



Nursing Education Program of Saskatchewan (NEPS) Exit Survey:

Graduates of the SDEO option 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

In this report, we summarize the results of the 2010-2011 Graduate Exit Survey for the Nursing Education Program of Saskatchewan (NEPS) Second Degree Entry Option (SDEO). This is the ninth exit survey that has been conducted for the NEPS program but only the fifth 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, 2007-2008, 2008-2009, 2009-2010 NEPS SDEO exit surveys.

Response Rate

The survey was conducted online by e-mail invitation sent to 45 graduates of the SDEO option of the NEPS program of whom 21 completed the survey, giving a 46.7% response rate overall. This report summarizes the results for SDEO NEPS graduates; a report summarizing results for the non-SDEO NEPS graduates is available in a separate document.

Experience Prior to and During the NEPS Program

Nearly six in ten respondents (57.1%) were between the ages of 21 and 25 when they entered NEPS. All other graduates (42.9%) were over the age of 26 years. Three quarters of graduates (76.2%) were single at the outset of the program with the remainder in a long-term relationship (married, common law or living together). Only one graduate reported caring for a dependent.

The majority of respondents (61.9%) worked in the year prior to entering the program, and 30.8% of those worked in the health care field. The remaining 38.1% spent the year prior to entering the program in school. Before starting the program, four graduates (19.0%) had previous education in the health care field. Everyone graduating in 2010-2011 entered the program after completing a baccalaureate degree. The majority (15) of graduates held Bachelor of Science degrees, but five held Bachelor of Arts degrees. One graduate had a degree in Social Work.

Over the course of the program, most (71.4%) students experienced a life changing event. The most common life event was home relocation (28.6%), followed by experiencing the illness or death of a family member or friend (23.8%), and feeling uncertainty about their career choice in nursing (23.8%).

The survey investigated several sources of income available to students while in NEPS. In terms of employment, most (66.7%) did not work as a senior assistant while in the program. Other than employment as a senior assistant, the majority (76.2%) did not work at any other jobs. Scholarships and bursaries served as a source of income for 76.2% of graduates. These typically came from the government (87.5%) and were worth, on average, \$5,719. Finally, over the course of the program, two thirds (66.7%) accumulated student loans of on average value \$32,214.

Your Job Search and Anticipated Employment

At graduation, most (90.5%) respondents had confirmed a job as a graduate nurse. Within that job, a minority (42.1%) anticipated a mentorship program and one half (50.0%) of those expected it to be less than 4 months long. When asked how ideal their new job was in terms of five specific aspects, respondents rated responsibilities the highest on average. This was followed by location, client group and work environment.

Most (85.7%) graduates planned to stay in Saskatchewan and 76.2% intended to work in an urban setting. Approximately one in ten (11.1%) either work or plan to work in Prince Albert or in Northern Saskatchewan. When selecting a location to work in, 71.4% of respondents included family or community commitments as one of the three most important factors.

Finding a job was as difficult (42.9%) or less difficult (42.9%) than respondents expected. A minority (14.3%) of respondents received a job offer from the unit where they were employed as a senior assistant, six in ten (61.9%) were offered employment in the unit where they spent their fourth year senior practicum.

The proportion of respondents expecting to get regular, full-time hours has declined slightly, reaching one quarter (23.8%) of respondents in 2011. In 2008, this value peaked at three quarters (73.0%), but has steadily declined since. In contrast, the portion expecting to receive casual, full-time hours has increased over the same period. Casual, part-time employment has also increased. For six in ten (57.1%) respondents, the hours offered in their first job suited their preference. While this represents a majority, the proportion of graduates receiving hours that do not suit their preference has steadily increased from 13.6% in 2007 to 42.9% in 2011.

Most (90.5%) graduate nurses expect to work at only one site. All expect to work in direct care and the majority (63.2%) expect to work in general hospitals with over 100 beds. Most (89.5%) expect to be employed as staff or community health nurses and will most commonly (68.4%) work in the medical/surgical area. However, respondents also reported that they expect to provide care in a number of other areas including geriatric/long-term care (31.6%), psychiatric/mental health (21.1%) and emergency (15.8%).

Demographics and Satisfaction

Most (90.5%) respondents are female and none reported aboriginal ancestry. Typically (76.2%), respondents grew up in a variety of settings throughout Saskatchewan such as Saskatoon (23.8%) or a town within Saskatchewan (23.8%). For the first time since tracking began, no one reported growing up in rural Saskatchewan.

The majority of respondents indicate that they felt the program prepared them either well (71.4%) or very well (4.8%) for nursing practice. However, nearly one quarter (23.8%) reported they did not feel well prepared. Despite this, satisfaction levels with the program were quite high with 90.5% of respondents suggesting they were satisfied with the program.

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Introduction and Methodology

Goals and Objectives

The purpose of this survey is to track the progress of students who took the SDEO option 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 SDEO program in the 2010-2011 academic year and compares them to the results of the 2006-2007, 2007-2008, 2008-2009 and 2009-2010 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 (SIAST), and Department of Health Sciences at the First Nations University of Canada contracted Insightrix Research, Inc. to conduct an exit survey with the 2010-2011 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, 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 45 graduates, 21 completed the survey, giving an overall response rate of 46.7%. Given this response rate, we can be 95% sure that the results reported are within ± 15.8 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 are used:

Graph / Table Label	Graduating Class
2007	2006-2007
2008	2007-2008
2009	2008-2009
2010	2009-2010
2011	2010-2011

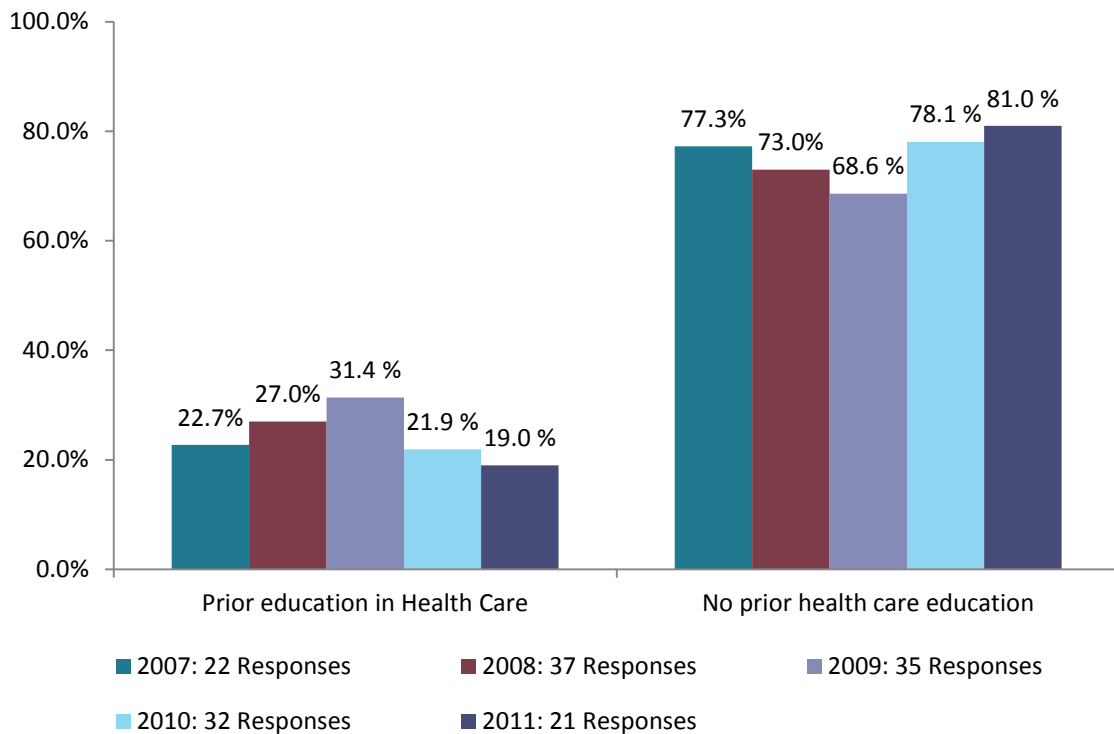
Key Findings

Prior to Starting the NEPS Program

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

Nearly two out of ten (19.0%) respondents had education in the health care field prior to starting at NEPS.

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 previously indicated having previous education in the health care field, the following list includes the specific education obtained by respondents.

Table 1 – Previous education in the health care field

	2009 n = 11	2010 n = 7	2011 n = 4
Health care/home care aide	18.2%	0.0%	25.0%
Lab tech/ EMT	18.2%	28.6%	0.0%
Volunteer Program	27.3%	14.3%	0.0%
Other	72.7%	71.4%	100.0%

Other previous health care education included:

- Bachelor of Science and Health Studies
- Exercise Therapist
- Holistic Health Practitioner
- Mental Health Therapist

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

All 21 respondents (100.0%) had baccalaureate degrees prior to starting the SDEO NEPS program. No respondents had completed a master's degree prior to starting the program.

Table 2 – Highest education achievement prior to program start

	2007	2008	2009	2010	2011
Baccalaureate	63.6%	86.5%	88.6%	84.4%	100.0%
Master's Degree	18.2%	0.0%	0.0%	3.1%	0.0%
Some University*	18.2%	13.5%	8.6%	12.5%	0.0%

* Those that had not completed a degree had at least 90 credit units of university preparation as a qualification for the program.

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

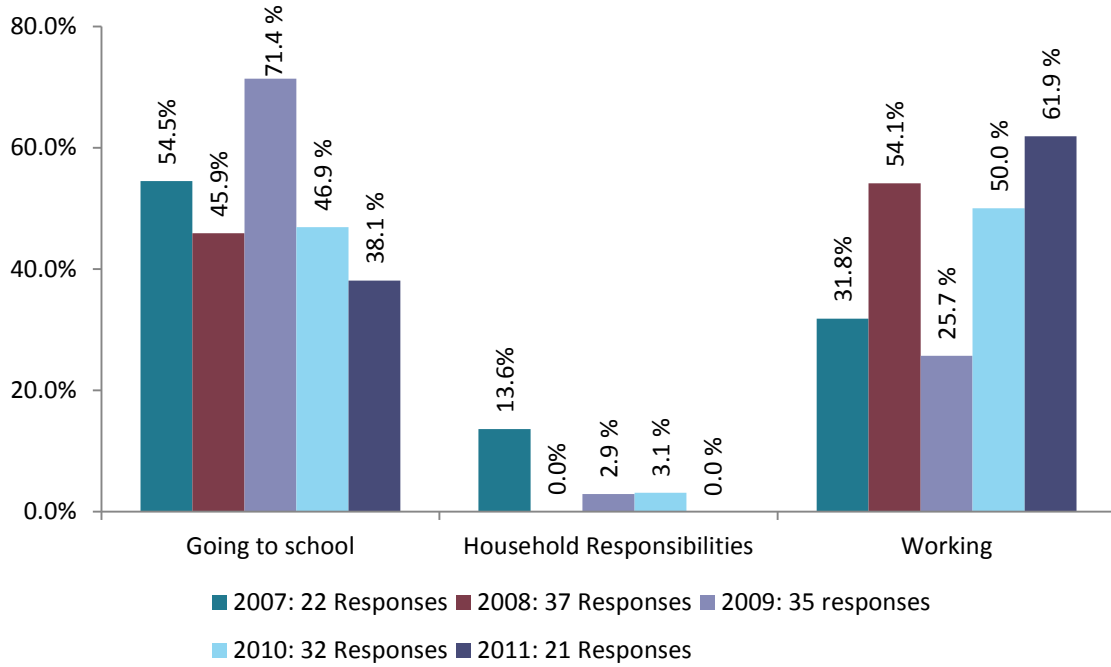
Bachelor of Science degrees were the most commonly reported (15) type of degree. This included a variety of majors including biology, kinesiology and biochemistry. Bachelor of Arts degrees were held by five graduates and one reported possessing a degree in Social Work. A complete description of the reported degrees is presented below.

- Bachelor of Science in Biochemistry (2)
- Bachelor of Science in Kinesiology (3)
- Bachelor of Science in Biology (3)
- Bachelor of Science in Microbiology
- Bachelor of Science in Physiology
- Bachelor of Science (No major specified) (2)
- Bachelor of Science in Chemistry
- Bachelor of Health Science
- Bachelor of Science and Health Studies
- Bachelor of Arts in Linguistics
- Bachelor of Arts - Honours in Classics and Archaeology with a minor in Anthropology
- Bachelor of Arts in English
- Bachelor of Arts Religious Studies major with a minor in Psychology
- Bachelor of Arts (No major specified)
- Social Work

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

The majority (61.9%) of the respondents worked the year before they entered the SDEO NEPS program. The remaining four in ten (38.1%) were in school.

