



Saskatchewan Collaborative
Bachelor of Science in Nursing
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University
of Regina

**Saskatchewan Collaborative Bachelor of
Science in Nursing (SCBScN)
Exit Survey:**

Graduates of the SCBScN Program in the
2015-2016 Academic Year

Prepared for
The University of Regina and Saskatchewan Polytechnic

Final Report
Class of 2015-16

Acknowledgments

We wish to acknowledge the support and direction from the Deans of the Saskatchewan Collaborative Bachelor of Science in Nursing (SCBScN) program:

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The final report prepared by Insightrix, *Saskatchewan Collaborative Bachelor of Science in Nursing (SCBScN) Exit Survey* is available from the Faculty of Nursing, University of Regina, and the School of Nursing, Saskatchewan Polytechnic. These reports are available on the SCBScN website at www.sasknursingdegree.ca

Executive Summary

This report summarizes the results of the 2015-2016 Graduate Exit Survey for the Saskatchewan Collaborative Bachelor of Science in Nursing (SCBScN) graduates. In this report, we examine anticipated employment and graduate expectations at program completion.

Response Rate

The survey was conducted online by an e-mail invitation sent to graduates of the class of 2015-2016. Of the 153 graduates, 84 completed the survey, giving an overall response rate of 54.9%.

Experience Prior to and During the SCBScN Program

More than three quarters (77.4%) of the 2015/16 graduates started the program in 2012, with 58.3% starting in Regina and the other 41.7% in Saskatoon. The regional distribution is similar to the class of 2014/15.

About a third (34.9%) of graduates had a high school diploma and another third (33.7%) went to some university classes prior to joining the program. Overall, graduates of 2015/16 batch had a higher level of prior educational achievement compared to the 2014/15 batch – 26.5% already had a degree, diploma, or certificate from SIAST or a university (compared to 15.5% of the 2014/15 batch). Graduates held a variety of bachelor's degrees, diplomas, and certificates prior to starting the program – mostly non healthcare related.

In the year prior to attending the program, respondents were either going to school (50%) or working (48.8%- up significantly from 32.5% 2014/15 graduates who reported working prior to starting the program). Among those graduates who were working, 20 out of 41 said they were working in the health care field.

More than 8 in 10 graduates (83.3%) said they were employed during the program—consistent to what the graduates of the previous batch had indicated. The average number of hours the graduates worked during year 1, 2 and 3 was 16 hours per week. However, number of hours worked per week went down in year 4 of the program (12.6 hours for 2015/16 graduates, 9.9 hours for 2014/15 batch graduates).

Similar to the 2014/15 batch, over half of the graduates (52.4%) received a scholarship or bursary. However, significantly higher number of 2015/16 batch graduates got smaller scholarships in terms of dollar value (\$1000 and under – 25.6% in 2015/16 vs. 8.9% in

2014/15) resulting in lower average support amount (6,664.10 for the 2015/16 batch graduates vs. \$7,328.90 the batch prior).

Although government is still the main source of scholarships and bursaries (45.5%), support from the government is significantly down compared to 2014/15 (58.3%). More and more graduates are getting support from the University (29.5%) and the Regional Health Authority (11.4%).

About 6 in 10 graduates took a loan. With the average scholarship value going down, graduates reported an average loan amount totaling to \$36,263.27 by the end of the program, compared to \$30,771 the batch prior.

About half of the graduates (52.4%) completed the SCBScN program in August 2015 and the other half completed it in December 2015(47.6%). Similar to the 2014/15 batch, more graduates graduated from the Regina site (61.9%) than the Saskatoon site (38.1%).

Job Search and Anticipated Employment

At graduation, almost 9 out of 10 (89.3%) said they had confirmed employment as a graduate nurse – higher than those who reported confirmed employment for the 2014/15 batch (72.6%). Those who anticipate a formal mentorship program (17.8%) typically believe it will last less than four months. All but one graduate expect to be employed as a nurse within six months of graduation.

When asked to rate how ideal the new job is in terms of five specific aspects on a scale from one to five, graduates indicated the following: Location (4.1), responsibilities (3.9), shifts (3.8), client group (3.8) and work environment (3.7). Location was rated highest both by the 2014/15 and 2015/16 graduates. Great staff (26.8%) and experience (21.1%) continue to be the top two mentions similar to the 2014/15 batch when asked about the most positive aspect of their job. More mentions were made about income (8.5%), work environment (16.9%) and location (8.5%) by the 2015/16 graduates than the 2014/15 graduates.

All graduates with the exception of 2, expect their first job to be in Saskatchewan with almost 7 in 10 (67.9%) expecting to be employed in an urban location. Among those expecting to work in Saskatchewan, a dozen (12 graduates out of 82) say they expect to work in Prince Albert or Northern Saskatchewan.

Consistent with what the 2014/15 graduates reported, the top factors that influence the 2015/16 graduates choice of work location include family/community commitments (60.7%), geographic location (50.0%) and familiarity with the hospital (44.0%). The top strategies used in job search are the same for graduates of consecutive batches. During the job search period, graduates say the most useful strategies in finding employment are clinical/work experience in a facility during the program (52.5%), and word of mouth

(20.0%). Over half say they received job offers from a unit where they had 4th year senior practicum experiences.

Similar to 2014/15 graduates, most (54.8%) 2015/16 graduates say the experience of finding their first job was about what they expected.

Although more graduates will be starting in a casual position (57.1%) vs. a regular position (42.9%), the number of graduates reporting a regular full time employment has gone up in 2015/16 while fewer graduates reported a casual full time job in 2015/16 compared to the previous batch.

