware of all the pre-knowledge that was available. I did not like having my acute care rotation 7 months after taking the class because the information was already hidden under other classes that I had taken and it was difficult to remember the information.
- (1) The instructors for the SIAST portion of the program need much more experience/education. As well, there needs to be a much larger emphasis on pharmacology and acute care of patients. There also needs to be an interview process for admission to the program. Even medicine has an interview process, and I feel that it is even more important for nurses to have interpersonal skills.