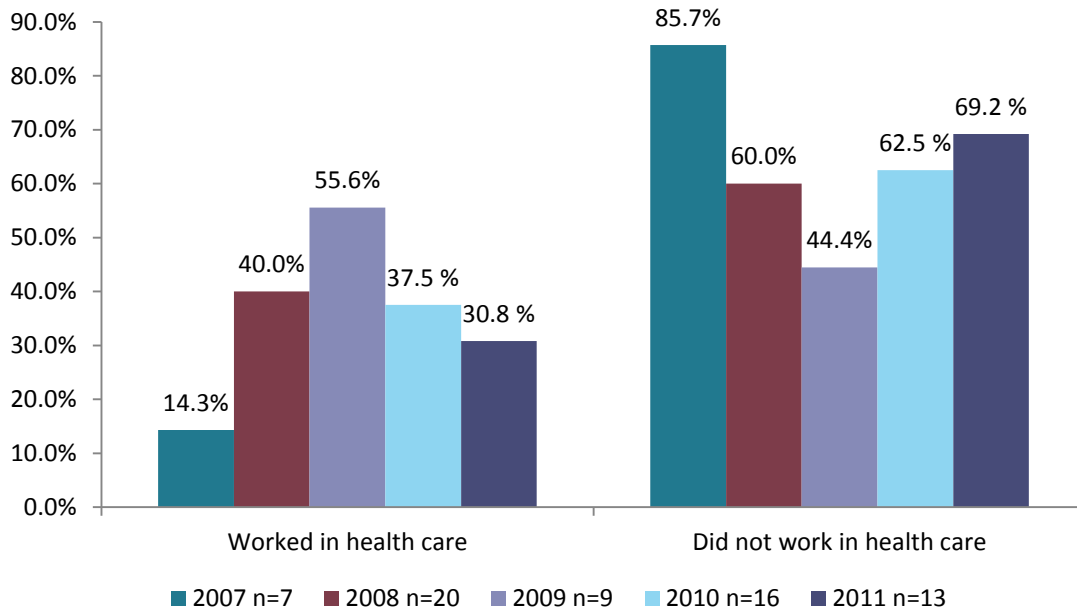
Figure 2 – Major activity before NEPS



6. Was this work in the health care field?

Of the 13 respondents who worked before starting the program, only three in ten (30.8%) were employed in the health care field, while the majority was not working in the health care field (69.2%).

Figure 3 – Work in the health care field



During the NEPS Program

7. What year did you start your NEPS program:

Three respondents began their program in 2008. The remaining 18 started in 2009.

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

Over one half (57.1%) of SDEO respondents were between 21 and 25 years of age when they began NEPS. Unlike in other years, none of the entrants were under the age of 20 years old. This likely reflects the fact that no one in this graduating class entered the program without a university degree. The average age upon entry to the program was 25.4.

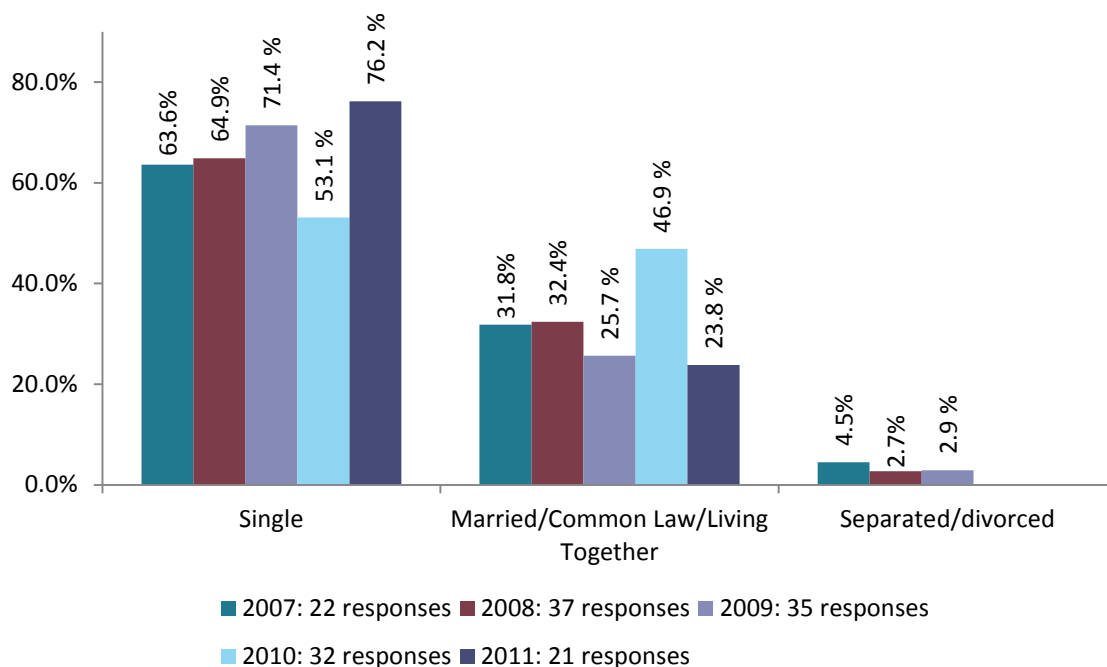
Table 3 – Age at program start

	2007 n = 22	2008 n = 37	2009 n = 35	2010 n = 32	2011 n = 21
20 or younger	4.5%	8.1%	11.4%	3.1%	0.0%
21-25	59.1%	43.2%	65.7%	59.4%	57.1%
26-30	18.2%	29.7%	11.4%	18.8%	38.1%
Over 30	18.2%	18.9%	11.4%	18.8%	4.8%

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

Approximately three quarters (76.2%) of respondents were single at the beginning of the NEPS program. This represents a slight increase compared to all other years.

Figure 4 – Marital status at program start



9a. Did you have dependents during the program?

Only one SDEO graduate had dependents during the program. This graduate had two dependents; one twelve and one seven years of age.

Table 4 – Dependents during the program

	2010		2011	
	Count	Percent	Count	Percent
Had dependents	3	9.4 %	1	4.8 %
Did not have dependents	29	90.6 %	20	95.2 %
Total	32	100.0 %	21	100.0 %

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

All respondents entered the SDEO NEPS program in Saskatoon, the only site where the SDEO option is offered.

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

During the program, seven in ten (71.4%) respondents experienced a significant life change. Home relocation was the most common (28.6%) event. However, nearly one quarter (23.8%) experienced the illness or death of a family member or friend and the same proportion (23.8%) felt major uncertainty about Nursing as their chosen profession.

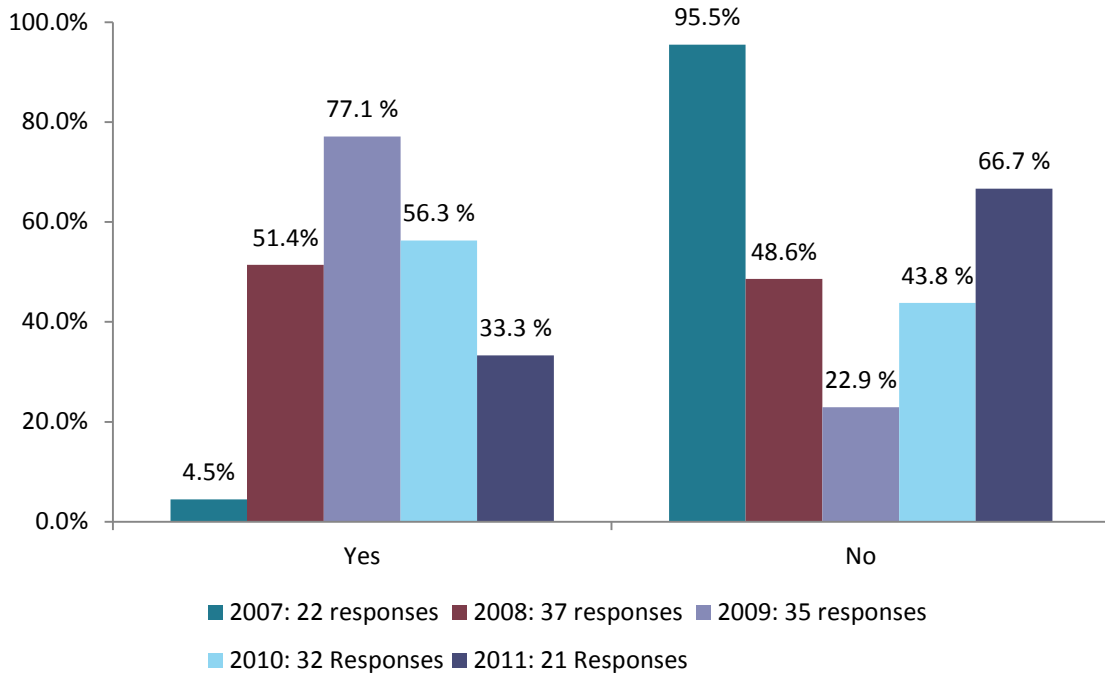
Table 5 – Life change during the NEPS program

	2007 n = 22	2008 n = 37	2009 n = 35	2010 n = 35	2011 n = 21
Home relocation	40.9%	40.5%	51.4%	43.8%	28.6%
Illness or death of family member or friend	22.7%	13.5%	28.6%	31.3%	23.8%
Major uncertainty of Nursing as your profession	13.6%	16.2%	14.3%	6.3%	23.8%
Change in marital status	0.0%	18.9%	5.7%	12.5%	14.3%
Major personal illness or disability	0.0%	2.7%	8.6%	3.1%	9.5%
Other	4.5%	5.4%	0.0%	6.3%	4.8%
Birth of child	0.0%	2.7%	2.9%	0.0%	0.0%
Care giving for dependent children or dependent adults	13.6%	5.4%	0.0%	9.4%	0.0%
None	40.9%	40.5%	37.1%	28.1%	28.6%

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

Two thirds (66.7%) of respondents did not work as a Senior Assistant during their NEPS program. This proportion has demonstrated a wide degree of change throughout the past waves of research.

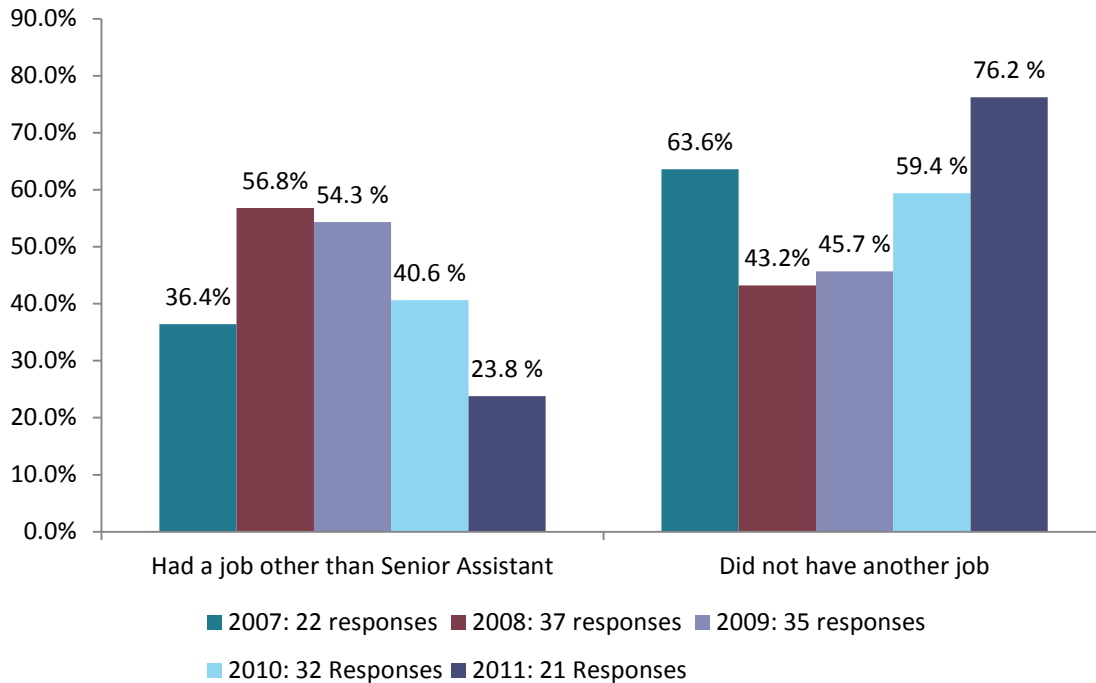
Figure 5– Worked as a Senior Assistant⁶



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

A greater proportion (76.2%) report not having a job (other than as a Senior Assistant) than have done so since tracking began in 2007.

Figure 6 - Had a job while in NEPS



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

The respondents who were employed during the NEPS program typically worked more hours per week on average than in previous years (where data was available for comparison). In the first three years of the program the average hours worked per week was between 16 and 17 hours. This decreased to 13.2 hours per week in the final year.