Just over half of graduates (56.1%) expect to work at one site, while 34.1% expect to work at two sites. Primarily, work is expected to be in general hospitals. Most with confirmed employment are working as staff/community health nurses (primary site: 94.7%). Almost all say their main area of responsibility is direct care. On average, graduates with confirmed employment expect to work 32.7 hours at the primary site and 17.3 hours at the secondary site. All these trends are very similar to what the 2014/15 batch graduates reported.

Demographics

Three quarters of graduates (73.5%) indicate that they were 25 years old or younger at the start of the program. The average age of joining the program is higher for 2015/16 graduates (23 years) compared to the 2014/15 graduates (20 years). Typically, graduates were single when they started the SCBScN program (73.2%) although higher numbers reported being married/common law or living together (25.6%) at the start of the program for this batch compared to 2014/15(13.4%). More than 2 in 10 (21.4%) have dependents during the program – significantly higher than 2014/15 (9.5%).

Consistent with the previous batch, graduates are primarily female (92.9%) with only 3 out of 84 graduates identifying as being of Aboriginal ancestry. Most (87%) grew up in Saskatchewan – about 11 of the 84 graduates reported from being outside Saskatchewan.

Program Satisfaction

In total, 73.8% of graduates are either satisfied (63.1%) or very satisfied (10.7%) with their educational experience in the SCBScN program. Similarly, more than three quarters (76.2%) of graduates believe the program prepared them either well (70.2%) or very well (6.0%) for the nursing practice and would recommend the SCBScN program to others (73.2%). However, at the end of the program, more than 7 in 10 did not feel prepared for the nursing registration exam. Advocacy (satisfaction with the program and recommendation) remain essentially similar for graduates of consecutive years. Graduates who feel there is scope for improvement mainly think that the curricula can

be designed and more mentorship component included making the graduates job ready.

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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 SCBScN program 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, and
- Explore details of the job search process.

Dr. Robin Evans obtained ethical approval for the individual phases of this project from the University of Regina Ethics Board. This report includes the results of the Exit Survey for the graduates of the SCBScN program over the 2015-2016 academic year and comparing the results to the class of 2014-2015.

Scope of Work

The Faculty of Nursing, University of Regina, and the School of Nursing, Saskatchewan Polytechnic contracted Inshtrix Research, Inc. to conduct an exit survey with the 2015-2016 Saskatchewan Collaborative Bachelor of Science in Nursing (SCBScN) graduates. The survey was conducted primarily online.

Survey Design

Inshtrix programmed the survey for online survey administration and distributed the invitation to complete the survey questionnaire by e-mail to the graduates. Note that base sizes may be inconsistent as the ethics agreement allowed graduates to skip any question they preferred not to answer.

Survey Distribution

Inshtrix received e-mail addresses of the graduating SCBScN students and each potential respondent was sent a personalized e-mail with a link to the survey.

Data collection took place between November 3rd and July 21st, 2015. 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 2015-2016. Of the 153 graduates, 84 completed the survey, giving an overall response rate of 54.9%. Given this response rate, we can be 95% sure that the results reported are within ± 7.2 percentage points of the actual population figures, finite population correction factor applied.

Key Findings

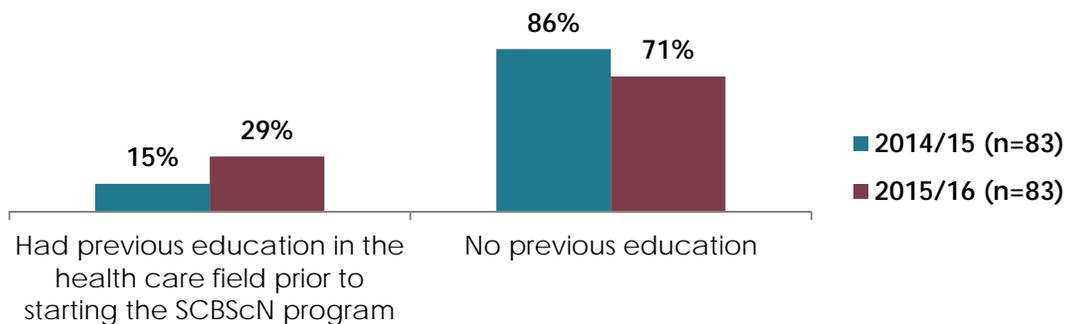
*PLEASE NOTE: The question numbering in the below survey is based on questions added/removed to the previous NEPS survey which is why numbering may not be sequential in some areas.

Prior to Starting the SCBScN Program

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

More than 7 in 10 (71%) did not have any health care education prior to starting the SCBScN program. However, when we compare it to the class of 2014/15, twice as many students did have previous education in the healthcare field prior to starting the SCBScN program.

Figure 1 - Previous Health Care Education



Base: All respondents, excluding no response.

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

Among those who indicated having previous education in the health care field, it is most common to have been a health/home care aide or a lab tech/EMT similar to the 2014/15 batch.

