



Nursing Education Program of Saskatchewan (NEPS) Exit Survey:

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

Prepared for

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

Final Report

Class of 2008-09

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

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Executive Summary

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Executive Summary

In this report, we summarize the results of the 2008-2009 Graduate Exit Survey for the Nursing Education Program of Saskatchewan (NEPS) Second Degree Entry Option (SDEO). This is the eighth exit survey that has been conducted for the NEPS program but only the third report for the NEPS SDEO; in this report, we examine anticipated employment and graduate expectations at program completion. This report includes comparisons with the 2006-2007 and 2007-2008 exit surveys.

Response Rate

The survey was conducted online by e-mail invitation sent to 48 graduates of the SDEO option of the NEPS program of whom 35 completed the survey, giving a 72.9% response rate overall. This report summarizes the results for SDEO NEPS graduates; a report summarizing results for the regular graduates is available in a separate document.

Prior to Starting the NEPS Program

Overall, three in ten (31.4%) respondents had previous education in the health care field prior to starting the NEPS program. In total, 71.4% indicated that they were attending school in the year before entered the program, 25.7% were working and the remaining 2.9% were fulfilling household responsibilities. Most (71.4%) were single and never married upon program entry and the average age upon entry is 24.5 years old.

Respondents were asked whether they experienced any significant life changes during the program. One half (51.4%) of respondents relocated and 28.6% went through the illness or death of a friend or family member. A total of 37.1% did not experience any significant life change during their program.

Most (77.1%) respondents worked as a Senior Assistant which is an increase from 51.4% in 2008 and 4.5% in 2007. Additionally, one half (54.3%) had a job other than as a Senior Assistant during the program. On average, respondents worked 10 hours per week in their first year and 12 hours per week in their second year.

A total of 77.1% of respondents received a scholarship or bursary during the program. The average scholarship value is \$6,407. Most commonly, respondents indicated that government was their major source of scholarship support (66.7%).

In terms of student or educational loans, most (62.9%) respondents did receive loans during the program, the average value of which is \$27,323.

Your Job Search and Anticipated Employment

At the time of graduation, 62.9% of respondents had a job as a graduate nurse confirmed. All respondents expect to be employed as a graduate nurse within the first 6 months after graduation. A large majority (91.4%) of respondents intends to remain in the

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

province for this first job upon graduation and most (82.9%) will work in an urban setting. Most respondents (57.1%) found clinical or work experience in the facility during the program to be the most useful strategy in their job search; 48.1% got a job offer from where they were employed as a Senior Assistant and 57.1% received an offer from where they had their senior practicum. Overall, 45.7% indicated that finding their first job was more difficult than expected, a significant increase from 13.5% in 2008.

Most (68.6%) respondents will be working regular full-time hours and 20.0% will work casual full-time hours. Seven in ten (71.4%) indicated that their current hours are their preferred hours. The distribution of units on which graduates have accepted employment differ from the graduates of the regular stream of NEPS. In total, 42.4% of graduates have accepted employment in medical surgical units (compared to 61.2%) and 36.3% have accepted employment in Emergency and Intensive care units (compared to 26.1% of regular stream graduates).

A majority (62.9%) of respondents expect the length of their orientation to be between 16 to 30 days and most (85.7%) will work at a single site. A general hospital with 100 beds or over (81.8%) is the most common type of organization respondents will be working at and staff nurse (100.0%) is the most common position. The average number of hours that respondents will work at all their sites combined is 38.

Most commonly, respondents expect their total annual earnings to be between \$50,000 and \$60,000 per year.

General Questions

Nearly all (94.3%) indicated that they are registering with SRNA. Within the SDEO graduates surveyed, 20.0% are male and 80.0% are female. Most (62.9%) grew up in Saskatchewan; however this is a significantly smaller proportion compared to previous years (81.5% in 2008). Two (5.7%) graduates surveyed are of Aboriginal ancestry. Both of these respondents indicated that they are Métis. At the time of the survey, 60.0% were single.

Three quarters (74.3%) are satisfied with their education experience in the NEPS program. The same proportion (74.3%) believes that their educational program well or very well prepared them for nursing practice. Seven in ten (71.4%) plan to pursue graduate studies at some time in the future.

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Introduction and Methodology

Goals and Objectives

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

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

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

Scope of Work

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

Survey Design

The questions asked of graduates were similar to the previous NEPS Exit surveys. 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 SDEO 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 in September 2009. Although most graduates are surveyed at the end of their programs, these graduates received the survey at a later than usual time. Reminder e-mails were sent to those who did not respond to the first invitation.

Response Rates and Confidence Intervals

The survey was conducted online by an e-mail invitation sent to graduates of the class of 2008-2009. Of the 48 graduates, 35 completed the survey, giving an overall response rate of 72.9%. Given this response rate, we can be 95% sure that the results reported are within ± 8.7 percentage points of the actual population figures, finite population correction factor applied.

Research Note

Due to the small sample size, results should be considered directional in nature.

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
2007	2006-2007
2008	2007-2008
2009	2008-2009

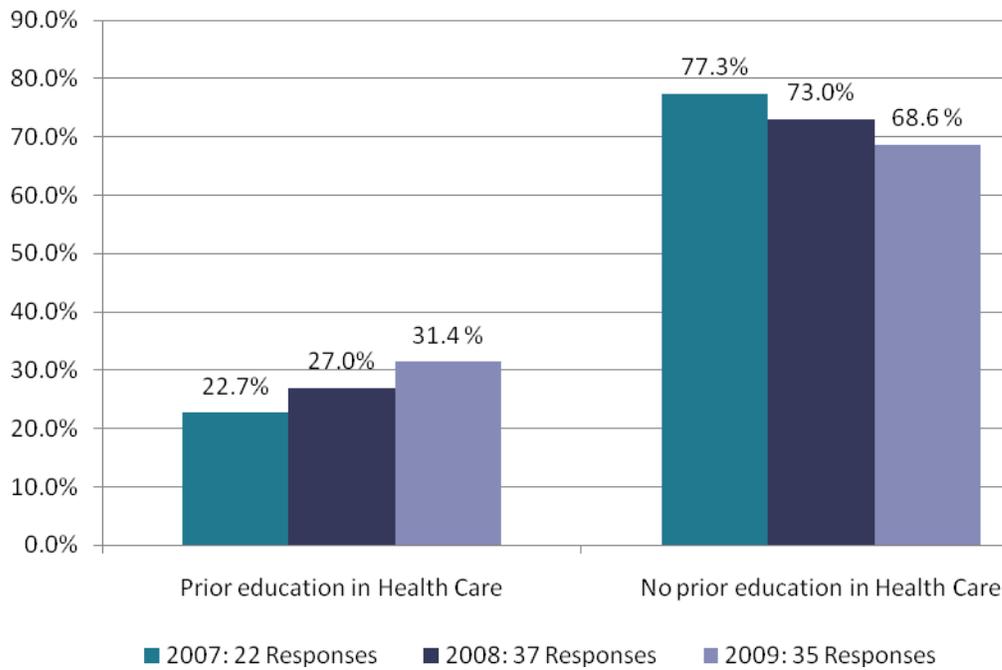
Key Findings

Prior to Starting the NEPS Program

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

Approximately three in ten graduates (31.4%) had previous education in the health care field 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)

In total, three respondents indicated that their previous experience is as a health care or home care aide and three a volunteer program.

	Count	Percent	Entries under "Other"
Health care/home care aide	3	27.3 %	Personal trainer for older adults with medical conditions. Wilderness First Aid Leader - Level 3.
Lab tech/ EMT	2	18.2 %	Exercise physiologist.
Volunteer Program	3	27.3 %	Dietary and Housekeeping at a LTC center. Medicine in China.
Other, (please specify)	7	63.6 %	EMR.
Total	11	100.0 %	Kinesiology - Fitness consultant/Rehab work. Medic.

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

Nine in ten (88.6%) have previously completed a bachelor's degree prior to entry in the SDEO option of the NEPS program. Those who had not completed a degree had at least 90 credit units of university preparation as a qualification for the program.

	2007	2008	2009
Baccalaureate	63.6%	86.5%	88.6%
Masters Degree	18.2%	0.0%	0.0%
Some University	18.2%	13.5%	8.6%

*2.9% of responses were in error for this question.