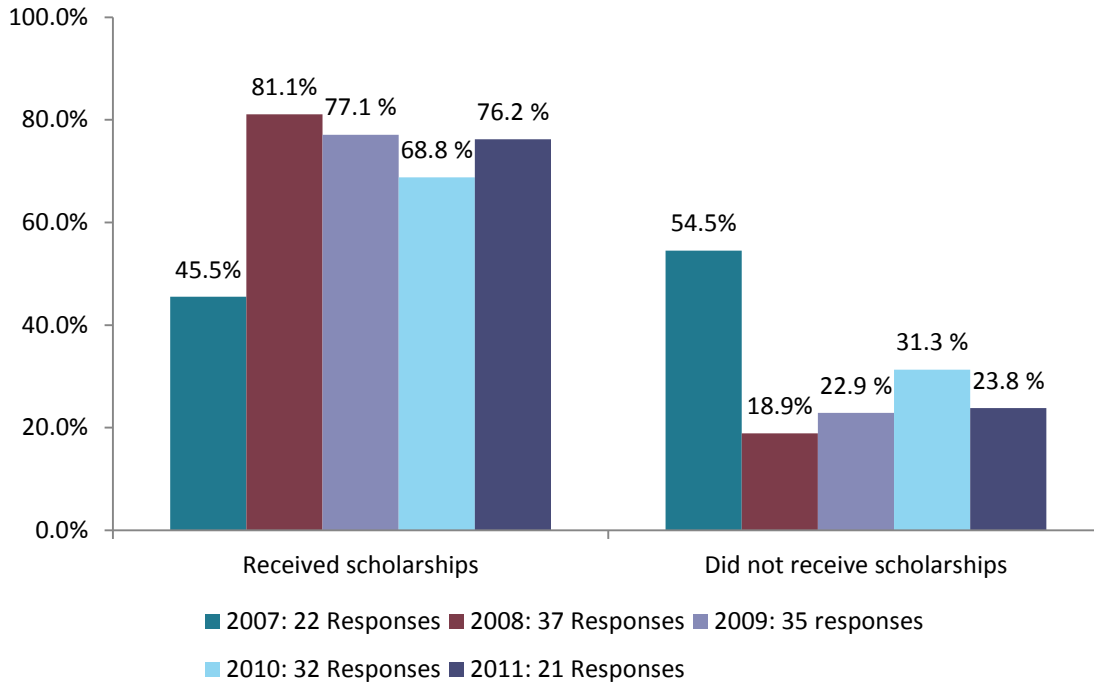
Table 6- Hours of work per week

	2007	2008	2009	2010	2011
First Year	13.8	10.2	10.4	9.4	16.0
Second Year	10.9	9.4	11.9	8.6	16.6
Third Year	n/a	n/a	n/a	9.4	16.7
Fourth Year	n/a	n/a	n/a	8.6	13.2

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

Three quarters (76.2%) of respondents received scholarships or bursaries, while the balance (23.8%) did not.

Figure 7 - Received scholarships during the program



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

Total scholarship values were most commonly (56.3%) worth between \$5,001 and \$10,000. No SDEO graduates reported values below \$2,000.

Table 7 - Scholarship or bursary value

	2007		2008		2009		2010		2011	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
\$1,000 and under	0	0.0%	2	6.7%	2	7.4%	1	4.5%	0	0.0%
\$1,001 to \$2,000	2	20.0%	3	10.0%	2	7.4%	1	4.5%	0	0.0%
\$2,001 to \$5,000	2	20.0%	6	20.0%	9	33.3%	6	27.3%	6	37.5%
\$5,001 to \$10,000	6	60.0%	19	63.3%	11	40.7%	13	59.1%	9	56.3%
More than \$10,000	0	0.0%	0	0.0%	3	11.1%	1	4.5%	1	6.3%
Total	10	100.0%	30	100.0%	27	100.0%	22	100.0%	16	100.0%
Average	\$5,100		\$5,770		\$6,407		\$5,250		\$5,719	

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

The majority (87.5%) of scholarships and bursaries awarded to respondents came from the government and the remainder came from the University (6.3%) or the Regional Health Authority (6.3%)

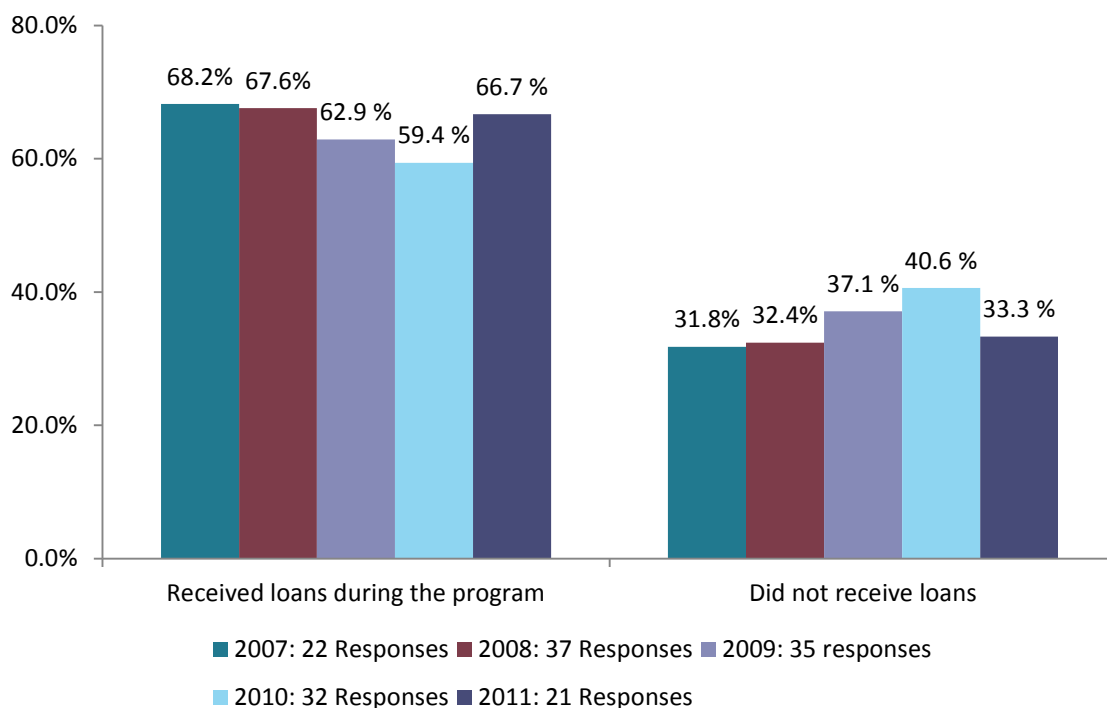
Table 8 - Sources of scholarships and bursaries

	2007		2008		2009		2010		2011	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Government	7	70.0%	23	76.7%	18	66.7%	21	95.5%	14	87.5%
University	2	20.0%	5	16.7%	5	18.5%	0	0.0%	1	6.3%
Regional Health Authority	1	10.0%	1	3.3%	0	0.0%	1	4.5%	1	6.3%
First Nation Bands/Metis Organization	0	0.0%	0	0.0%	2	7.4%	0	0.0%	0	0.0%
Other	0	0.0%	1	3.3%	2	7.4%	0	0.0%	0	0.0%
Total	10	100.0%	30	100.0%	27	100.0%	22	100.0%	16	100.0%

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

Two thirds (66.7%) of those surveyed received student loans while completing the NEPS program.

Figure 8 - 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?

In 2011, respondents most commonly (42.9%) reported loan values between \$10,001 and \$20,000. However, over one third (35.7%) accumulated over \$35,000 during their program. The average loan value increased from \$26,500 in 2010 to \$32,214 in 2011.

Table 9 - Student or educational loan value

	2007		2008		2009		2010		2011	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
\$10000 & under	0	0.0%	1	4.2%	4	18.2%	3	15.8%	0	0.0%
\$10001-\$20000	1	6.7%	7	29.2%	8	36.4%	6	31.6%	6	42.9%
\$20001-\$35000	8	53.3%	5	20.8%	4	18.2%	5	26.3%	3	21.4%
Over \$35000	6	40.0%	11	45.8%	6	27.3%	2	10.5%	5	35.7%
Total	15	100.0%	24	100.0%	22	100.0%	19	100.0%	14	100.0%
Average	\$35,200		\$32,902		\$27,323		\$26,500		\$32,214	

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

All but three respondents completed their program in April 2011. Two finished in September, 2010 and one concluded the program in December, 2010.

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

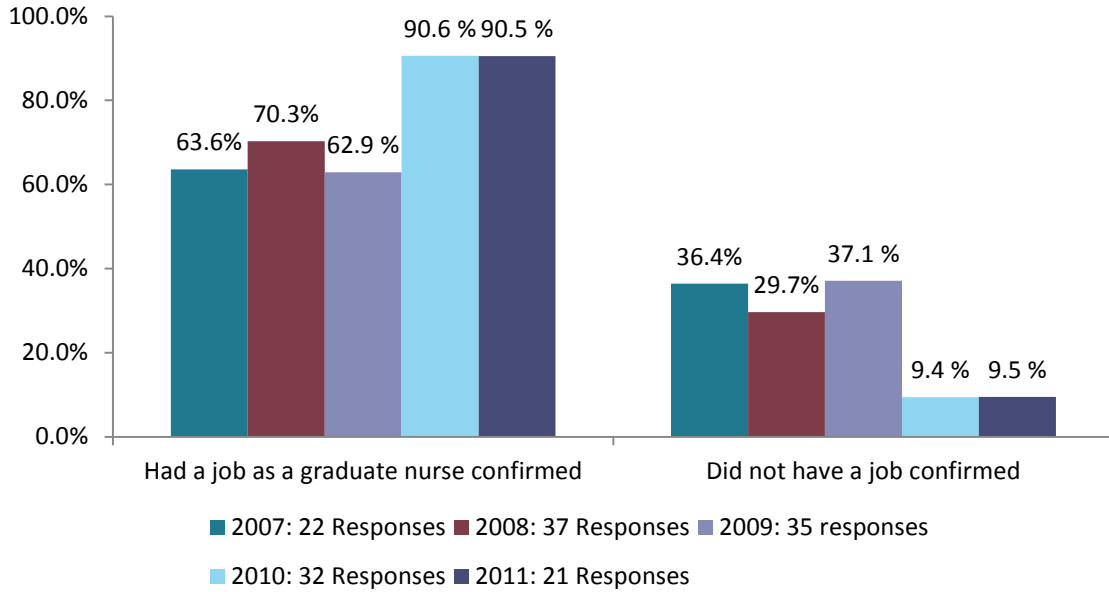
All respondents graduated from the Saskatoon location, which is the only site that offers the SDEO NEPS program.

Your Job Search and Anticipated Employment

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

Most (90.5%) graduates had confirmed a job as a graduate nurse at the time of graduation. This is consistent with results from 2010, but notably higher than results from previous years.

Figure 9 - Have a graduate job confirmed

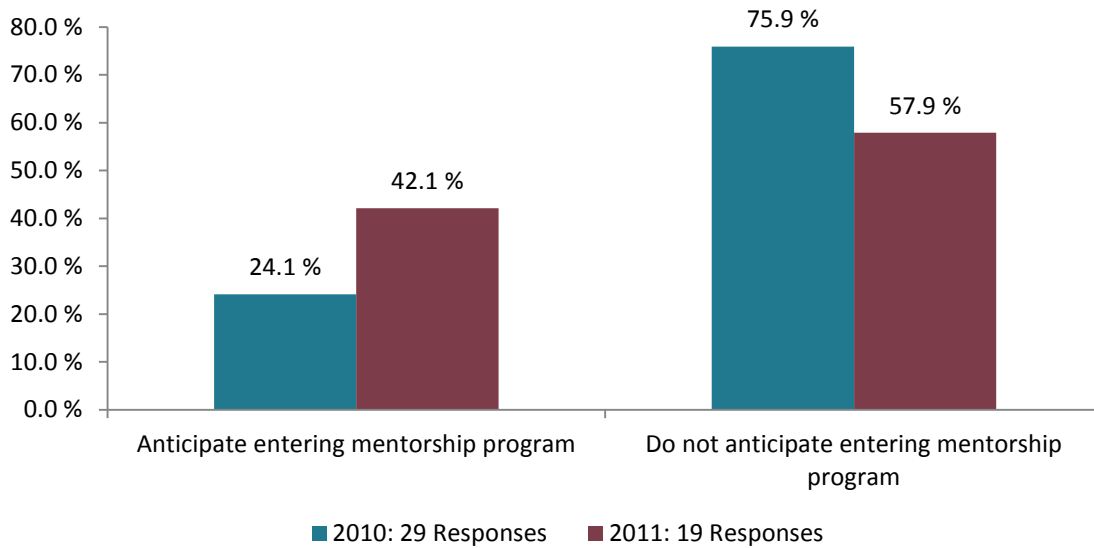


*In 2007 and 2008, respondents were asked “At this time, do you have a job as a graduate nurse confirmed”.

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

The proportion of respondents anticipating a mentorship program from their employing health region increased from one quarter (24.1%) in 2010 to four in ten (42.1%) in 2011.