Table 2 - Previous Health Care Experience

Previous Health Care Experience	2014/15	2015/16
Health care/home care aide	4	9
LPN	1	4
Volunteer Program	0	1
Lab tech/EMT	2	0
Other	9	13

Total	12	23
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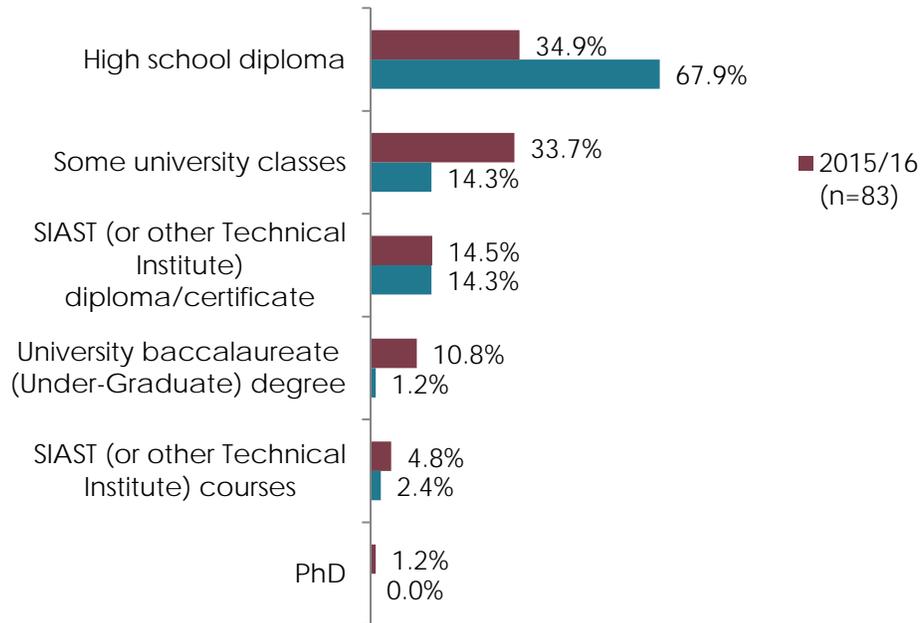
Base: All respondents that had previous experience in the health care field.

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

About a third went into the SCBScN program after completing a high school diploma while another third reported attending 'some university classes'. Overall graduates of the 2015/16 batch had higher level of prior educational achievement than 2014/15 batch - 26.5% already had a degree, diploma, or certificate from SIAST or a university (compared to 15.5% of the 2014/15 batch).

Figure 2 - Highest Educational Achievement Prior to Program Start

Medical Office Assistant/Unit Clerk (3)
 Kinesiology (2)
 Registered Massage Therapist (2)
 Dental Assistant (1)
 Radiation therapist (1)
 Pharmacy technician (1)
 Exercise Physiologist/Therapist (1)
 Continuing care aid (1)
 Agriculture Animal Science (1)



Base: All respondents, excluding no response.

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

Graduates held a variety of bachelor’s degrees, diplomas, and certificates prior to starting the program. A few graduates also reported enrolling to the nursing program after going through other vocational training courses.

Table 2 - Education Prior to Program Start

Previous Bachelor Degrees
Bachelor's degree in Science – Biochemistry(3)
Bachelor of Arts with major in Psychology(2)
Bachelor of Science in Kinesiology(2)
Bachelor's degree in Science – Biotechnology(1)
Bachelor of Physical Education(1)
Bachelor of Science with Honours in Mathematics(1)

Previous Diplomas and Certificates
LPN Certificate(3)
Business Certificate(2)
Special Care Aide Certificate(2)
Practical Nursing Diploma(2)
Continuing Care Assistant Certificate(1)
Kinesiology Diploma(1)
Diploma in Agriculture(1)
Grade 12 Diploma(1)

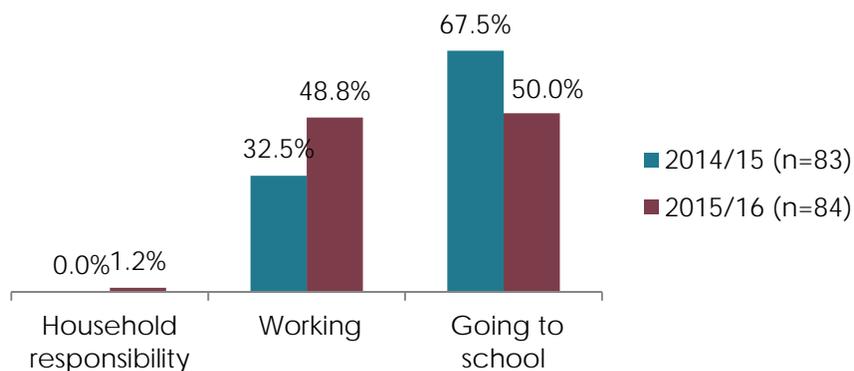
Other Courses and Vocational Training
Educational assistant(3)
Registered Massage Therapy(1)
Biotechnology technician(1)
Vocational College Course(1)
Five years of Dentistry(1)
Pre Health Sciences(1)

Base: Respondents with previous degree(s)/diploma(s)/certificate(s), n=24.

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

Prior to joining the SCBScN program – about half of the students reported being in the workforce (48.8% - up significantly from 32.5% in 2014/15) while another half were attending school (50%).

Figure 3 - Major Activity in Year Prior to Starting SCBScN



Base: All respondents, excluding no response.

6. Was this work in the health care field?

Of the graduates that were working in the year prior to starting the program, 20 out of 41 say they were working in the health care field – significantly higher proportion than the class of 2014/15.

Table 3 - Previous Work in Health Care Field

Previous Health Care Field Work	2014/15	2015/16
Yes	7	20
No	20	21
Total	27	41

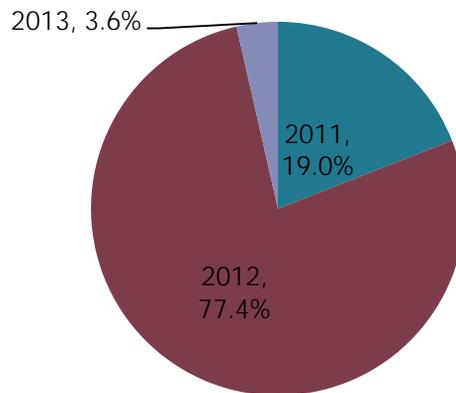
Base: Respondents who were working the year before starting SCBScN.