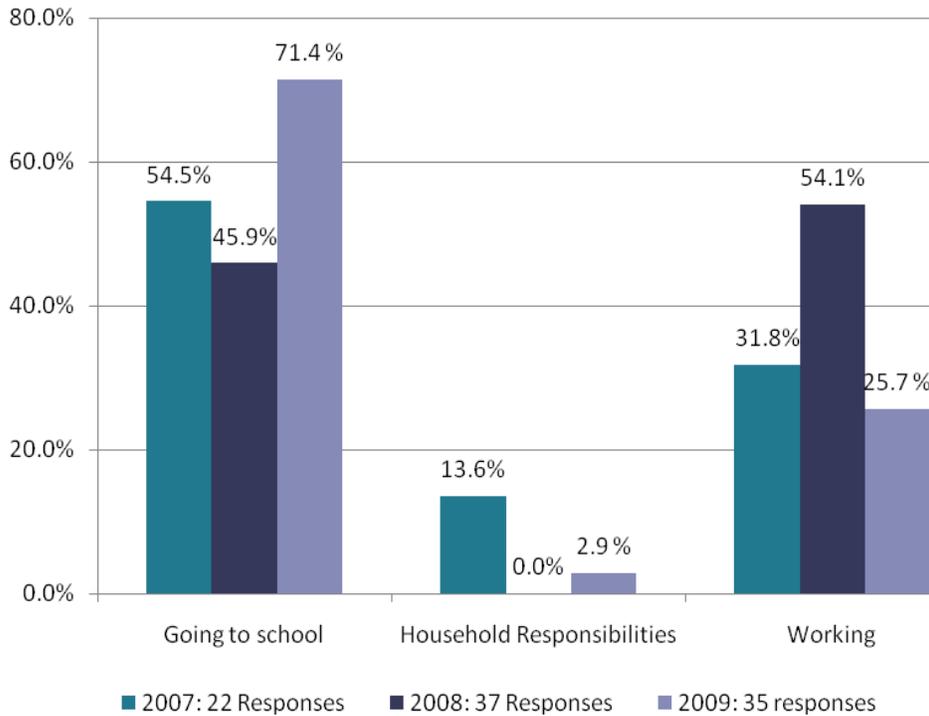
4. Please specify the degree(s)/diploma(s)/certificates (including field of study) you held prior to starting the program:

In total, 13 had a bachelor of science in biology or biochemistry and six had a degree in kinesiology.

	Count
B.Sc. - Biology/Biochemistry	13
B.Sc. - Kinesiology	6
B.Sc. - Other	3
B.A.	3
Other degree	6

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

In total, 71.4% indicated that they were going to school in the year before starting the NEPS program.



6. Was this work in the health care field?

Of the 9 respondents who worked prior to beginning the SDEO NEPS program, 5 worked in the health care field and 4 did not.

During the NEPS Program

7. What year did you start your NEPS program:

Nearly all respondents (94.3%) started their program in 2007.



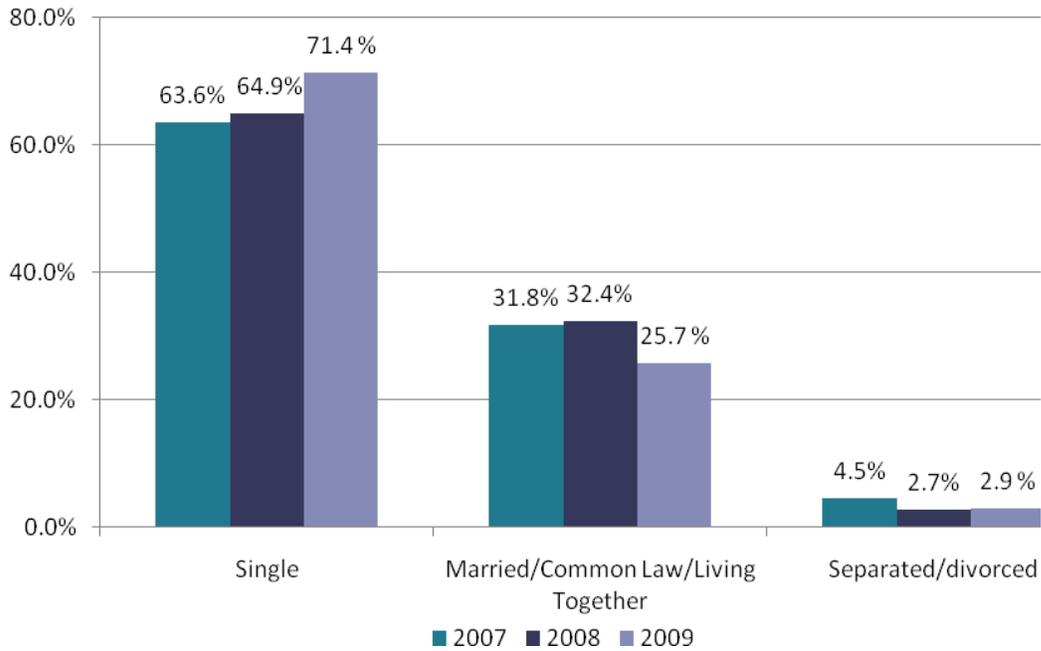
8. What was your age when you entered the NEPS program?

The average age of entry into the NEPS program among 2009 respondents is 24.5 years old with a median of 23 years old.

	2007: 22 Responses	2008: 37 Responses	2009: 35 Responses
20 or younger	4.5%	8.1%	11.4%
21-25	59.1%	43.2%	65.7%
26-30	18.2%	29.7%	11.4%
Over 30	18.2%	18.9%	11.4%

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

Seven in ten (71.4%) respondents were single when they entered the SDEO NEPS program.



9b. Did you have dependents during the program?

One SDEO graduate had a dependent during the program. This respondent indicated that the dependent was 14 years old.

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

All respondents in 2007, 2008 and 2009 entered the SDEO NEPS program in Saskatoon, the only site the SDEO NEPS program is offered.

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

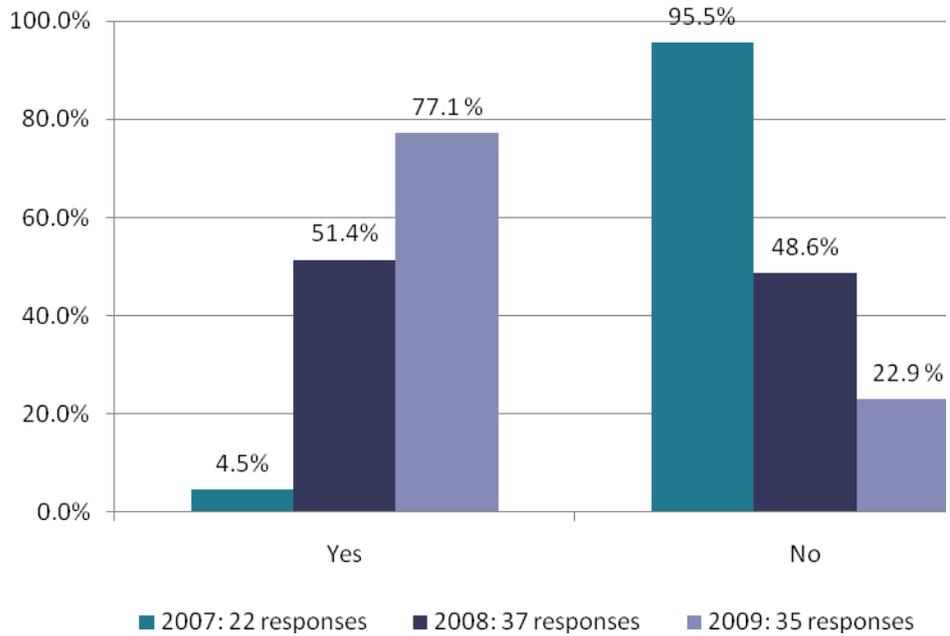
One half (51.4%) of respondents relocated during the NEPS program. A total of 37.1% experienced no significant life changes during the program.

	2007: 22 responses	2008: 37 responses	2009: 35 responses
Home relocation	40.9%	40.5%	51.4 %
Illness or death of family member or friend	22.7%	13.5%	28.6 %
Major uncertainty of Nursing as your profession	13.6%	16.2%	14.3 %
Major personal illness or disability	0.0%	2.7%	8.6 %
Change in marital status	0.0%	18.9%	5.7 %
Birth of child	0.0%	2.7%	2.9 %
Other, (please specify)	4.5%	5.4%	0.0 %
Care giving for dependent children or dependent adults	13.6%	5.4%	0.0 %
None	40.9%	40.5%	37.1 %

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

Three quarters (77.1%) worked as a senior assistant during their NEPS program. This number increased notably from the past cohorts.

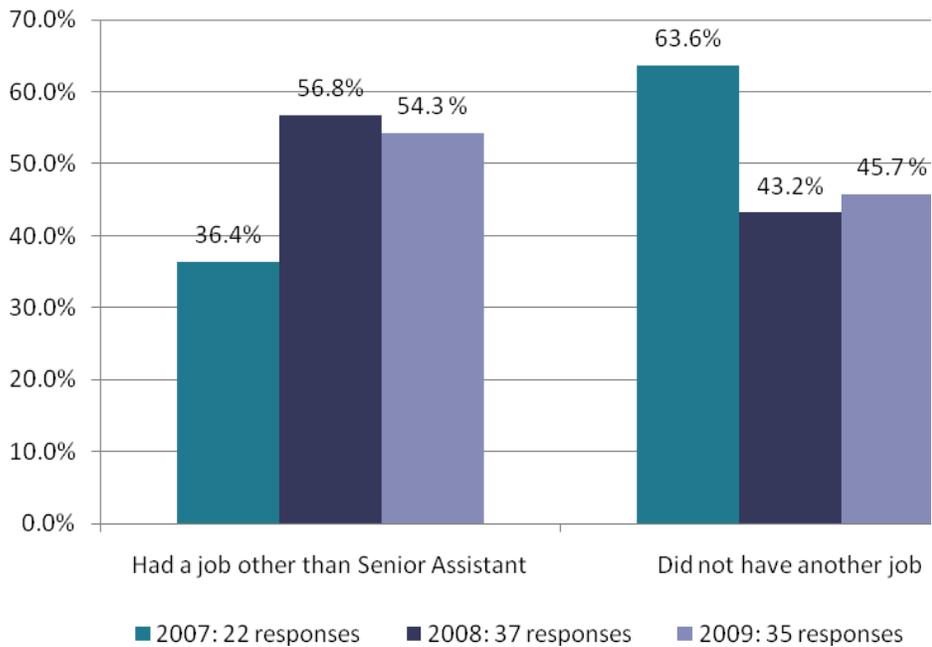
Exit Survey of the 2008-09 Graduates of the SDEO NEPS Program



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

Just over one half (54.3%) had a job other than as a Senior Assistant while in the NEPS program, an increase from 36.4% in 2007 but in line with the 2008 finding (56.8%).