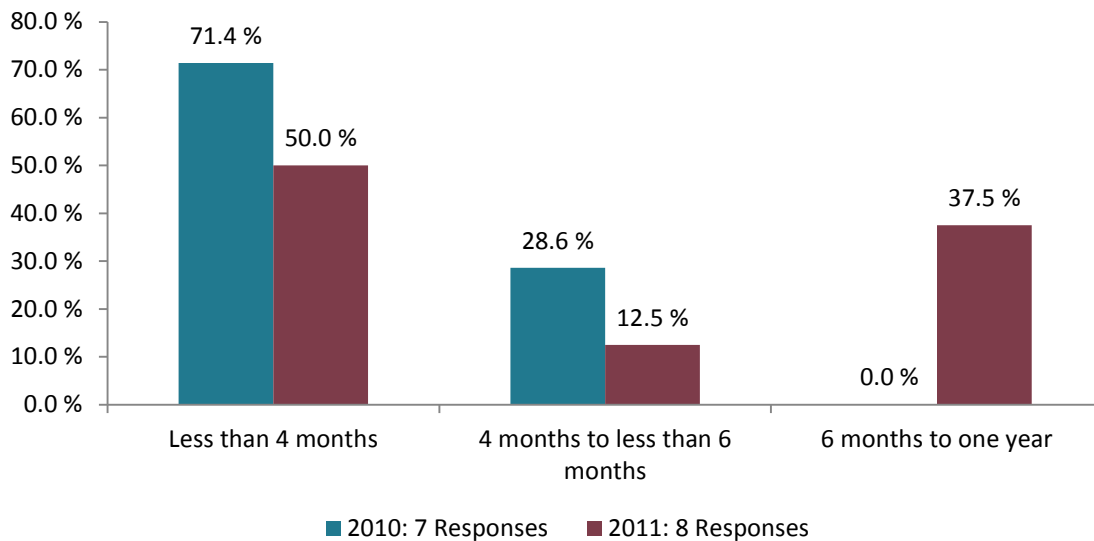
Figure 10 - Anticipating a mentorship program



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

Unlike last year when no one believed their mentorship program would exceed 6 months in length, nearly four in ten (37.5%) anticipate their mentorship will last this long.

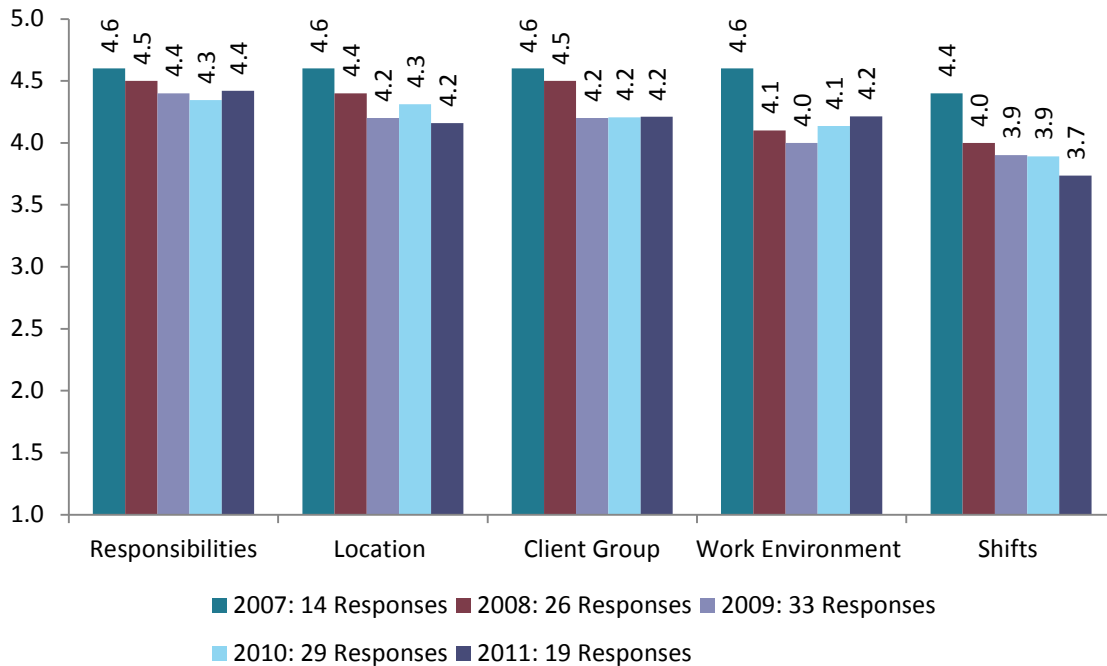
Figure 11 - Length of mentorship program



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

Respondents were asked to rate the extent to which their first job met their ideal preferences in terms of five different aspects. On average, responsibilities received the highest rating (4.4 on a five point scale). Location, client group and work environment each received the same average rating (4.2 on a five point scale). Finally, as has been the case for the previous four surveys, shifts received the lowest average rating (3.7 on a five point scale). Average ratings for shifts have steadily declined since tracking began in 2007.

Figure 12 - Average rating of ideal preferences



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

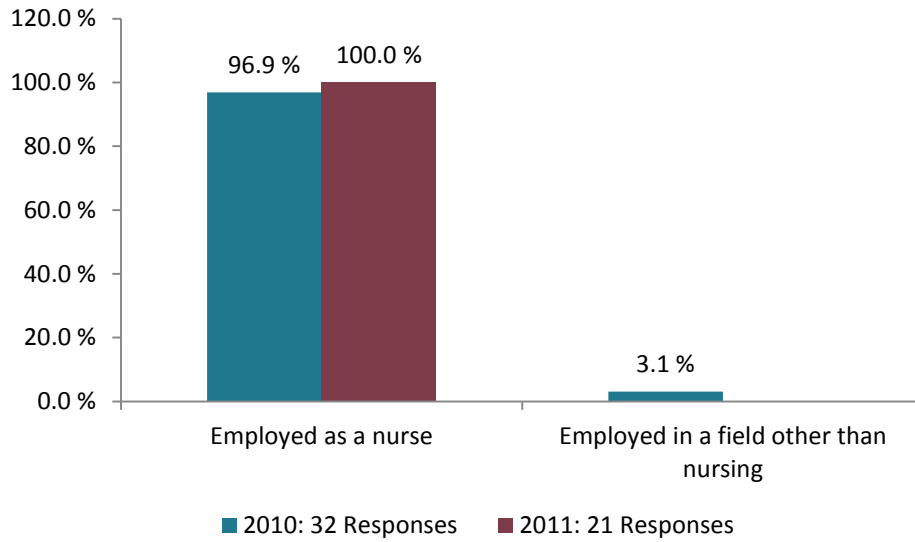
In previous years, respondents were asked to select one positive aspect about their first job from a list of options. In 2011, participants wrote in their own comments. These comments are listed below:

- Acute care experience.
- Experiences available and professional development.
- Familiar area.
- Good staff.
- I did my practicum there and so I feel familiar with it.
- I don't know yet, I haven't started.
- Ideal location, rural hospital so will have a varied client base.
- It is in one of the areas I am most interested in!
- It would have to be moral.
- Learn LOTS fast!
- Taking a critical care course in September is pretty exciting. I go hired into ICU.
- Teamwork.
- The field/patients.
- The learning opportunities that will be presented.
- The manager seems very keen on bringing in new nurses.
- The pay.
- The staff
- They have expressed excitement at having me as an employee.
- Though a busy and stressful work environment, I am able to practice a variety of nursing skills, particularly prioritization and time management.

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

All (100.0%) respondents expect to be employed as a nurse within the first six months after graduation.

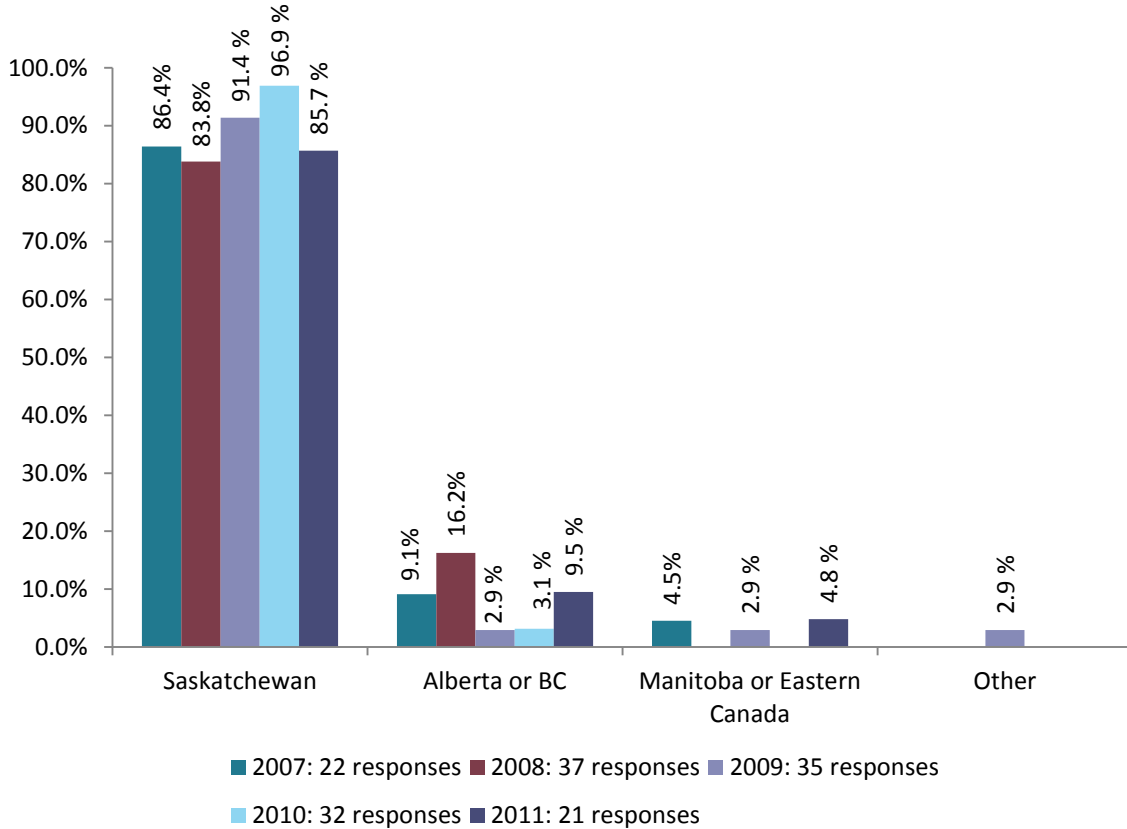
Figure 13 - Employment 6 months after graduation



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

The majority (85.7%) of SDEO graduates responding to the survey plan to work in Saskatchewan after they graduate.

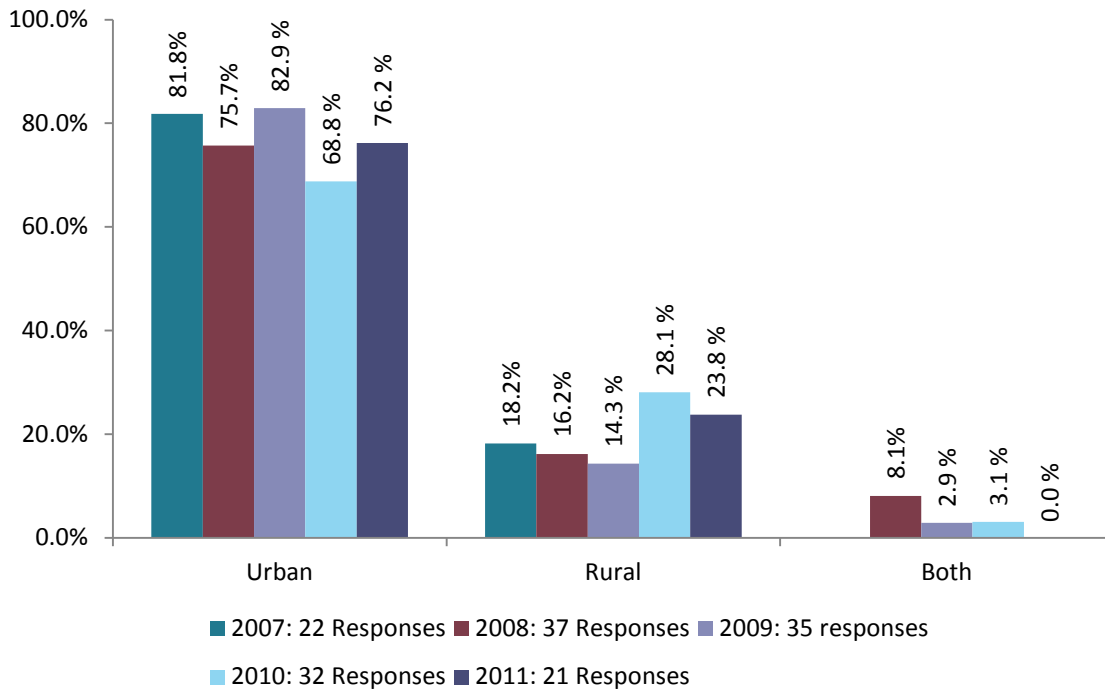
Figure 14 - Geographic location of first job



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

Three quarters (76.2%) expect to be or will be working in an urban setting, while one quarter (23.8%) will expect to be or will be working in a rural area. Unlike previous years, no one in the 2011 survey reported that they will work in both settings.