During the SCBScN Program

7. What year did you start your SCBScN program?

The majority of graduates (77.4%) of the class of 2015/16 started the program in 2012. About 2 in 10 (19%) started in 2011 while the remaining 3.6% started in 2013.

Figure 4 - Year SCBScN Program Started



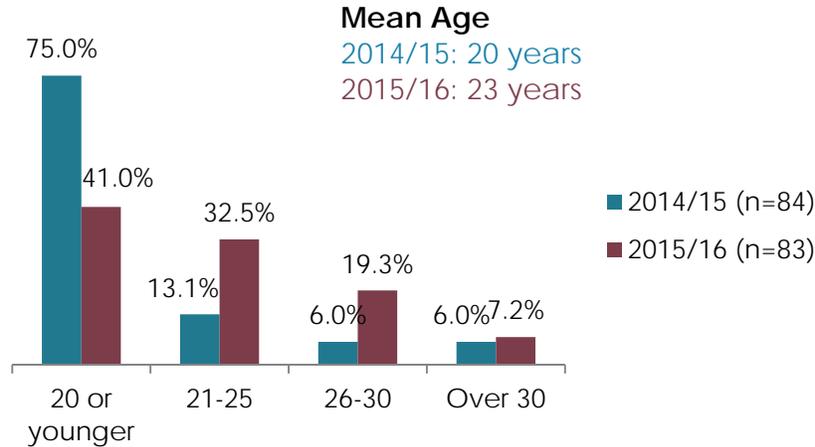
Base: All respondents, n=84.

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

More than 4 in 10 (41%) graduates were 20 years of age or younger when they started the program – down significantly from 75% in 2014/15. The mean age for starting the

program for the class of 2015/16 was 23 years - higher than the mean starting age of 20 years for the class of 2014/15.

Figure 5 - Age When SCBScN Program Started

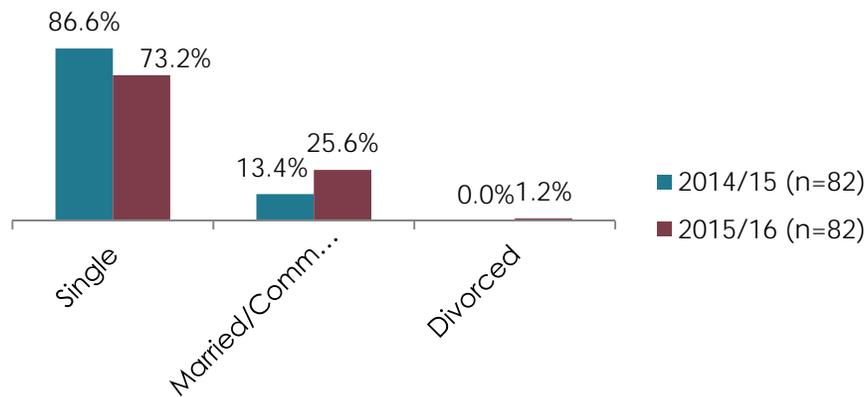


Base: All respondents excluding no response.

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

Typically, graduates were single when they started the SCBScN program (73.2%) although higher numbers reported being married/common law or living together (25.6%) this year compared to 2014/15.

Figure 6 - Marital Status at SCBScN Program Start

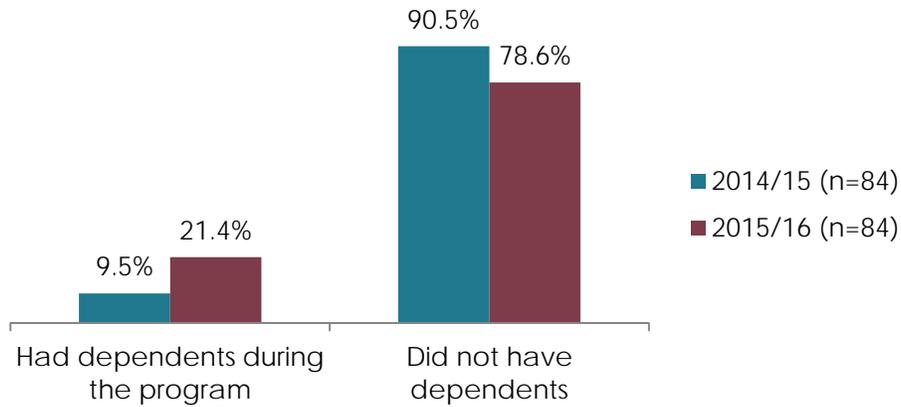


Base: All respondents, excluding no response.

9a. Did you have dependents during the program?

More than 2 in 10 (21.4%) graduates of the class of 2015/16 had dependents during the program – significantly higher than graduates of 2014/15 batch.

Figure 7 - Dependents during SCBScN Program



Base: All respondents.

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

Among the eighteen graduates that gave information about dependents, most of them had children aged 12 and younger – similar to 2014/15. Five graduates of the 2015/16 batch reported having dependents 21 years or over. Overall, higher number of dependents reported this year than 2014/15 graduates.

Table 4 - Dependent Age Range

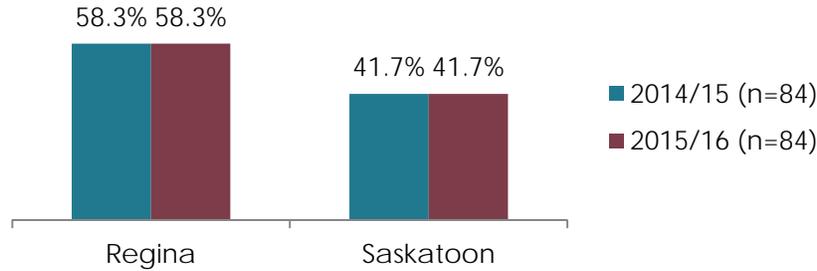
Dependent Age Range	2014/15	2015/16
6 and under	5	12
7 to 12	6	11
13 and over	3	11
21 and over	0	5
Total number of dependents	14	34
Base (n=)	6	18

Base: All respondents with dependents, excluding no response.