Figure 2 - Had a job while in NEPS



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

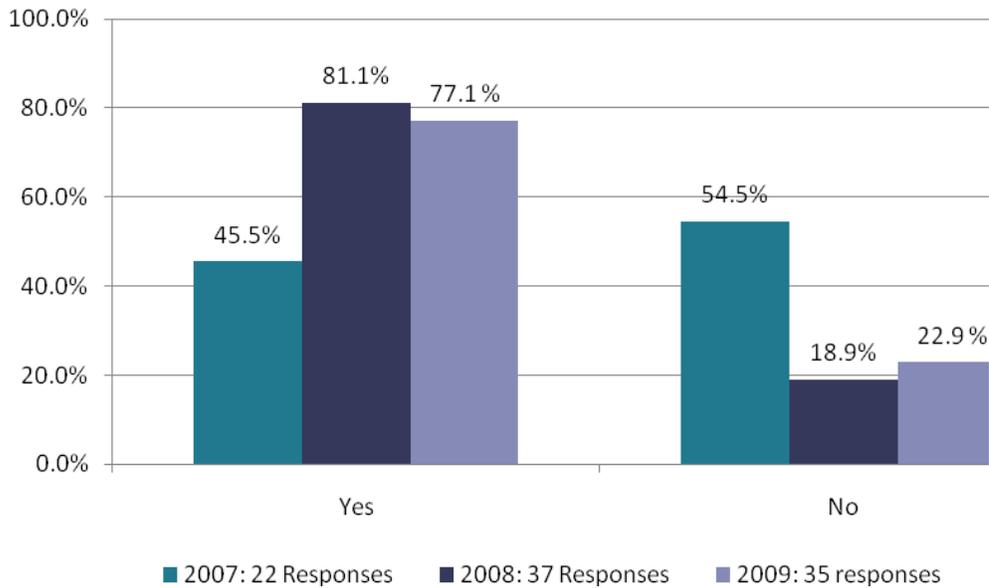
On average, respondents in the SDEO NEPS program worked 10.4 hours per week in their first year and 11.9 hours per week in their second year of the program.

	2007	2008	2009
First Year	13.8	10.2	10.4
Second Year	10.9	9.4	11.9

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

Three quarters (77.1%) of SDEO NEPS students received a scholarship or bursary during the program.

Figure 3 - Received scholarships during the program



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

The mean dollar amount of scholarships received by SDEO NEPS students during their program, including only those who received them, is \$6407 with a median of \$5,500.

	2007		2008		2009	
	Count	Percent	Count	Percent	Count	Percent
\$1,000 and under	0	0.0%	2	6.7%	2	7.4%
\$1,001 to \$2,000	2	20.0%	3	10.0%	2	7.4%
\$2,001 to \$5,000	2	20.0%	6	20.0%	9	33.3%
\$5,001 to \$10,000	6	60.0%	19	63.3%	11	40.7%
More than \$10,000	0	0.0%	0	0.0%	3	11.1%
Total	10	100.0%	30	100.0%	27	100.0%

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

Average	\$5,100	\$5,770	\$6,407
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20. What was the major source of your scholarship/bursary support?

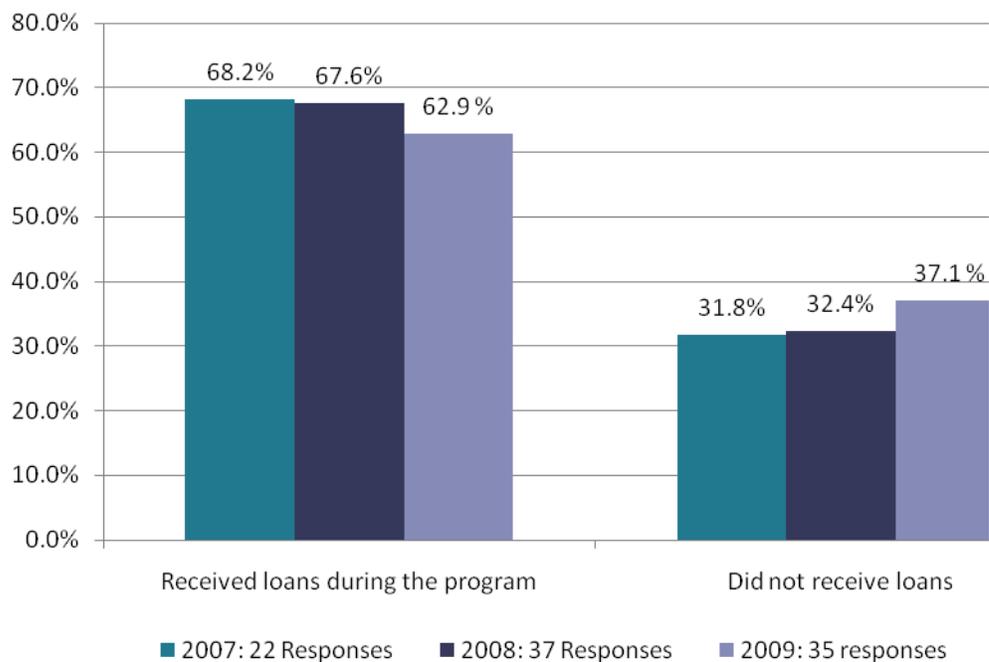
Two thirds received their major support from a government scholarship (66.7%) and 18.5% from the University.

	2007		2008		2009	
	Count	Percent	Count	Percent	Count	Percent
Government	7	70.0%	23	76.7%	18	66.7 %
University	2	20.0%	5	16.7%	5	18.5 %
Regional Health Authority	1	10.0%	1	3.3%	0	0.0 %
First Nation Bands/Metis Organization	0	0.0%	0	0.0%	2	7.4 %
Other	0	0.0%	1	3.3%	2	7.4 %
Total	10	100.0%	30	100.0%	27	100.0 %

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

A total of 62.9% received student or educational loans during the program.

Figure 4 - 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?

On average, respondents who received loans owed just over \$27,000 at the completion of their program.

	2007		2008		2009	
	Count	Percent	Count	Percent	Count	Percent
\$10000 & under	0	0.0%	1	4.2%	4	18.2%
\$10001-\$20000	1	6.7%	7	29.2%	8	36.4%
\$20001-\$35000	8	53.3%	5	20.8%	4	18.2%
Over \$35000	6	40.0%	11	45.8%	6	27.3%
Total	15	100.0%	24	100.0%	22	100.0%
Average	\$35,200		\$32,902		\$27,323	

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

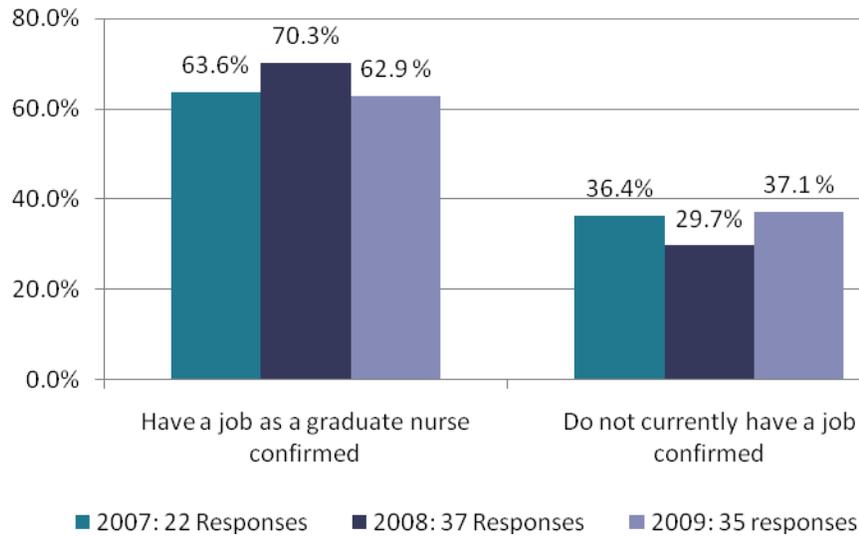
All respondents graduated from Saskatoon.

Your Job Search and Anticipated Employment

25. At the time of graduation, did you have a job as a graduate nurse confirmed?

About six in ten (62.9%) had a job as a graduate nurse confirmed upon graduation.