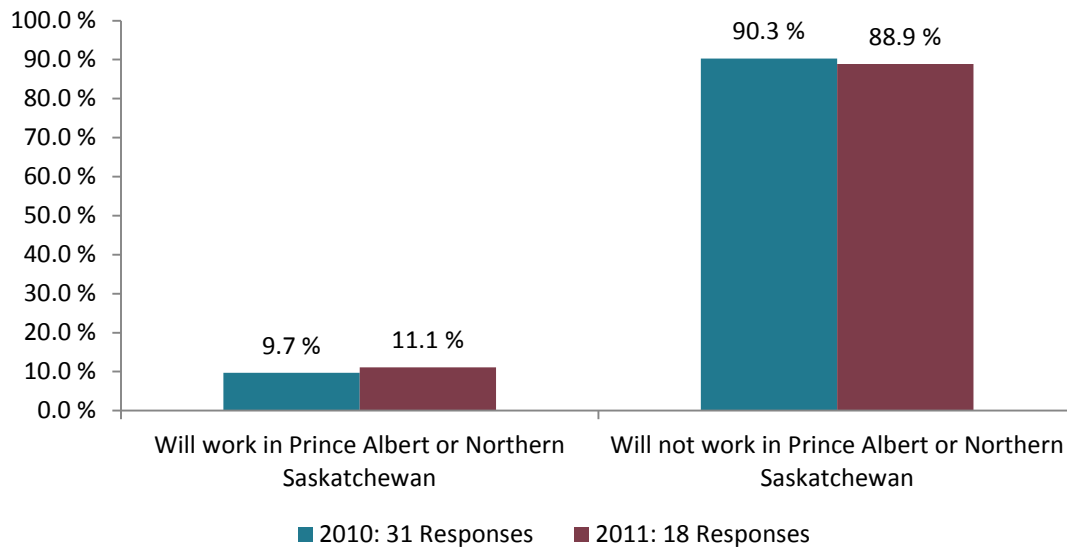
Figure 15 - Rural or urban job location



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

A minority of respondents (11.1%) indicate they plan to work in Prince Albert or Northern Saskatchewan.

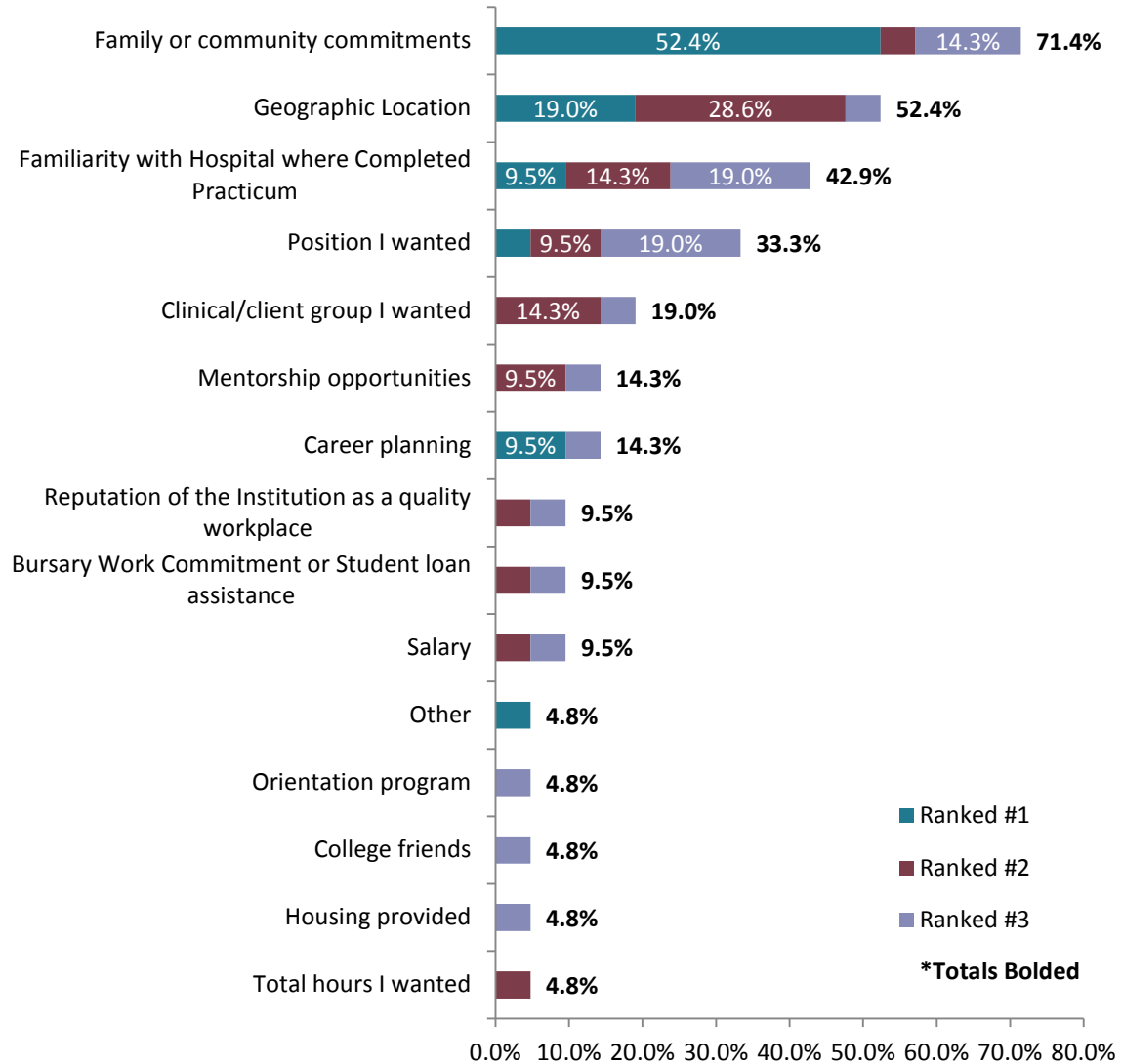
Figure 16 - Work in Prince Albert and Northern Saskatchewan



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 factor most commonly (71.4%) identified as an important issue influencing the location of participants' first job was family or community commitments. This factor also received the greatest proportion (52.4%) of first-ranked responses. The second most commonly (52.4%) chosen factor was geographic location which also captured the largest proportion (28.6%) of second-ranked selections.

Figure 17 - Factors affecting choice of work location



Base: All SDEO respondents, n = 21.

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

When searching for employment, respondents most commonly (42.9%) identified their clinical work experience as a useful tool. Word of mouth was the next most useful strategy among two in ten (19.0%).

Table 10 - Job search strategies

	2007	2008	2009	2010	2011
Clinical work experience	63.6%	51.4%	57.1%	56.3%	42.9%
Word of mouth	13.6%	16.2%	14.3%	12.5%	19.0%
Other	4.5%	2.7%	20.0%	3.1%	19.0%
Recruitment Fairs	9.1%	10.8%	5.7%	6.3%	9.5%
Internet directories	4.5%	16.2%	0.0%	21.9%	4.8%
Employers Visits	0.0%	0.0%	0.0%	0.0%	4.8%
Advertisements	4.5%	2.7%	2.9%	0.0%	0.0%

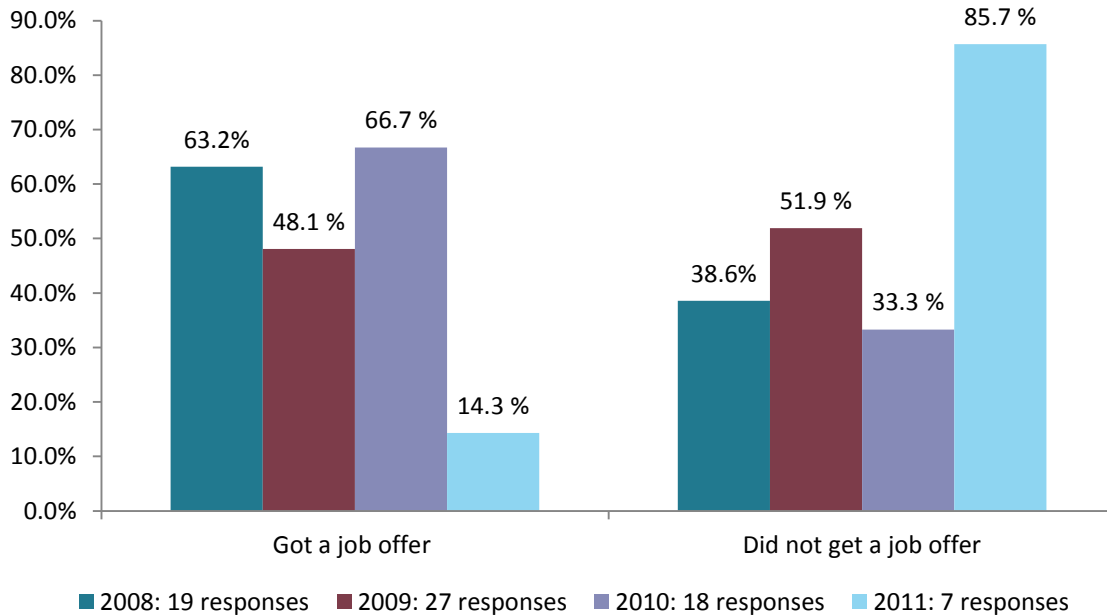
“Other” options were selected by four respondents. Respondents who answered this way were asked to elaborate, and their comments are listed below:

- Nothing, I can't find a job.
- The only hospital in the city.
- There was no strategy. I applied to the region, had my panel interview where I expressed my interest in various areas and it just so happened that my area of interest was hiring.
- Volunteer experience and strong references.

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

Among those who were employed as a Senior Assistant, most (85.7%) respondents did not get a job offer from where they were employed as a senior assistant. This marks a change from the previous year when two-thirds (66.7%) of respondents received this kind of offer. However, the sample size for this particular question was relative low (n=7).

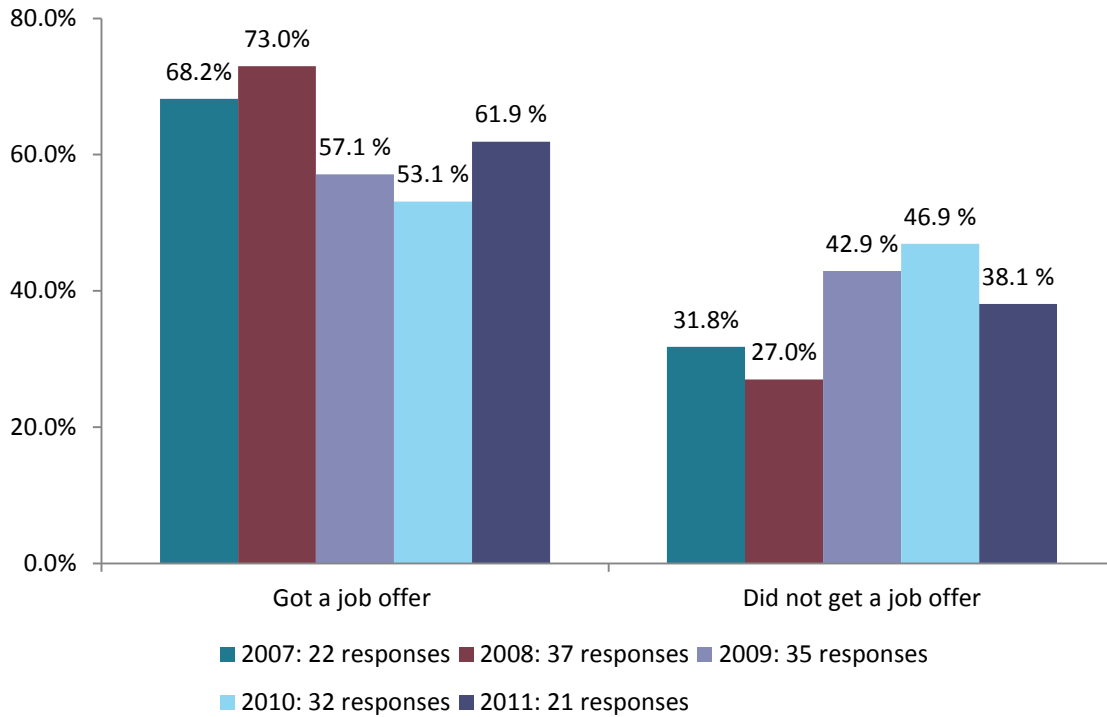
Figure 18 - Received a job offer from unit where employed as a senior assistant



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

Six in ten (61.9%) respondents were offered employment in the unit where they spent their fourth year senior practicum. These findings are consistent with results from 2010 and 2009.