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

While more graduates report entering the program in Regina (58.3%), about four in ten (41.7%) say they started in Saskatoon. This distribution is exactly similar to 2014/15.

Figure 8 - Program Entry Site

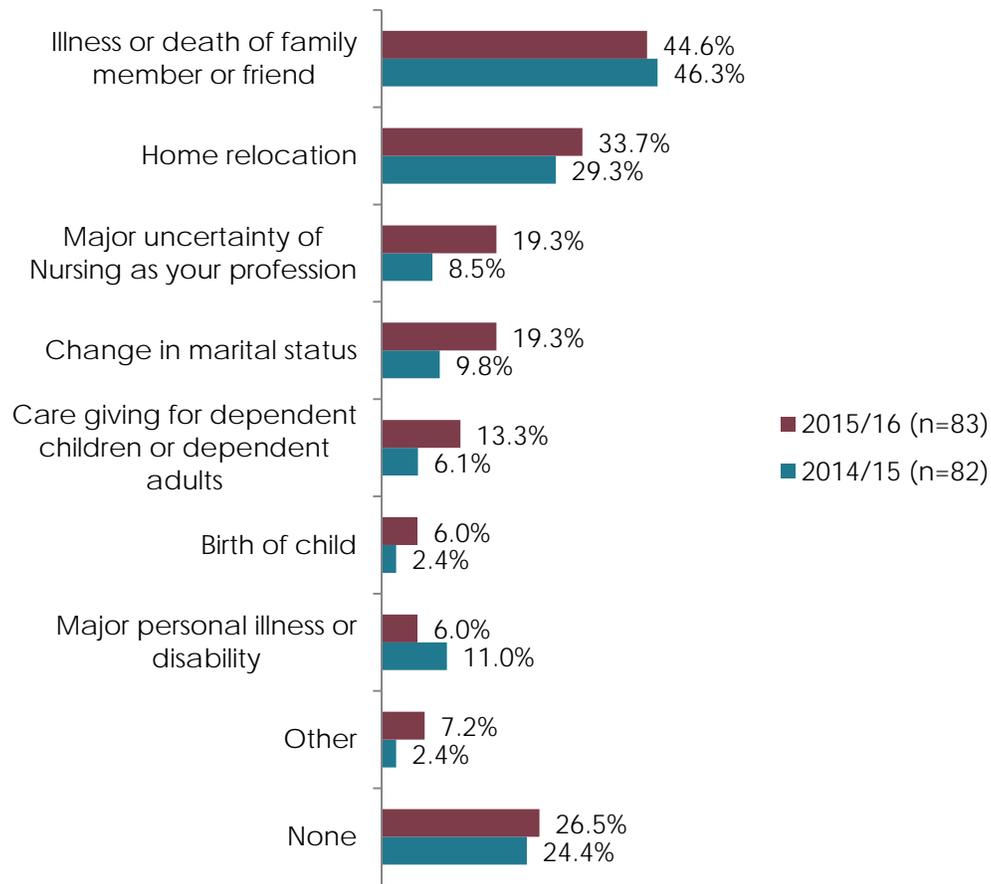


Base: All respondents.

11. Please indicate if you experienced any of the following significant life changes during the SCBScN Program? (Check all that apply)

When asked about significant life changes during the program, more than 4 in 10 (44.6%) graduates said they experienced the illness or death of a family member or friend, and just over a third say they relocated their home (33.7%). Close to 2 in 10 (19.3%) had a major uncertainty of nursing as their profession (up significantly from 2014/15). Compared to the 2014/15 batch, more graduates stated family related changes like change in marital status (19.3%), caregiving of dependents (13.3%) or birth of a child (6%) during the program in 2015/16.

Figure 9 - Significant Life Changes during Program

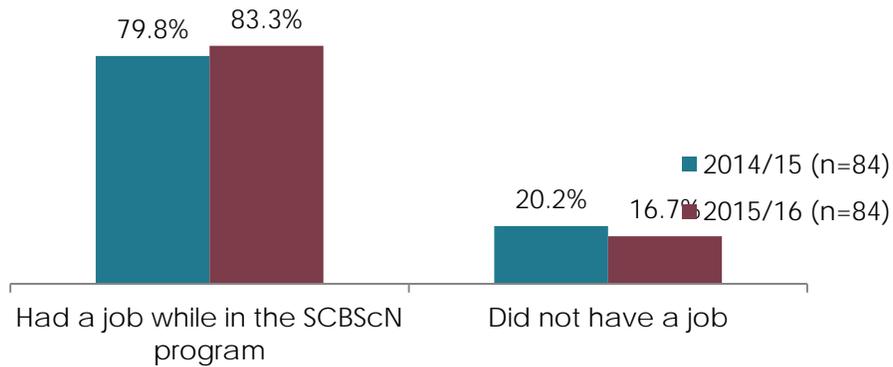


Base: All respondents, excluding no response.

13. Did you have a job while in the SCBScN Program?

Most graduates (83.3%) of the 2015/16 batch had a job while attending the SCBScN program – similar to the 2014/15 batch.

Figure 10 - Employment during Program



Base: All respondents.