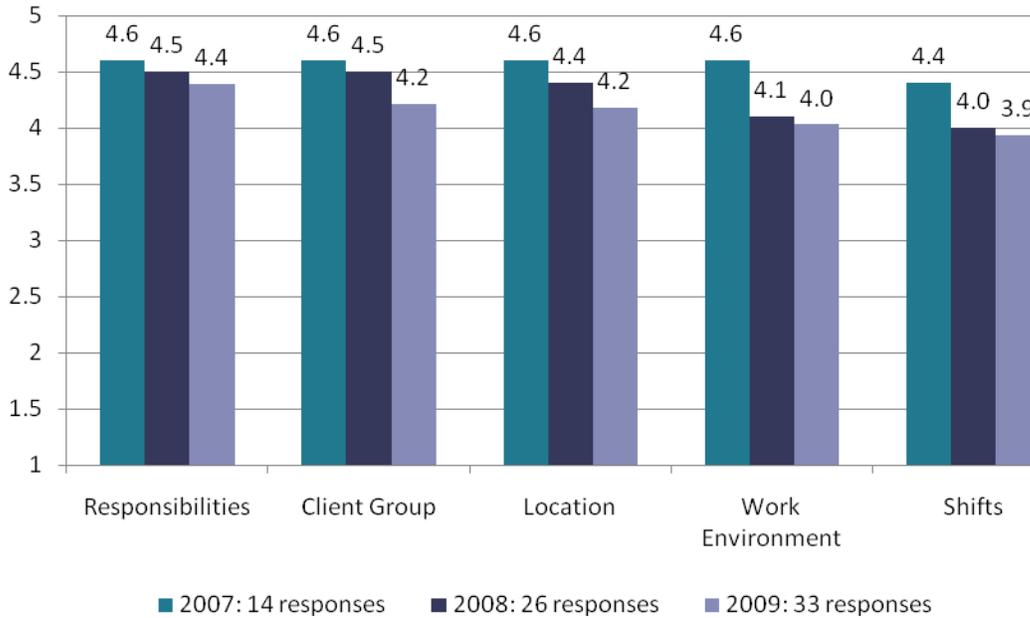
Figure 5 - Have a graduate job confirmed



*In 2007 and 2008, respondents were asked “At this time, do you have a job as a graduate nurse confirmed”.

26-30. If you have confirmed employment, to what extent does your *first job* meet your ideal preferences, where '1' is not at all to '5' being highly ideal?

On average, SDEO NEPS respondents rated responsibilities a 4.4 out of 5, the highest average rating of the five items. Shifts received the lowest rating (3.9).



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

The following text box lists some verbatim comments expressed by graduates in regard to the most positive aspect of their first job. Graduate comments are included in Appendix A.

Excellent support of grad nurses (adequate orientation, staff willing to support and answer questions).

My mentor is an excellent nurse.

I am working in the area I am most passionate about – Paediatrics!

Increased knowledge base and nursing skills.

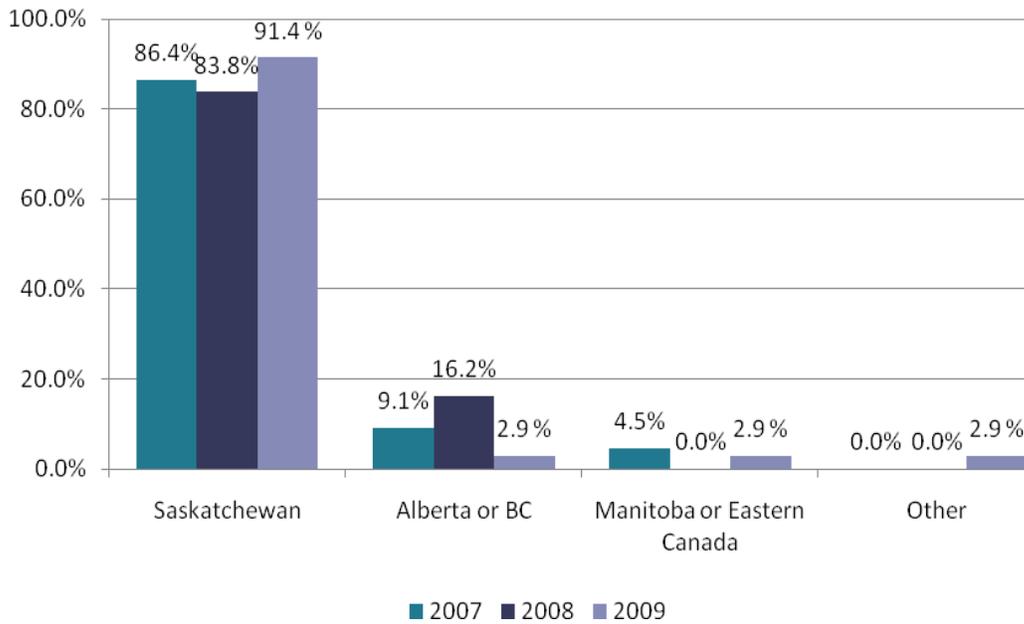
The most positive anticipated aspect of my first job is the autonomy that I will have in the position and the ability to utilize all of my nursing competencies.

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

All respondents expect to be employed as a graduate nurse within the first 6 months after graduation.

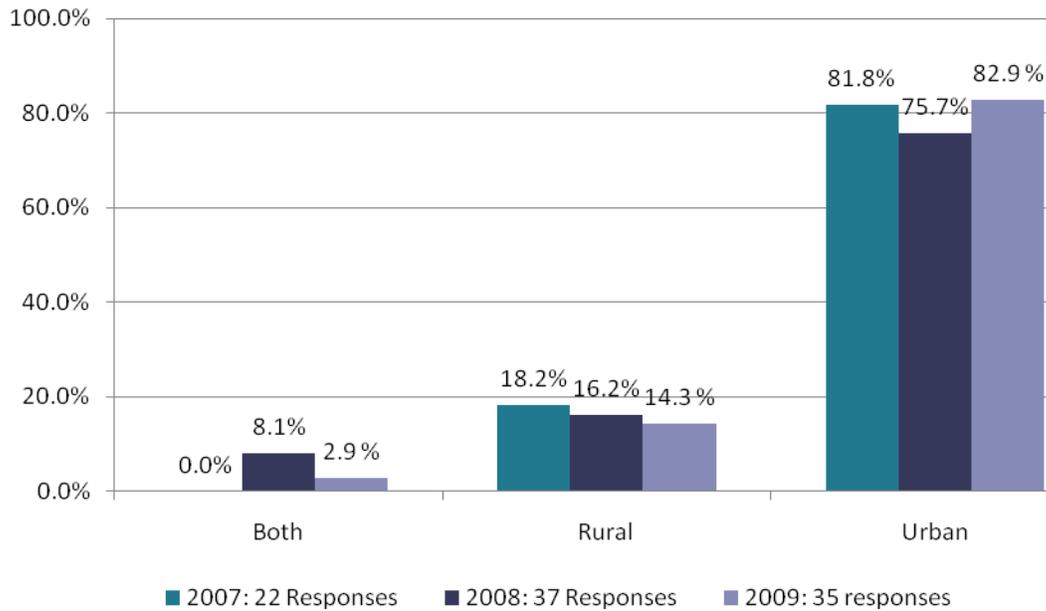
34. What is/would likely be the geographical location of your *first job* as a graduate nurse?

Nine in ten (91.4%) intend to remain in the province for this first job upon graduation.



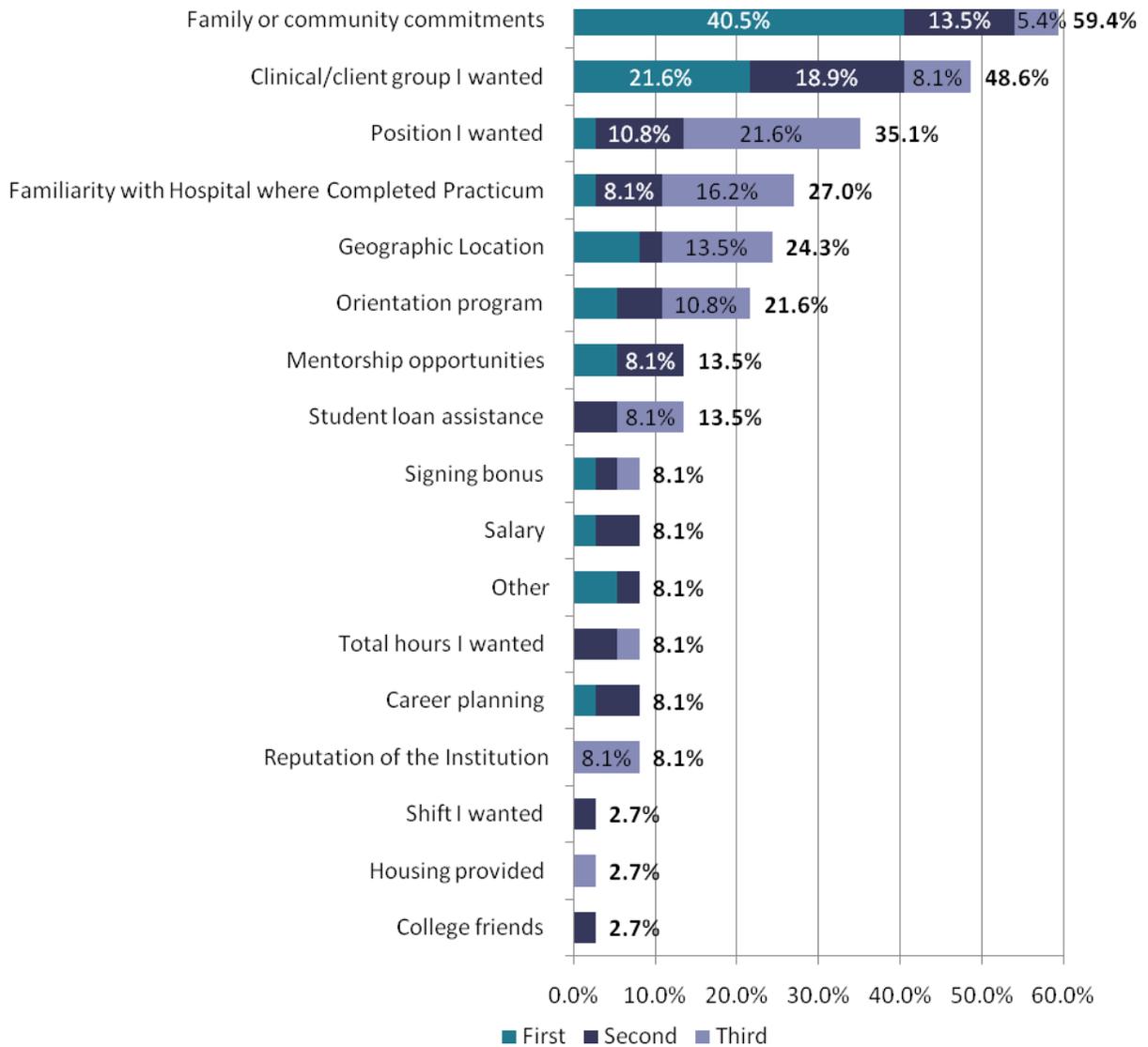
35. Please specify whether the location of your *first job* as a graduate nurse is/would likely be:

In total, eight in ten (82.9%) anticipate working in an urban setting and 14.3% in a rural setting.