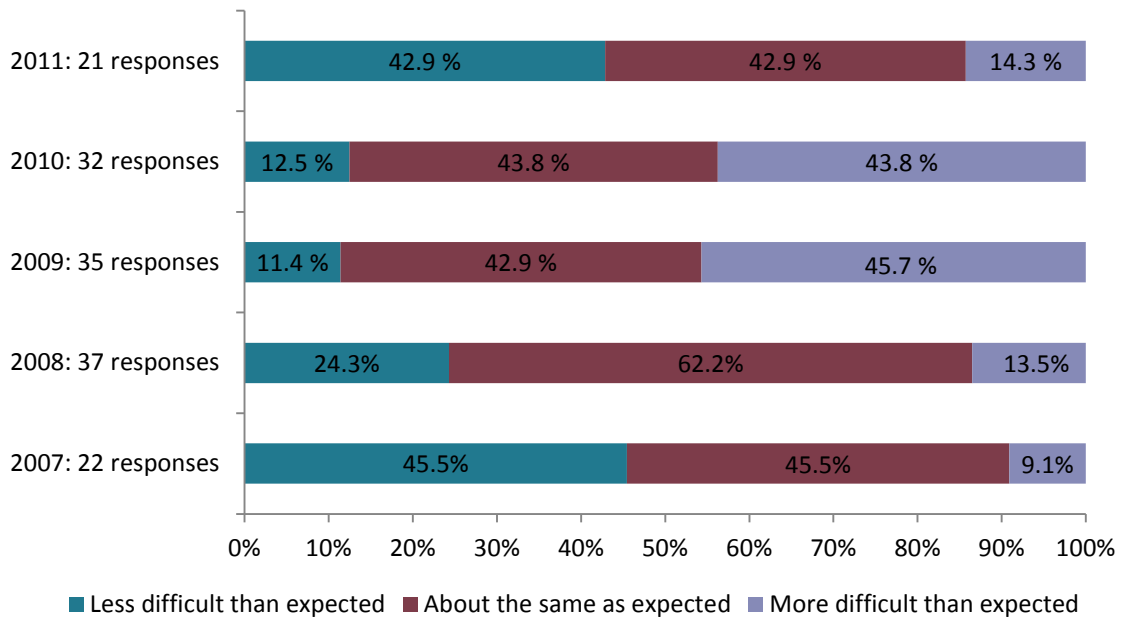
Figure 19 - Received job offer from where completed 4th year practicum



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

Overall, finding a job was about as difficult (42.9%) or less difficult (42.9%) than respondents expected. In the previous two waves of research, the proportion of respondents who felt the difficulty of their job search exceeded their expectations was much higher.

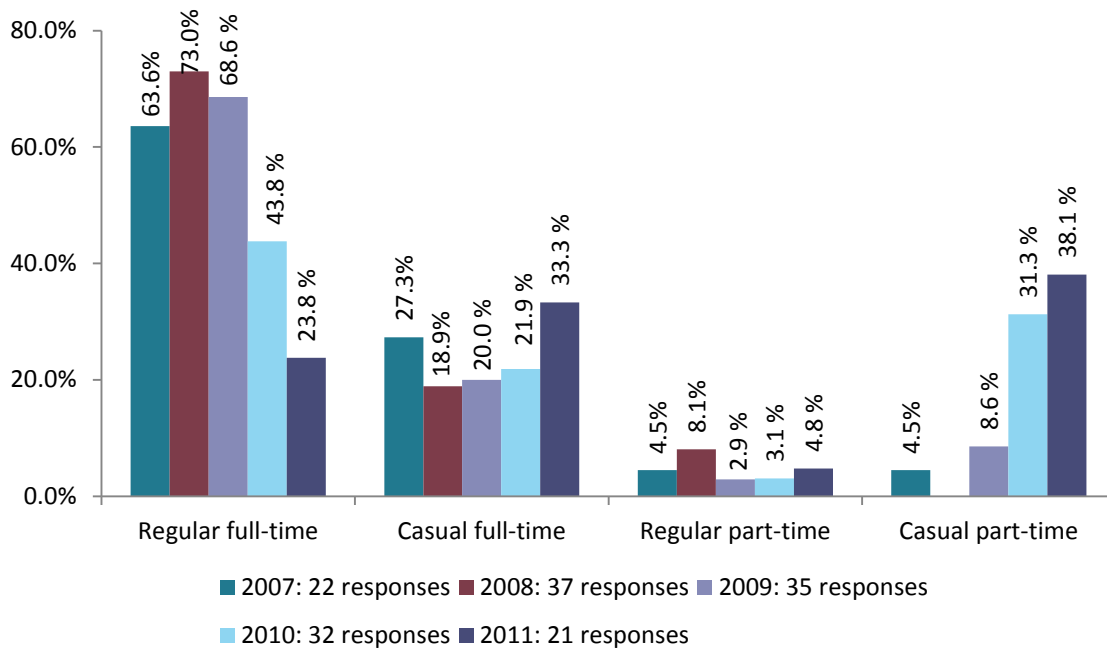
Figure 20 - Difficulty finding first job



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

Only about one quarter (23.8%) of SDEO graduates expect to be or will be working regular, full-time employment. This value has declined since it peaked at 73.0% in 2008. Over the same period, the proportion of respondents expecting or will be working casual, full-time employment has increased from two in ten (18.9%) in 2008 to one third (33.3%) in 2011 and casual, part-time employment rose from no respondents in 2009 to four in ten (38.1%) in 2011.

Figure 21 - Work hours of first job



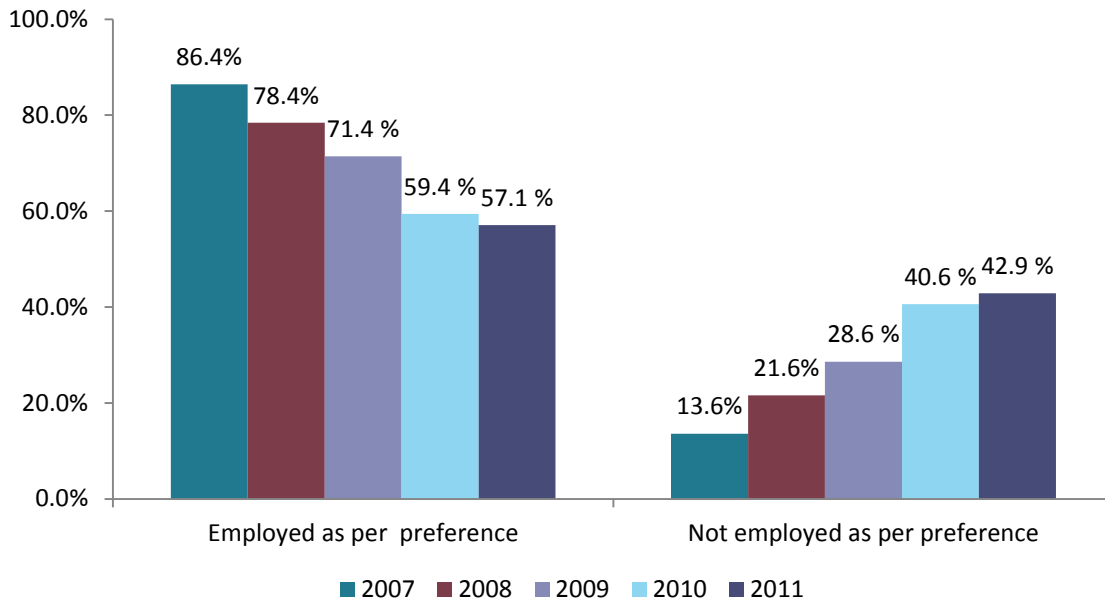
Definitions

"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?

The proportion of respondents indicating that the hours of work in their first job represents their preference has steadily declined from nearly nine in ten (86.4%) when tracking began in 2007 to just under six in ten (57.1%) in 2011.

Figure 22 - Employment preference



Overall, all SDEO graduates who are employed on a regular full-time basis are employed as per their preference. This proportion decreases among all the employment arrangements.

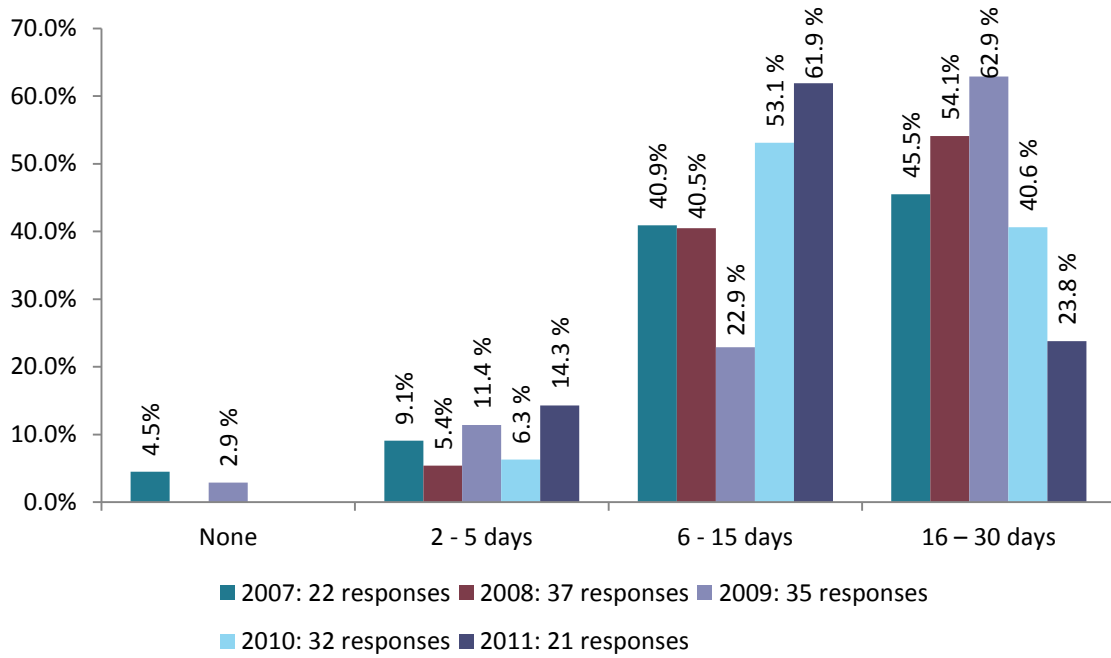
*Caution – Very small sample sizes

	Regular full-time	Casual full-time	Regular part-time	Casual part-time
Employed as per preference	100.0%	71.4%	0.0%	25.0%

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

The majority (61.9%) of respondents in expect their orientation to last 6-15 days. The proportion expecting a longer orientation period (16-30 days) decreased to 23.8% in 2011 from four in ten (40.6%) in 2010 and six in ten (62.9%) in 2009.

Figure 23 - Length of Orientation



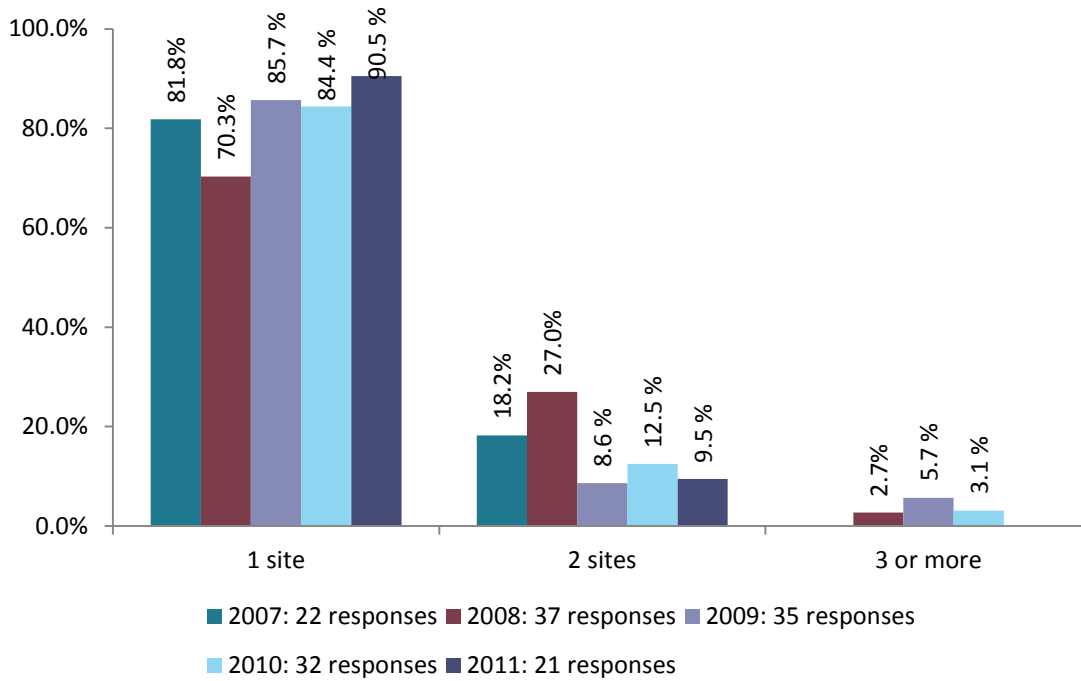
44. How many sites will you/do you expect to work at for your first job as a graduate nurse?