14. On average, how many hours a week did you work at your job in each of the following years:

Among those with a job during the program, the average hours worked per week declined in year four of the program – similar to the previous batch.

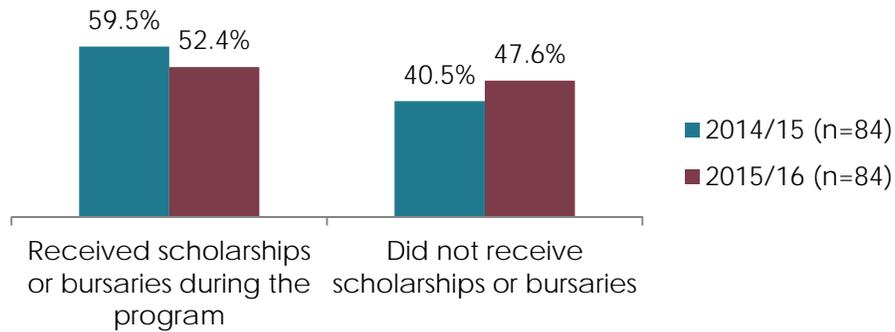
Table 5 - Average Hours Worked per Week during Program

	2014/15		2015/16	
	Average	Count	Average	Count
Year One	14.0	64	15.7	67
Year Two	13.9	64	17.5	67
Year Three	13.4	63	16.1	66
Year Four	9.9	63	12.6	65

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

Slightly over half of graduates (52.4%) received a scholarship or bursary while attending the program. Slightly fewer number of graduates of the 2015/16 batch got scholarships or bursaries compared to 2014/15 batch.

Figure 11 - Scholarships/Bursaries Received



Base: All respondents.

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

On average, graduates reported receiving scholarships or bursaries totaling \$6,664.10, down slightly from the average scholarship / bursary amount (\$7,328.90) received by the 2014/15 graduates.

Table 6 - Scholarships/Bursaries Total Value

	2014/15		2015/16	
	Count	%	Count	%
\$1,000 and under	4	8.9%	10	25.6%
\$1,001 to \$2,000	9	20.0%	6	15.4%
\$2,001 to \$5,000	15	33.3%	9	23.1%
\$5,001 to \$10,000	9	20.0%	7	17.9%
More than \$10,000	8	17.8%	7	17.9%
Base (n=)	45		39	
Average	\$7,328.90		\$6,664.10	

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

Although government is still the main source of scholarships and bursaries (45.5%), it is significantly down from 2014/15 (58.3%). Close to 3 in 10 (29.5%) graduates of the 2015/16 batch reported receiving University scholarships/bursaries (up from 16.7% in 2014/15) while another 1 in 10 (11.4%) reported receiving the Regional Health Authority scholarships/bursaries (up from 6.3% in 2014/15).

Figure 12 - Scholarship/Bursary Major Source

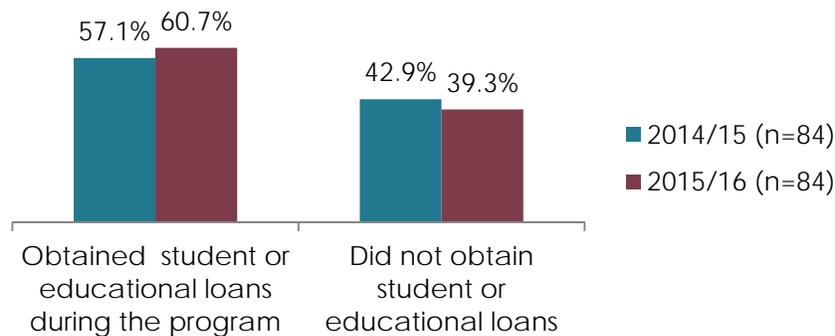


Base: Respondents that received scholarships/bursaries during the program, excluding no response.

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

Similar to 2014/15, 6 in 10 graduates (60.7%) obtained student or other educational loans during the program.

Figure 13 - Student/Educational Loans Obtained



Base: All respondents.

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

The average dollar value of student/educational loans totals \$36,263.27 by the end of the program – about \$5,500 higher than what was reported by the graduates of the 2014/15 batch.

Table 7 - Student/Educational Loans Total Value

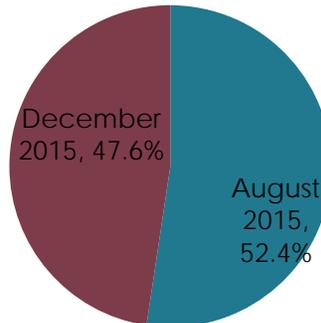
	Count	Percent	Count	Percent
\$10000 & under	9	19.6%	5	10.2%
\$10001-\$20000	9	19.6%	9	18.4%
\$20001-\$35000	13	28.3%	11	22.4%
Over \$35,000	15	32.6%	24	49.0%
Base (n=)	46		49	
Average	\$30,771.70		\$36,263.27	

Base: Respondents with student/educational loans during the program, excluding no response.

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

About half of the graduates (52.4%) completed the SCBScN program in August 2015 and the other half completed it in December 2015(47.6%).

Figure 14 - SCBScN Program Completion Date

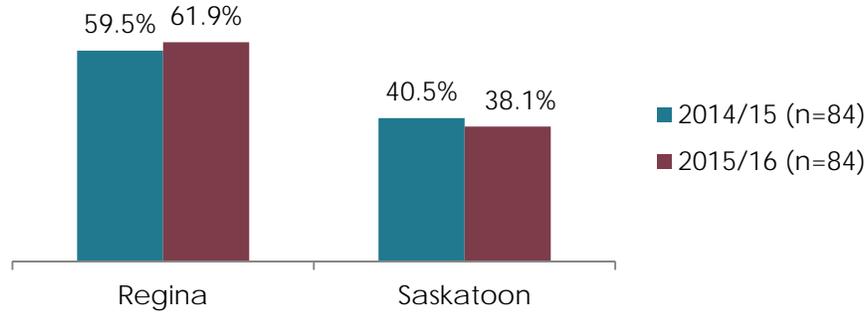


Base: All respondents, n=84.