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:

More than one half of SDEO graduates (59.4%) mention family or community commitments to be one of the top three considerations which influenced their choice of work location for their first job. Getting the clinical/client group that was desired is mentioned by slightly less than one half (48.6%) and getting the position desired influenced one third (35.1%).



*Totals bolded

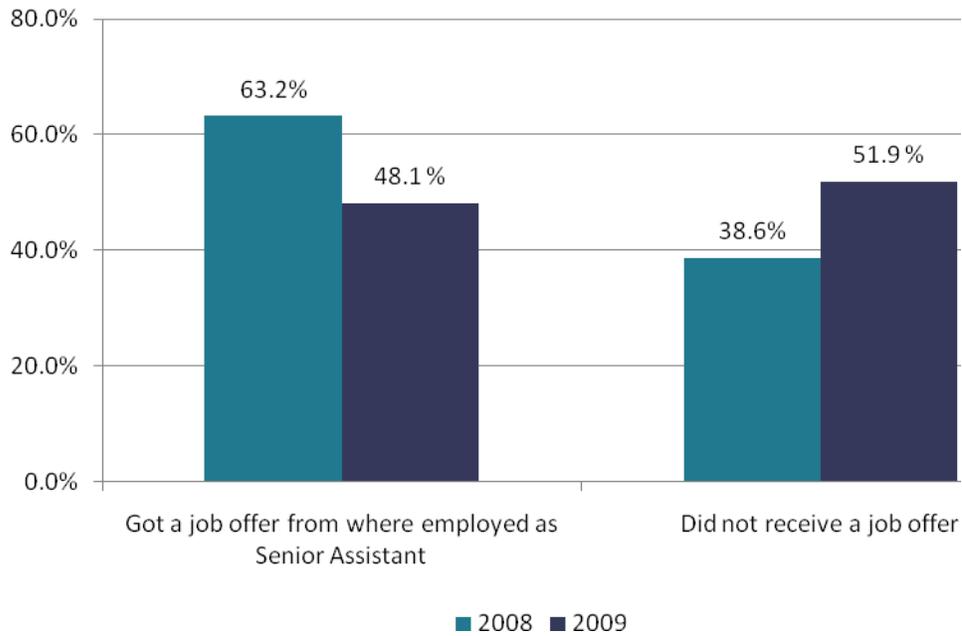
37. Which strategy has been most useful in your job search?

A majority (57.1%) of respondents indicate that clinical work is the most successful job search strategy.

	2007	2008	2009
Clinical or work experience in the facility during the program	63.6%	51.4%	57.1%
Word of mouth	13.6%	16.2%	14.3%
Recruitment Fairs	9.1%	10.8%	5.7%
Advertisements (journals, newspapers, postings)	4.5%	2.7%	2.9%
Internet directories	4.5%	16.2%	0.0%
Other	4.5%	2.7%	20.0%

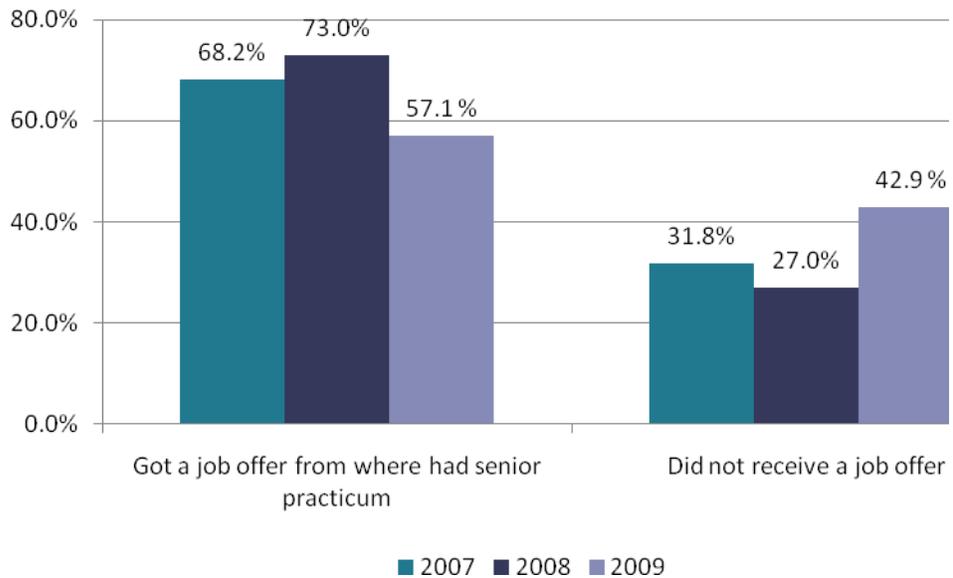
38. Did you get a job offer from a unit where you were employed as a Senior Assistant?

About one half (48.1%) of respondents receive a job offer from a unit where they were employed as a senior assistant.



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

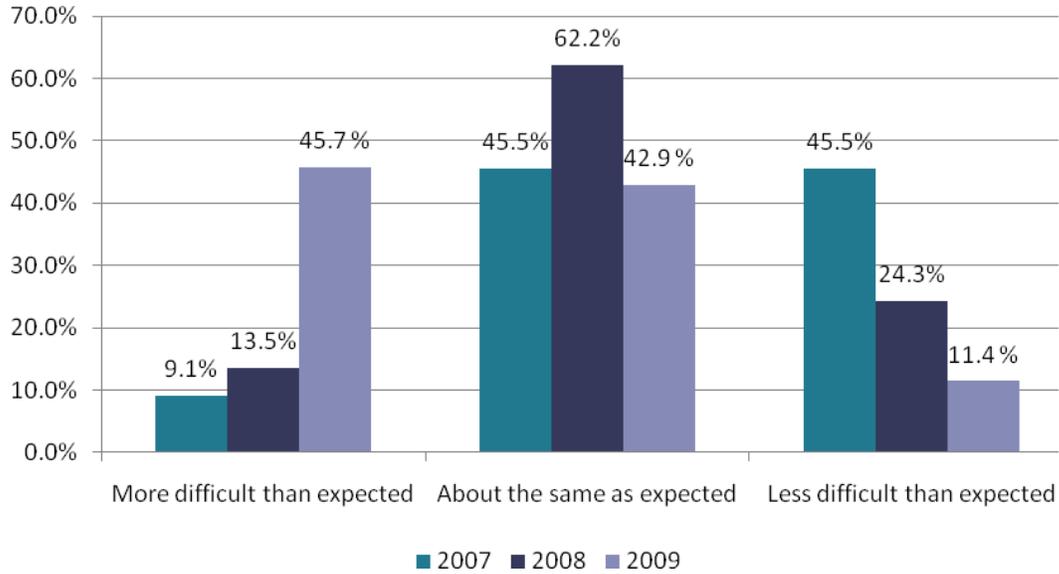
Additionally, just over one half (57.1%) received a job offer from a unit where they had their 4th year senior practicum experiences.



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

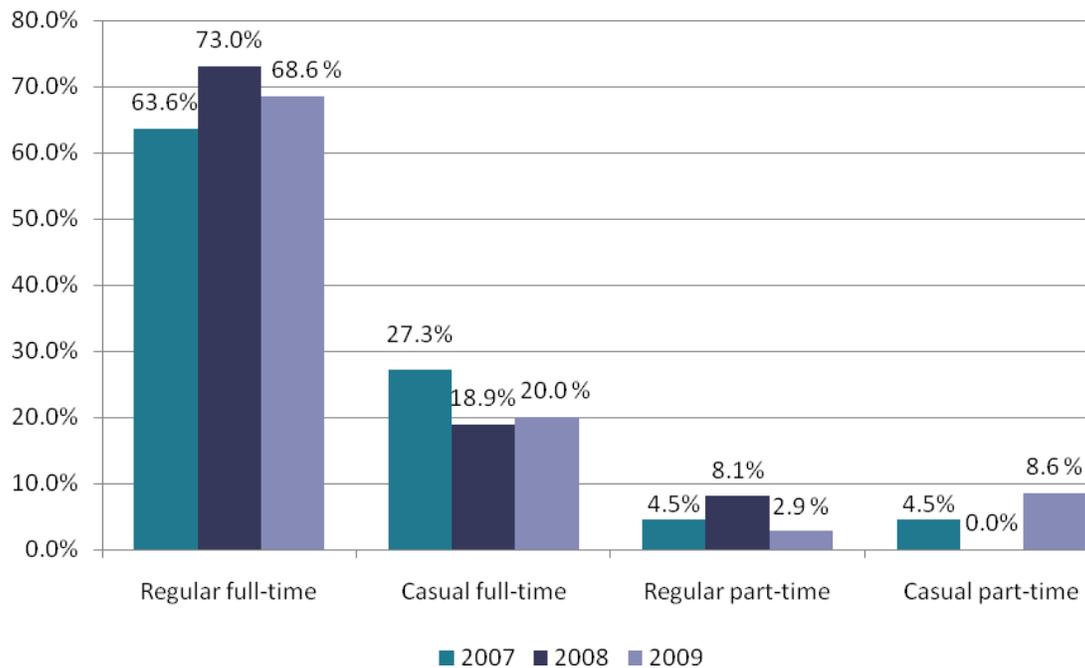
Overall, 45.7% indicated that their experience finding their first job was more difficult than expected, 42.9% indicated that it was about the same as expected and 11.4% that it was easier than expected.