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

As with previous years, most (90.5%) respondents expect to work at a single site.

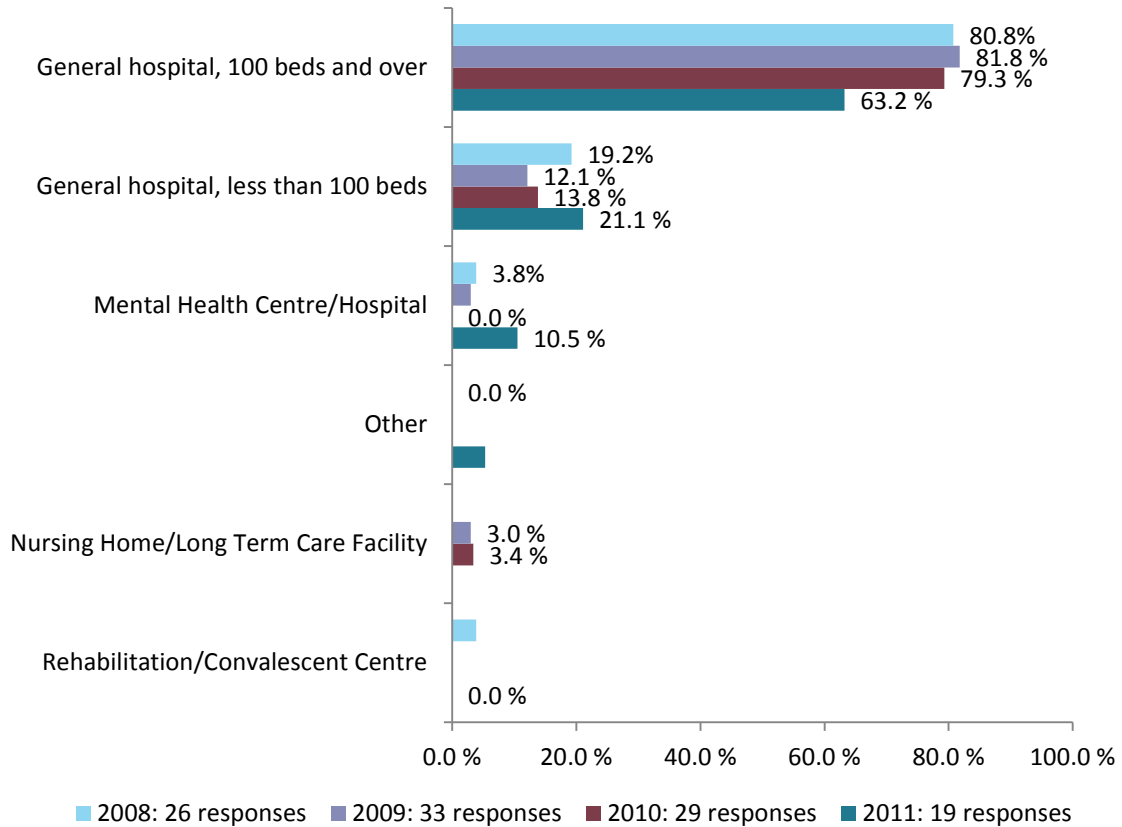
Figure 24 - Number of sites



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

Most commonly (63.2%), respondents expect or will be working at a general hospital with 100 beds or more. Another 21.1% will work in general hospitals with less than 100 beds and 10.5% will work at a mental health centre/hospital.

Figure 25 - Type of organization



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

One respondent indicated the employer at their primary site will be a First Nations or FNIH employer.

46. What is your position?

Most (89.5%) respondents will work as staff nurses or community health nurses. The remaining 10.5% will be employed in positions described as other.

47. What is your main area of responsibility?

All 19 respondents will work in direct care as their main area of responsibility.

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

Respondents will most commonly (68.4%) provide care in the medical/surgical area. However, nearly one-third (31.6%) will work in geriatric or long term care and another 21.1% will work in psychiatric or mental health.

Table 11 - Area of nursing care

	2011			Overall	Total
	First site	Second Site	Third site		
Medical/Surgical	12	1	0	13	61.9%
Geriatric/Long term care	5	1	0	6	28.6%
Psychiatric/Mental Health	4	0	0	4	19.0%
Emergency care	3	0	0	3	14.3%
Critical Care	2	0	0	2	9.5%
Pediatric	1	0	0	1	4.8%
Oncology	1	0	0	1	4.8%
Several clinical areas	1	0	0	1	4.8%

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

On average, respondents will work 33 hours per week at all of their sites. This is a decline from the results in previous years.

Table 12 - Average hours per week

	2008	2009	2010	2011
Mean	40	38	36	33
Median	40	36	36	36

48a. Will you work in a forensic setting?

As was the case in 2010, nearly all (94.7%) of those surveyed will not work in a forensic setting. Only one respondent (5.3% or one respondent) will be working in a forensic setting.

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

Over one half (52.4%) of respondents estimated their total annual earnings as between \$50,000 and \$70,000. With the exception of the 4.8% who were unsure. The remaining respondents believe they will make less than \$50,000 per year.

Table 13 - Expected average annual income

	2007	2008	2009	2010	2011
Less than \$30,000	5.4%	0.0%	5.8%	9.4%	14.3%
\$30,000 to \$40,000	8.1%	9.1%	5.7%	9.4%	9.6%
\$40,000 to \$50,000	16.2%	36.3%	22.9%	3.1%	19.1%
\$50,000 to \$60,000	35.1%	18.2%	34.3%	37.5%	14.3%
\$60,000 to \$70,000	18.9%	22.7%	22.9%	18.8%	38.1%
\$70,000 or more	2.7%	0.0%	2.9%	6.2%	0.0%
Don't know	13.5%	13.6%	5.7%	15.6%	4.8%

General Questions

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

The majority (90.5%) of respondents plan to register with the SRNA and the remaining 19.0% plan to register with other nursing licensures.

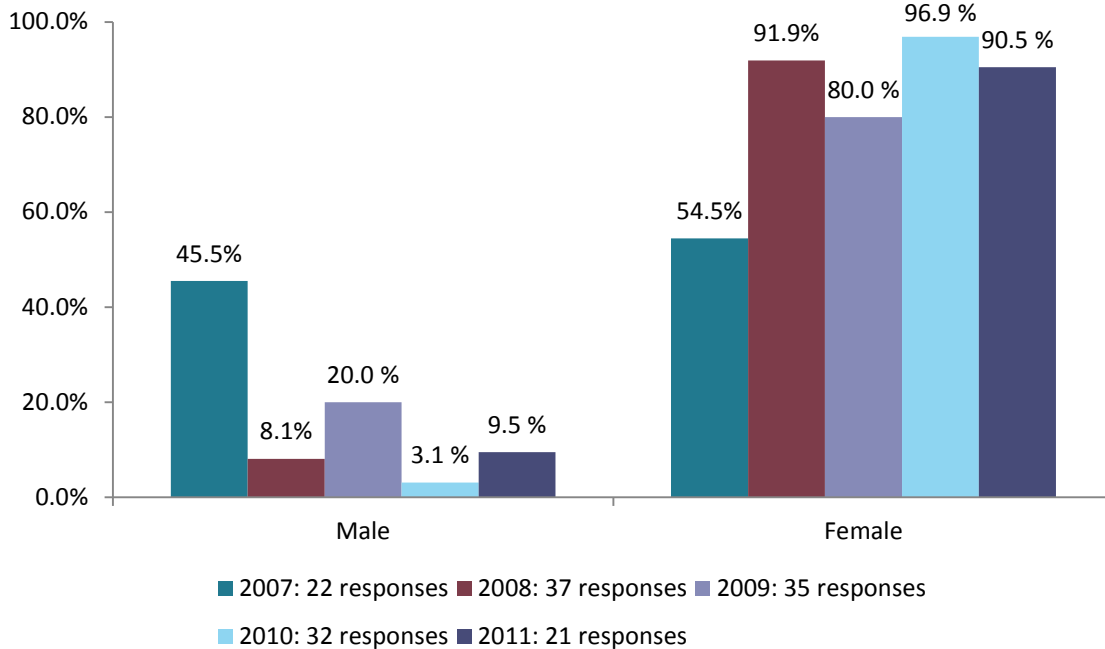
Table 14 - Nursing associations

	2007 n = 22		2008 n = 37		2009 n = 35		2010 n = 32		2011 n = 21	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
SRNA	21	95.5%	31	83.8%	33	94.3%	30	93.8%	19	90.5%
SRNA & RPNAS	1	4.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other nursing licensure	3	13.6%	8	21.6%	3	8.6%	1	3.1%	4	19.0%
None	0	0.0%	2	5.4%	0	0.0%	1	3.1%	0	0.0%

51. What is your gender?

A total of 90.5% of respondents are female while the balance (9.5%) is male.

Figure 26 - Gender



52. Where did you grow up?

None of the respondents indicate growing up in rural Saskatchewan. The most common locations SDEO graduates grew up in include Saskatoon (23.8%), a town in Saskatchewan (23.8%), and outside Saskatchewan (23.8%). The rest grew up in Regina (9.5%) or other cities in Saskatchewan (19.0%).

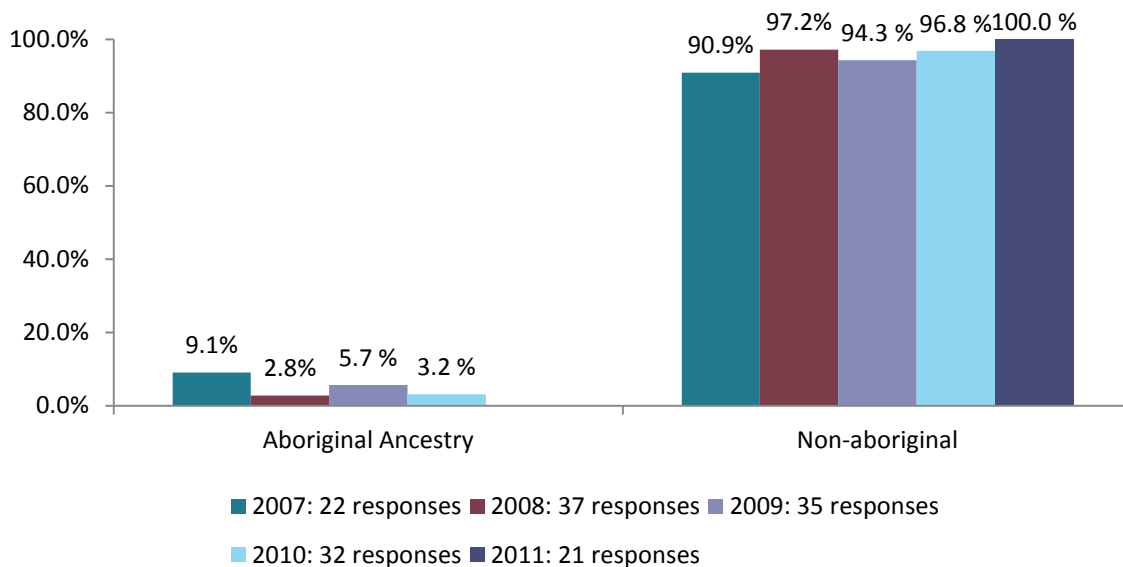
Table 15 – Location

	2007	2008	2009	2010	2011
Saskatoon	18.2%	16.2%	22.9%	28.1%	23.8%
Town in Saskatchewan	18.2%	24.3%	8.6%	21.9%	23.8%
Outside Saskatchewan	27.3%	18.9%	37.1%	18.8%	23.8%
Rural Saskatchewan	13.6%	24.3%	17.1%	12.5%	0.0%
Other city in Saskatchewan	9.1%	13.5%	8.6%	12.5%	19.0%
Regina	13.6%	2.7%	5.7%	6.3%	9.5%

53. Are you of Aboriginal ancestry?

None of the survey participants reported being of aboriginal ancestry.