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

Similar to the 2014/15 batch, more graduates graduated from the Regina site (61.9%) than the Saskatoon site (38.1%).

Figure 15 - Program Site at Graduation



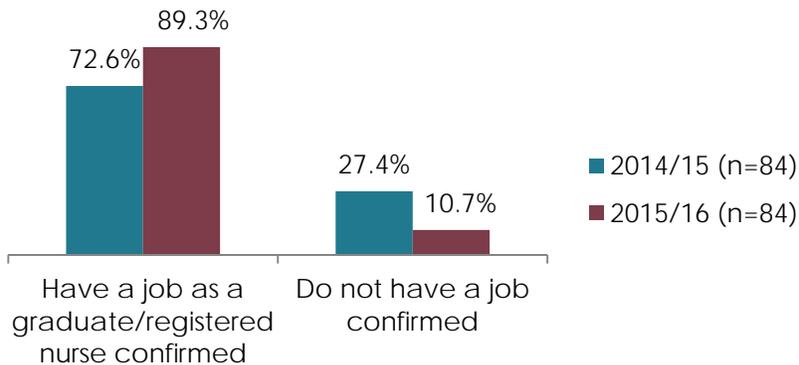
Base: All respondents.

Job Search and Anticipated Program

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

Higher number of graduates of the 2015/16 batch (89.3%) says they have a job as a graduate nurse lined up compared to 72.6% of the 2014/15 batch.

Figure 16 - Graduate Nurse Employment Confirmation

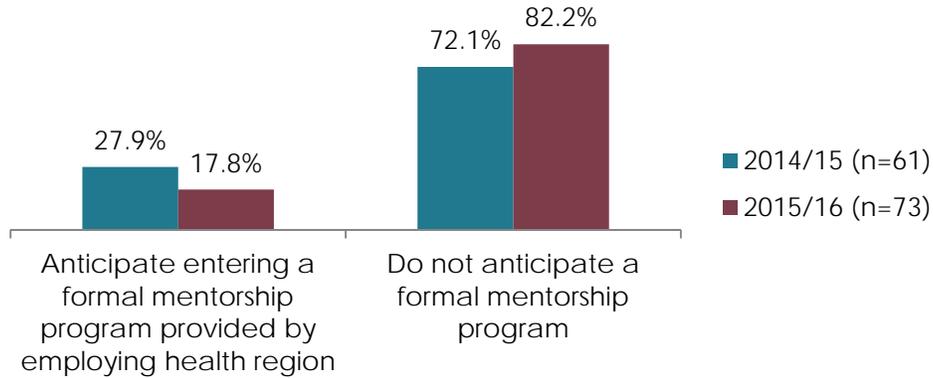


Base: All respondents.

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

Less than 2 in 10 (17.8%) anticipate a formal mentorship program to be provided by their employing health region compared to 3 in 10 (27.9%) graduates of the 2014/15 class.

Figure 17 - Mentorship Program



Base: Respondents that have a job as a graduate/registered nurse confirmed excluding no response.

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

Similar to the 2014/15 batch graduates, those who anticipate a formal mentorship program typically believe it will last less than four months (69.2%).

Table 8 - Anticipated Mentorship Period

	2014/15		2015/16	
	Count	Percentage	Count	Percentage
Less than 4 months	9	56.3%	9	69.2%
4 months to less than 6 months	5	31.3%	2	15.4%
6 months to one year	2	12.5%	1	7.7%
Greater than one year	-	-	1	7.7%
Base (n=)	16		13	

Base: Respondents who have confirmed employment and anticipate a formal mentorship program.

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? (Select the appropriate number)

Graduates rated five aspects in terms of their first job being ideal. Location was rated highest by both the 2014/15 and 2015/16 graduates.