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

Two thirds (68.6%) indicated that the work hours of their first job as a graduate nurse will be regular full-time.

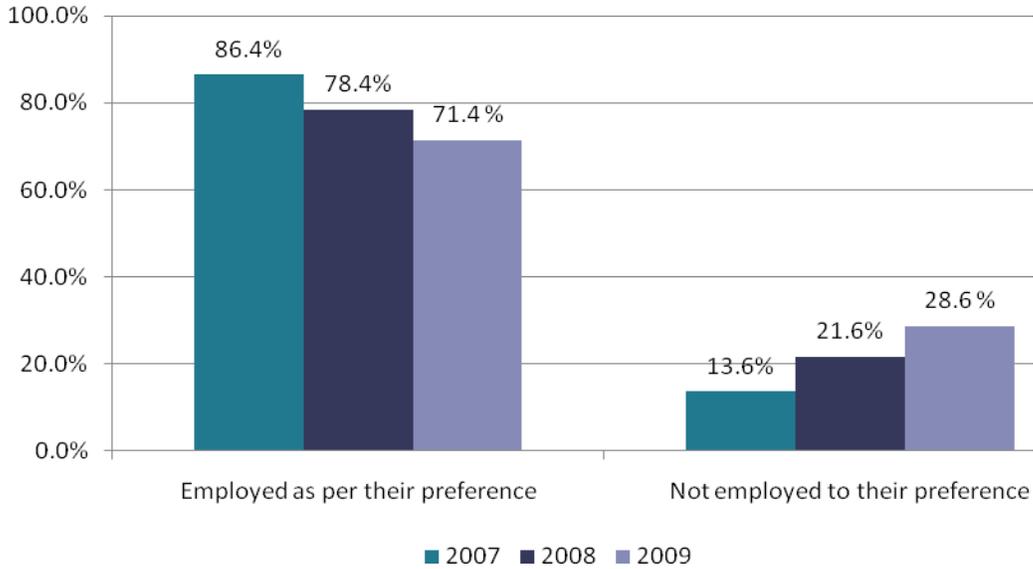


Definitions

"Regular" reflects permanent employment, even though it may be time limited;
"Casual" reflects the fact that the employment does not guarantee a fixed number of hours of work per pay period. (It also would include occasional, on call, on demand, or seasonal work.)

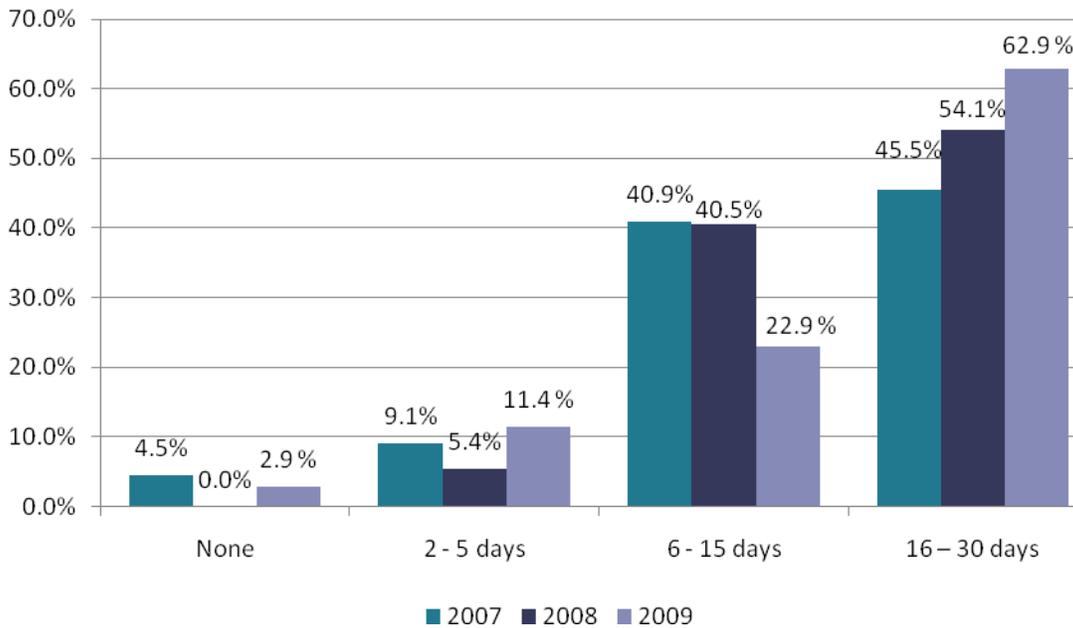
42. Is being employed on this basis your preference?

Seven in ten (71.4%) are employed with their preferred hours.



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

Most (62.9%) respondents expect their orientation to be between 16 and 30 days.



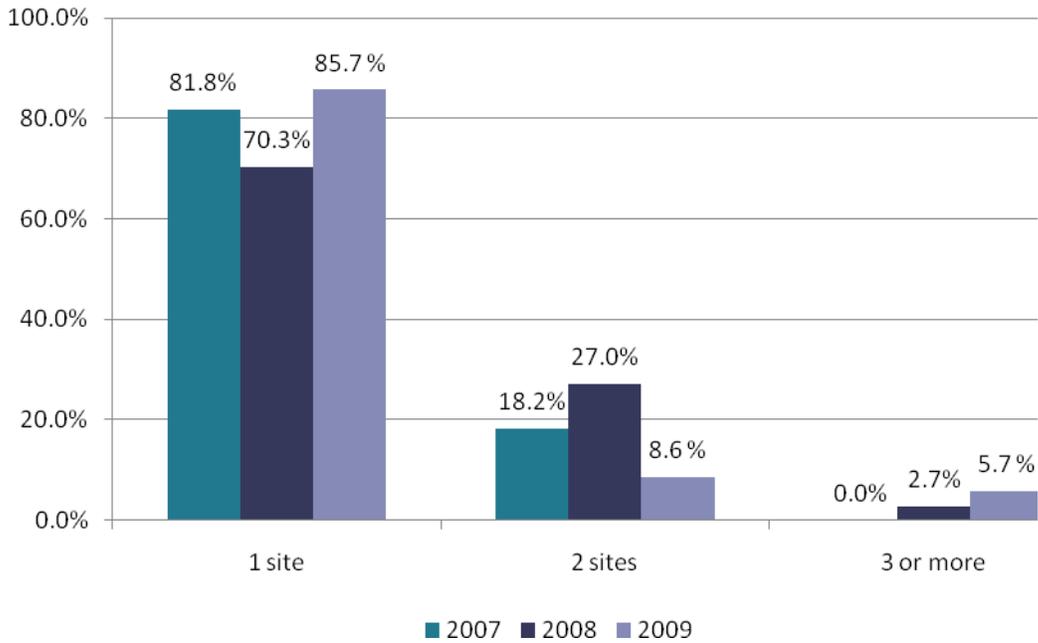
44. How many sites will you/do you expect to work at for your first job as a graduate nurse?

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

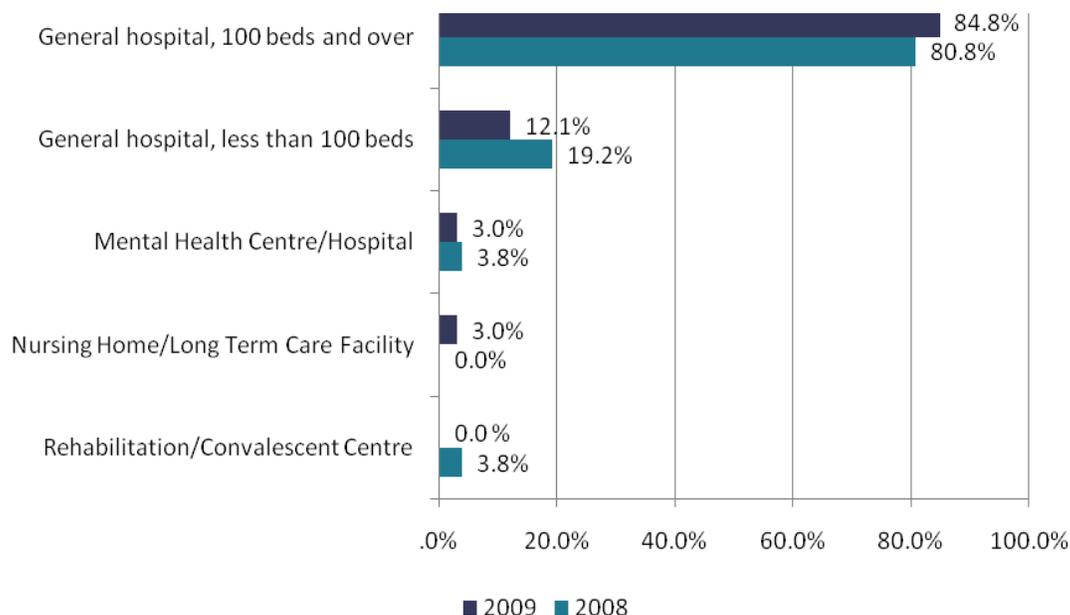
Most respondents expect to work at a single site (85.7%).