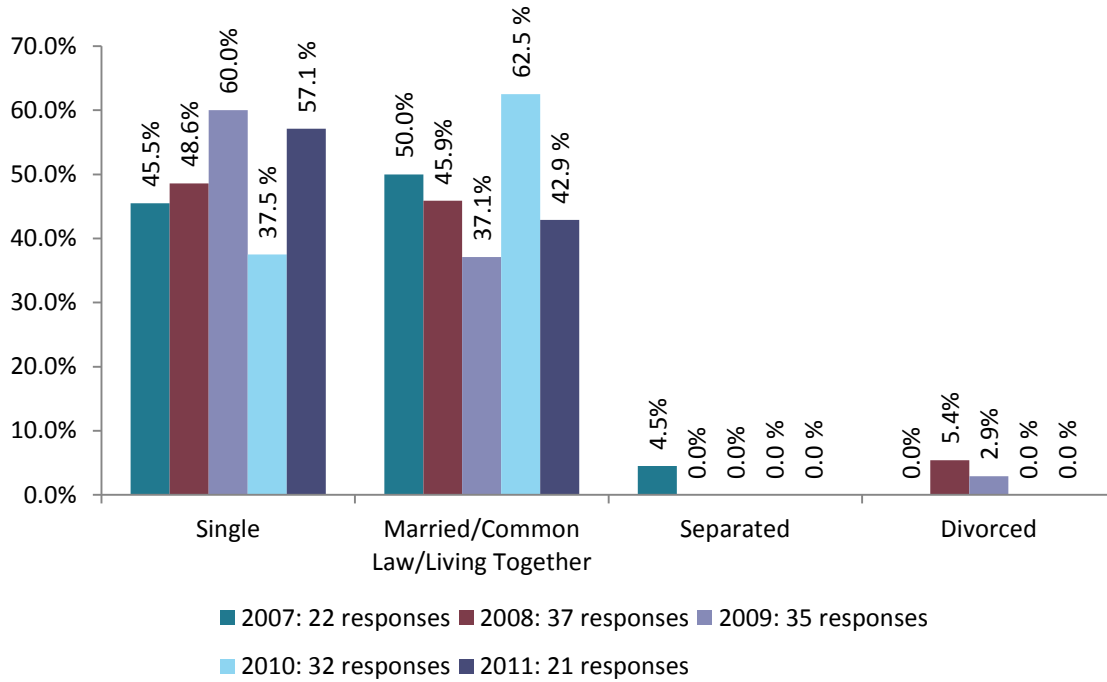
Figure 27 - Aboriginal ancestry



55. What is your current marital status?

At the time of the survey, the majority (57.1%) of respondents were single. The rest (42.9%) were married, common law or living with their partner.

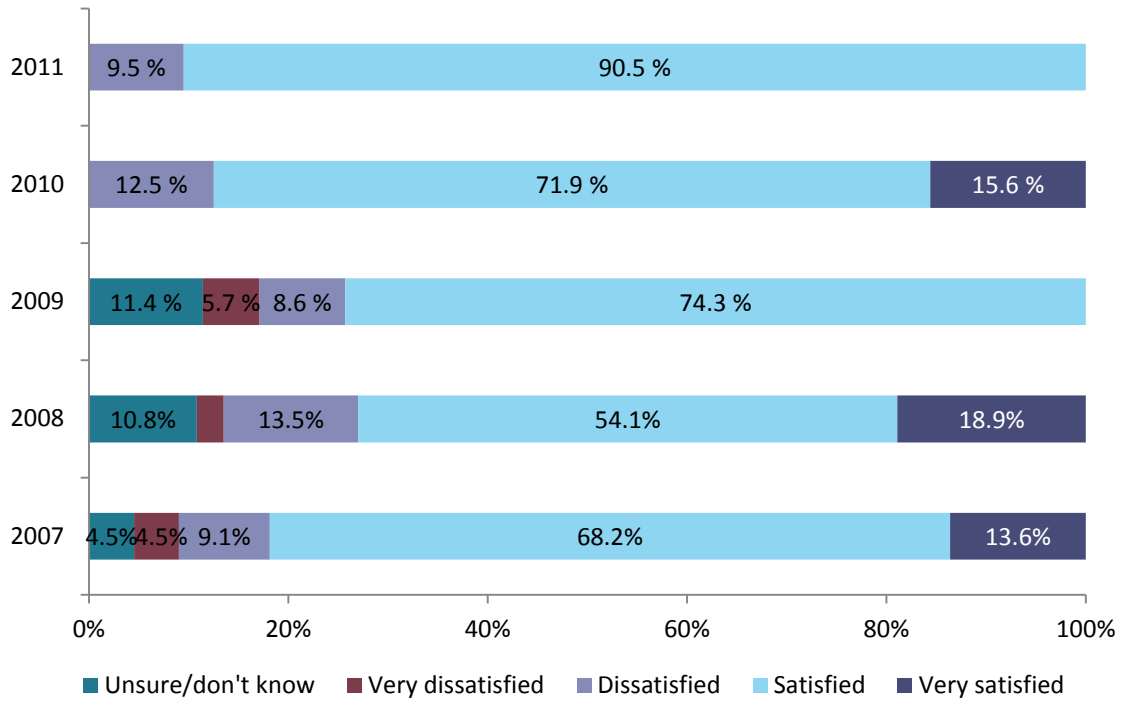
Figure 28 - Current marital status



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

Most (90.5%) respondents reported satisfaction with the NEPS program. Only about one in ten (9.5%) expressed dissatisfaction.

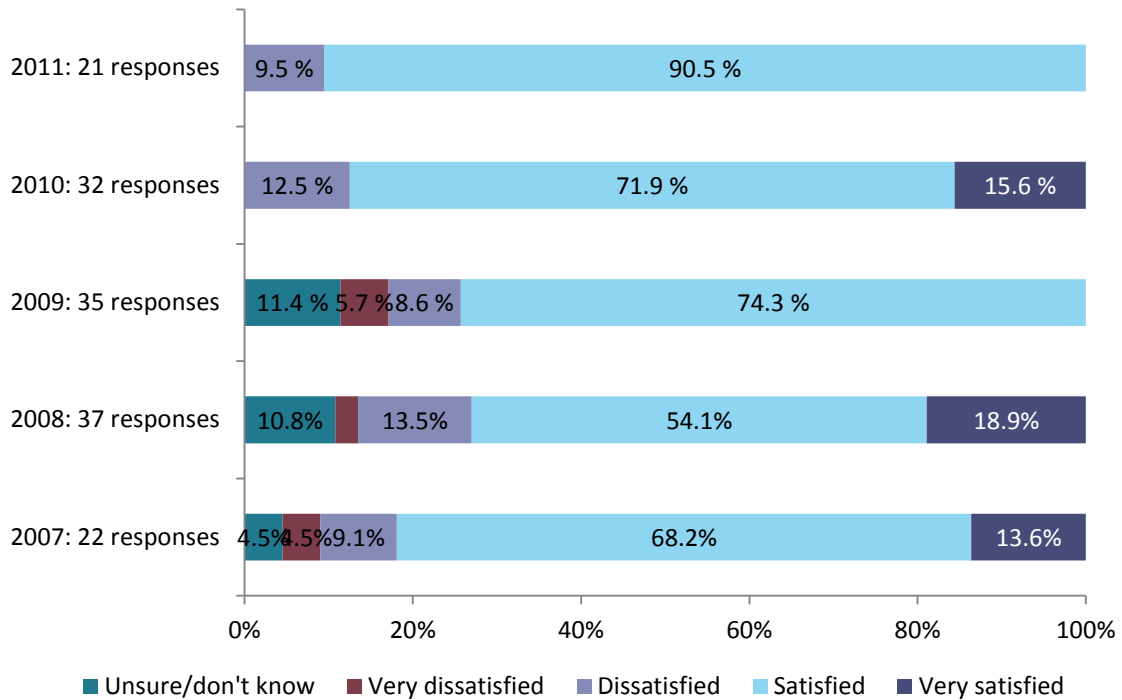
Figure 29 - Satisfaction with NEPS



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

Overall, respondents felt the program prepared them either well (71.4%) or very well (4.8%) for nursing practice. However, nearly one quarter (23.8%) felt they were not well prepared following the NEPS program. These findings are consistent with results from previous waves of research.

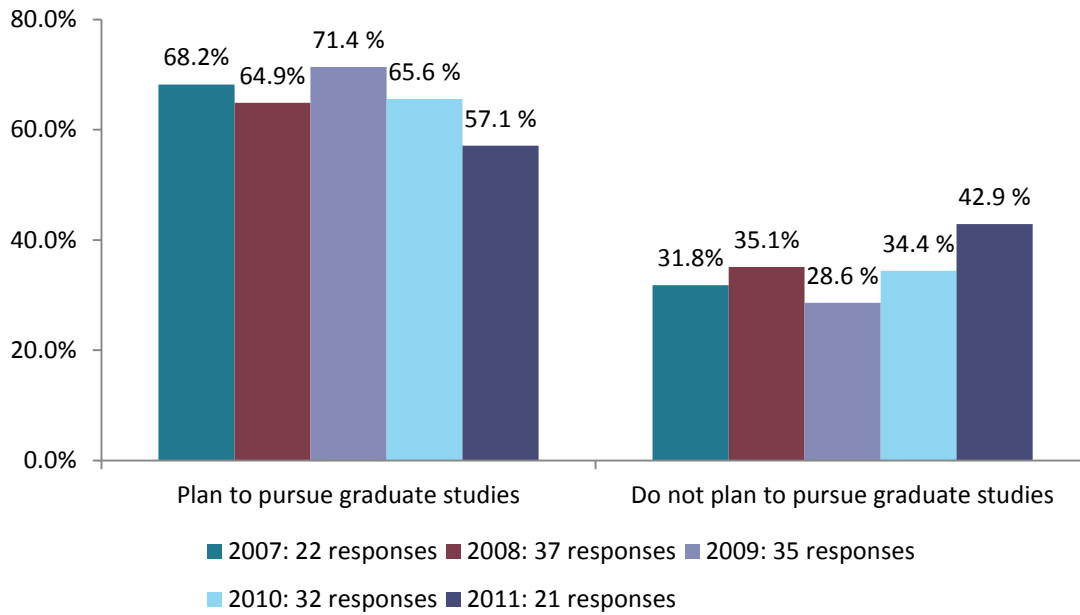
Figure 30 - How well NEPS prepared for nursing practice



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

Over one half (57.1%) of respondents plan to pursue graduate studies.

Figure 31 - 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. In total 6 respondents provided additional comments. Their responses to this question are included in Appendix A.

Appendix A

1a. What was your field of study?

• Kinesiology (3)
• Animal Biology
• Bachelor of Arts in English
• Bachelor of Arts, Religious Studies major and Psychology minor
• Bachelor of Science
• Bachelor of Science and Health Studies
• Biochemistry
• Biology
• Chemistry
• Classics and Archaeology
• Health Sciences
• Linguistics
• Nursing
• Nursing
• Physiology
• Psychology
• RN
• Social Work
• Whatever they had in the program.
• Kinesiology (3)
• Animal Biology

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

Other

• Bachelor of Science and Health Studies.
• Exercise Therapist.
• Holistic Health Practitioner, Grant McEwan, Edmonton.
• Mental Health Therapist.

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 (3)
• Bachelor of Science in Biology (3)
• Bachelor of Science in Biochemistry (2)
• Bachelor of Science (No major specified) (2)
• Bachelor of Science in Microbiology
• Bachelor of Science in Physiology
• Bachelor of Science in Chemistry
• Bachelor of Health Science
• Bachelor of Science and Health Studies

• Bachelor of Arts in Linguistics
• Bachelor of Arts - Honours in Classics and Archaeology with a minor in Anthropology
• Bachelor of Arts in English
• Bachelor of Arts Religious Studies major with a minor in Psychology
• Bachelor of Arts (No major specified)
• Social Work

6. Was this work in the health care field?

Yes (please specify)

• Medical Device Sales
• Mental Health Therapist
• Pharmacy Tech, Gordon Road Pharmacy
• Stem cell research

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

Other

• The end of a four year relationship with my boyfriend.
--

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

• Acute care experience.
• Experiences available and professional development.
• Familiar area.
• Good staff.
• I did my practicum there and so I feel familiar with it.
• I don't know yet, I haven't started.
• Ideal location, rural hospital so will have a varied client base.
• It is in one of the areas I am most interested in!
• It would have to be moral.
• Learn LOTS fast!
• Taking a critical care course in September is pretty exciting. I go hired into ICU.
• Teamwork.
• The field/patients.
• The learning opportunities that will be presented.
• The manager seems very keen on bringing in new nurses.
• The pay.
• The staff.
• They have expressed excitement at having me as an employee.
• Though a busy and stressful work environment, I am able to practice a variety of nursing skills, particularly prioritization and time management.

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

- | |
|---|
| <ul style="list-style-type: none">• Only thing that was offered through panel interview |
|---|

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

Other

- | |
|--|
| <ul style="list-style-type: none">• Nothing, I can't find a job. |
| <ul style="list-style-type: none">• The only hospital in the city. |
| <ul style="list-style-type: none">• There was no strategy. I applied to the region, had my panel interview where I expressed my interest in various areas and it just so happened that my area of interest was hiring. |
| <ul style="list-style-type: none">• Volunteer experience and strong references. |

46. What is your position?

a. Other

- | |
|---|
| <ul style="list-style-type: none">• Graduate Nurse. |
|---|

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

aa. Other

- | |
|---|
| <ul style="list-style-type: none">• Gynaecological Surgeries |
| <ul style="list-style-type: none">• It is a small hospital that deals with everything and anything. |
| <ul style="list-style-type: none">• NICU |

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

Other

- | |
|---|
| <ul style="list-style-type: none">• CRNBC (2) |
| <ul style="list-style-type: none">• RNAO |
| <ul style="list-style-type: none">• SUN |

52. Where did you grow up?

Other

- | |
|----------------------------|
| Goderich, Ontario |
| Kamloops, British Columbia |
| Kelowna, BC |
| Stratford Ontario |
| Vancouver |