Figure 6 - Number of sites



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

Eight in ten (84.8%) will be working in a general hospital with 100 beds and over in at least one of their sites.



46. What is your position?

All respondents expect to be in staff nurse positions.

47. What is your main area of responsibility?

The medical or surgical area is most common among respondents (42.4%), followed by pediatric (27.3%), and critical care (24.2%). In total, 36.3% expect to be employed in Critical care or Emergency units, a notable difference from graduates of the regular stream of NEPS (26.1%).

	Count	Percent
Medical/Surgical	14	42.4%
Pediatric	9	27.3%
Critical Care	8	24.2%
Emergency care	4	12.1%
Maternal/Newborn	3	9.1%
Geriatric/Long term care	1	3.0%
Oncology	1	3.0%
Psychiatric/Mental Health	1	3.0%
Total	0	0.0%

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

Respondents will receive an average of 38 hours in total at all of their sites.

	2008	2009
Mean	40	38
Median	40	36

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

Most commonly, respondents expect their total annual earnings to be between \$50,000 and \$60,000 per year.

	2007	2008	2009
Less than \$30,000	5.4%	0.0%	5.8%
\$30,000 to \$40,000	8.1%	9.1%	5.7%
\$40,000 to \$50,000	16.2%	36.3%	22.9%
\$50,000 to \$60,000	35.1%	18.2%	34.3%
\$60,000 to \$70,000	18.9%	22.7%	22.9%
\$70,000 or more	2.7%	0.0%	2.9%
Don't know	13.5%	13.6%	5.7%

General Questions

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

More than nine in ten (94.3%) are registering with SRNA. Graduates of the SDEO option are not eligible for registration with RPNAS, as are some regular NEPS graduates.

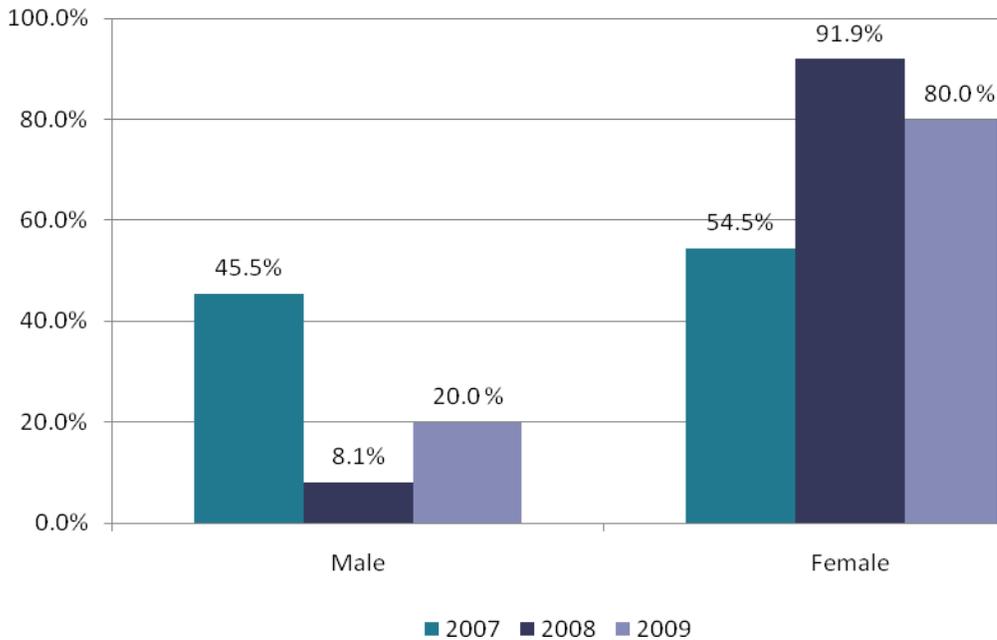
Table 1 - Nursing associations

	2007		2008		2009	
	Count	Percent	Count	Percent	Count	Percent
SRNA	21	95.5%	31	83.8%	33	94.3 %
SRNA & RPNAS	1	4.5%	0	0.0%	0	0.0%
Other nursing licensure	3	13.6%	8	21.6%	3	8.6 %
None	0	0.0%	2	5.4%	0	0.0%
Total	22	100.0%	37	100.0%	35	100.0%

51. What is your gender?

In total, 20.0% of respondents are male and 80.0% are female.

Figure 7 - Gender



52. Where did you grow up?

In total, 37.1% grew up outside of Saskatchewan, 22.9% grew up in Saskatoon and 17.1% grew up in rural Saskatchewan.

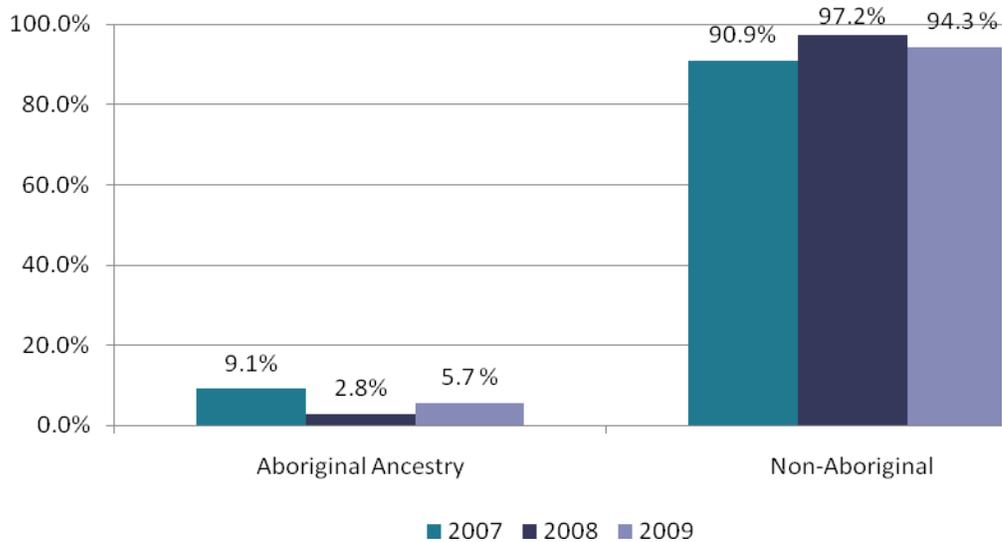
Table 2 – Location

	2007	2008	2009
Outside Saskatchewan	27.3%	18.9%	37.1 %
Saskatoon	18.2%	16.2%	22.9 %
Rural Saskatchewan	13.6%	24.3%	17.1 %
Other city in Saskatchewan	9.1%	13.5%	8.6 %
Town in Saskatchewan	18.2%	24.3%	8.6 %
Regina	13.6%	2.7%	5.7 %

53. Are you of Aboriginal ancestry?

About one in twenty (2 graduates) are of Aboriginal ancestry.

Figure 8 - Aboriginal ancestry



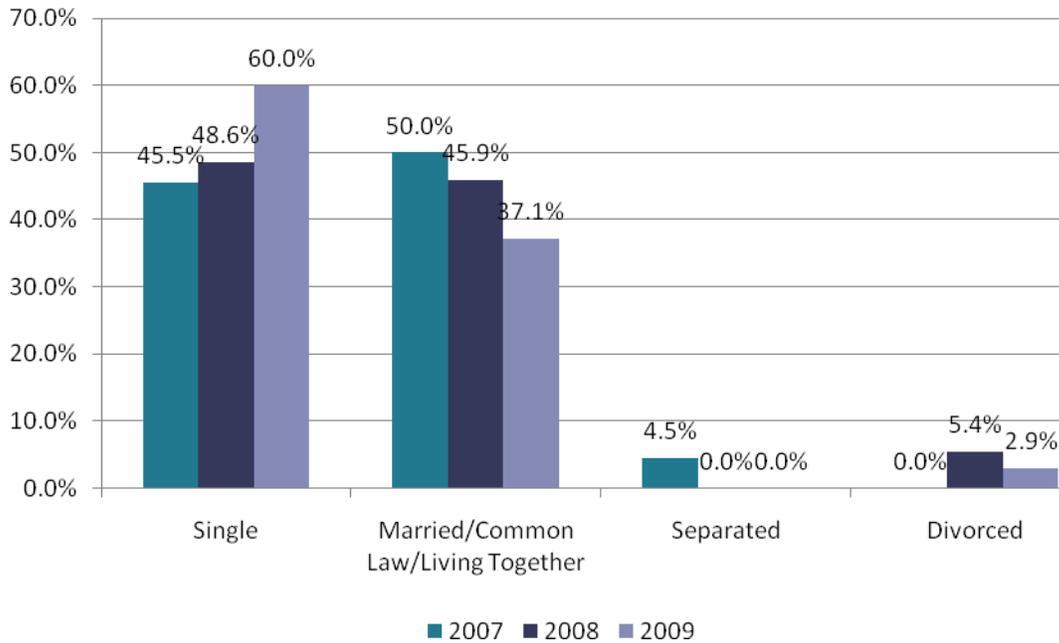
54. You indicated you are of Aboriginal ancestry; please indicate if you are:

Both respondents who indicated that they are of Aboriginal ancestry are Métis.

55. What is your current marital status?

Most (60.0%) of the SDEO NEPS graduates were single at the time of the survey and 37.1% were married, common law or living with their partner.

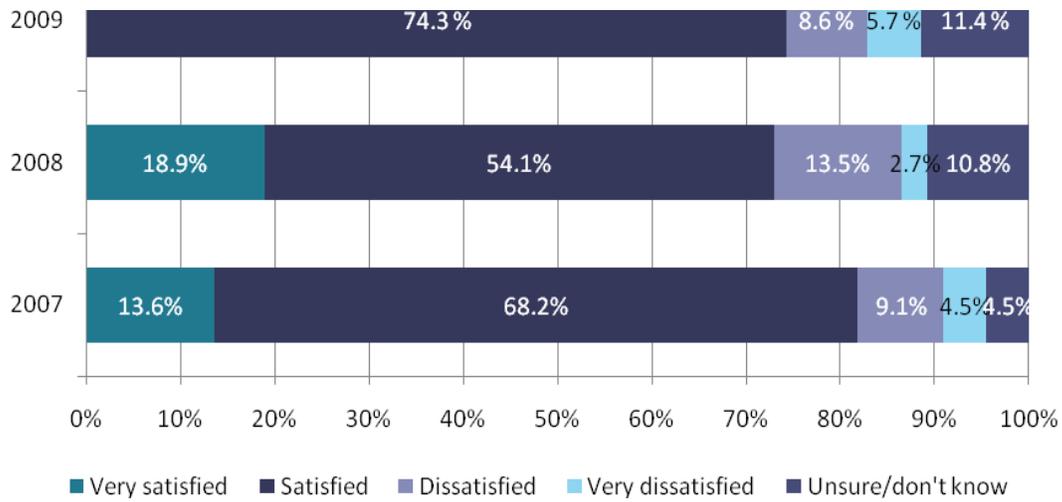
Figure 9 - Current marital status



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

In total, 74.3% of respondents indicated that they are satisfied with their education experience in the NEPS program and none indicated that they are very satisfied.

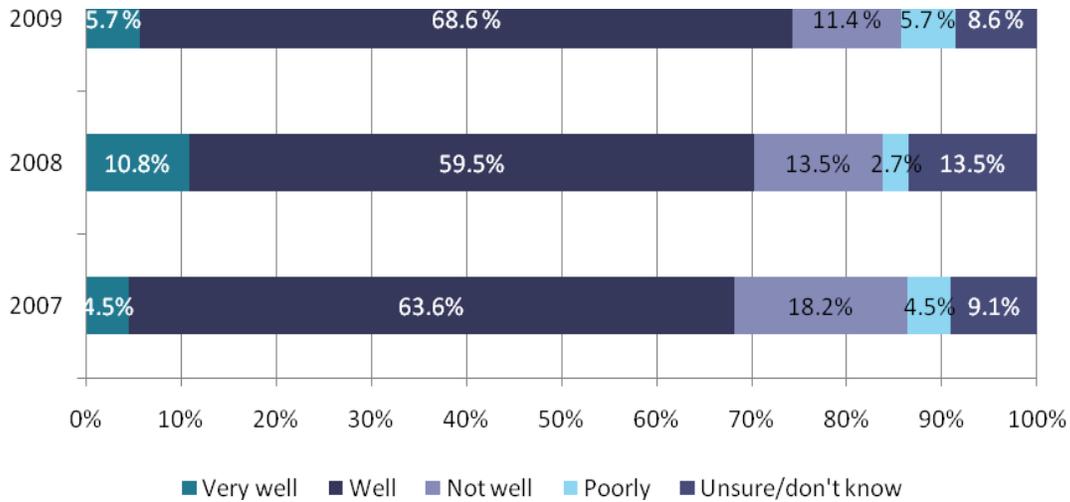
Figure 10 - Satisfaction with NEPS



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

Three quarters (74.3%) of respondents feel the NEPS program well or very well prepared them for nursing practice.

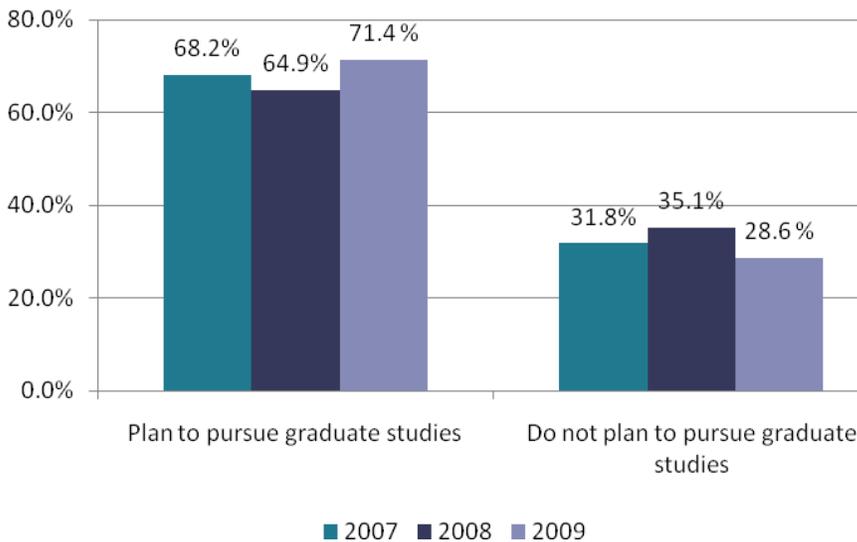
Table 3 - How well NEPS prepared for nursing practice



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

Seven in ten (71.4%) plan to pursue graduate studies at some time in the future.

Figure 11 - Plan to pursue graduate studies



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

A total of 29 respondents provided comments. A complete list of comments can be found in Appendix A.

When I talk with nursing students and other health sciences students from across Canada about the programs they are taking, it's rapidly apparent to me that NEPS SDEO is very good at talking about best practices and evidence based care, but the opportunities for gaining that competence in the program are minimal and largely left to students to find for themselves. There was no inter-professional education experience or collaboration with other health sciences students in my program.

The program could use a little more practicum time rather than so much focus on things like communication, issues and management. We lack mostly in skills of nursing and the knowledge base when we graduate, and while the critical thinking aspect and communication is important as well, our knowledge base is lacking at times.

For the second degree program students, there is a definite need for emphasis on time management and clinical skills. We all have university degrees, we are all able to write papers and think critically. What we lack going in is a good basic knowledge of nursing and clinical skills. The program was sorely lacking in this respect.

Appendix A

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

Location (2 Responses)

- It was the city, hospital and unit where I wanted to start working as a GN and a new RN.
- It was where I did my acute senior practicum.

Great Staff (17 Responses)

- A feeling of being well-supported by my colleagues.
- A very busy unit where learning opportunities and good support are always present.
- Being a part of the mentorship program. The extra support and encouragement was welcome.
- Getting support from co-workers.
- Greatly improved staff morale and participation in inter-professional Model of Care planning for new Dube Centre.
- High staff morale.
- High support from other staff.
- I am constantly learning from my coworkers.
- It's in Paediatrics, and there's lots of support as 12 new grads were hired between the two paediatric units.
- Supportive staff.
- Supportive staff.
- The people I work with are very supportive. I also enjoy the high acuity and diversity in my area of work.
- The small staff makes the unit more personal and easy to ask for help.
- The staff is very supportive.
- The support I have from the other nurses, both junior and senior, on my ward.
- The support offered by the mentorship program combined with the staff's welcoming attitude made me feel confident.
- Working with a group of experienced nurses and physicians.

Experience (7 Responses)

- A very busy unit where learning opportunities and good support are always present.
- Enrolment in the Basic Critical Care Program.
- Greatly improved staff morale and participation in inter-professional Model of Care planning for new Dube Centre.
- I am constantly learning from my coworkers.
- It will give me the acute and surgical experience that I wanted.
- Learning opportunities.
- Lots of new learning.

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Area of Interest (5 Responses)

- It's exactly in the field or ward that I wanted to be, and it's in the mentorship program, so I feel completely supported while I work.
- It's in Paediatrics, and there's lots of support as 12 new grads were hired between the two paediatric units.
- The people I work with are very supportive. I also enjoy the high acuity and diversity in my area of work.
- Working in my first choice area: PICU.
- Working to full scope of practice in an interdisciplinary team environment.

Income (2 Responses)

- Income.
- The pay.

Mentorship program and orientation (6 Responses)

- Being a part of the mentorship program. The extra support and encouragement was welcome.
- It's exactly in the field or ward that I wanted to be, and it's in the mentorship program, so I feel completely supported while I work.
- Mentorship program was offered.
- Mentorship program.
- The Mentorship Program.
- The support offered by the mentorship program combined with the staff's welcoming attitude made me feel confident.

Other (1 Response)

- Being done school and finally getting into the work force.