Table 9 - First Job as Ideal Preference

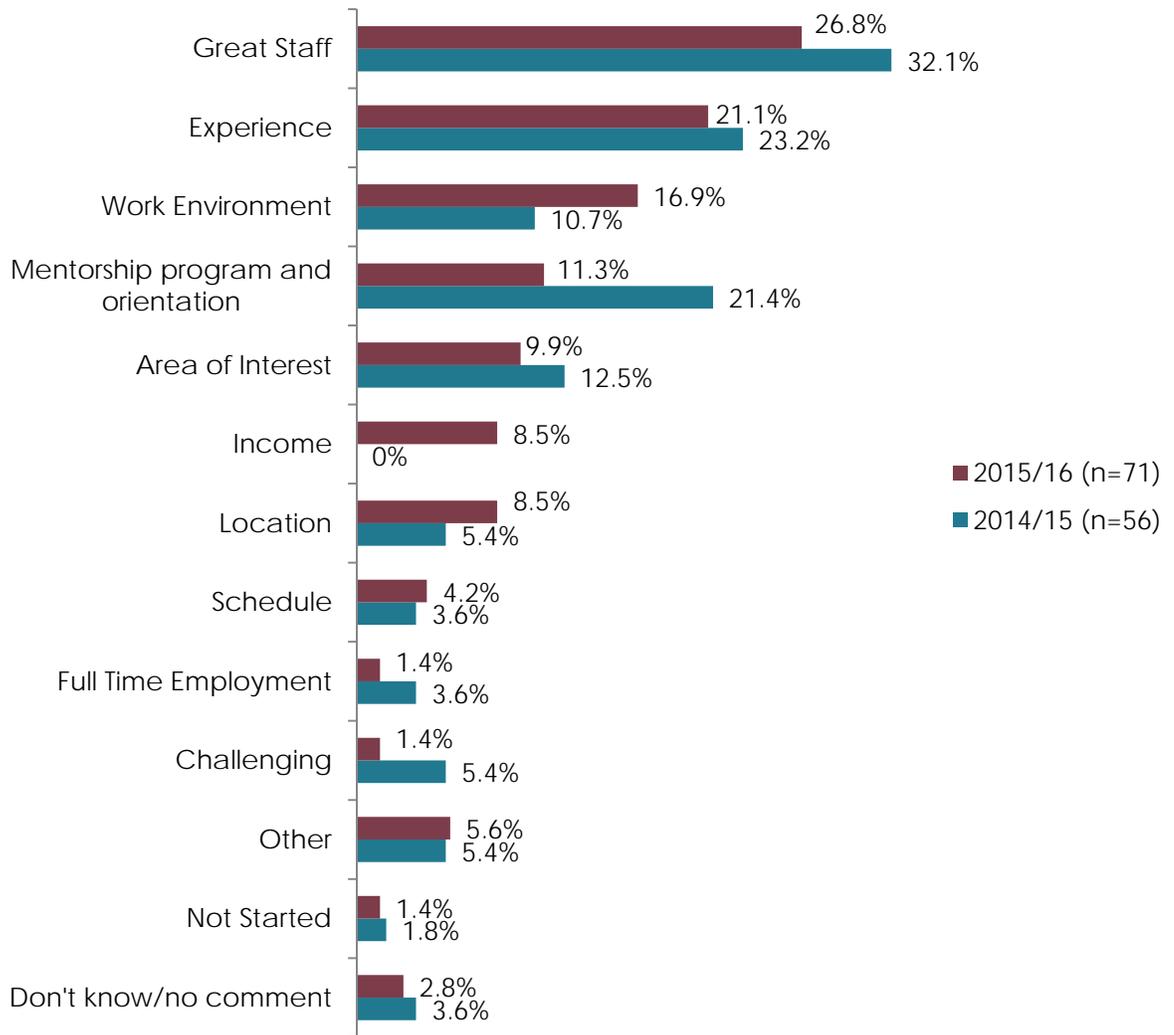
Ideal Preferences (Out of 5)	Average	
	2014/15	2015/16
Location	4.2	4.1
Responsibilities	4.0	3.9
Shifts	3.8	3.8
Client Group	3.8	3.8
Work Environment	4.0	3.7
Base (n=)	61	75

Base: Respondents that have a job as a graduate/registered nurse confirmed.

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

Great staff (26.8%) and experience (21.1%) continue to be the top two mentions when asked about the most positive aspect of their job. More mentions were made about income (8.5%), work environment (16.9%) and location (8.5%) by the 2015/16 graduates than the 2014/15 graduates.

Figure 38 - Most Positive Aspect of Job

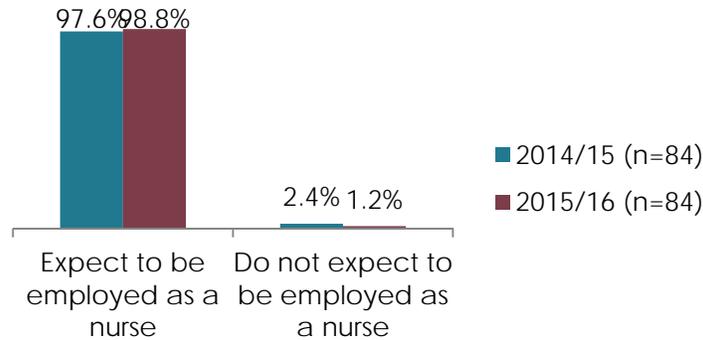


Base: Respondents that have a job as a graduate/registered nurse confirmed, excluding no response

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

Almost all graduates (98.8%) expect to be employed as a nurse within the first six months after graduation – consistent with the 2014/15 batch. The one graduate who indicated he does not expect to be employed as a nurse within the first six months mentioned further studies as the reason.

Figure 19 - Expected Employment as a Nurse within Six Months

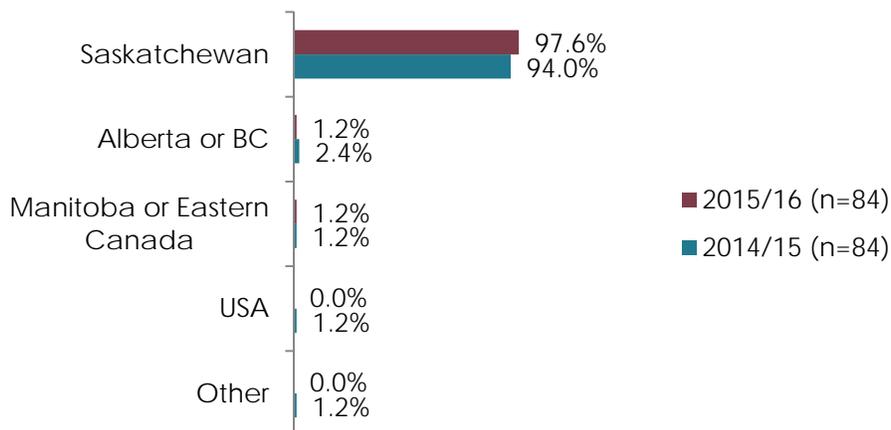


Base: All respondents.

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

Almost all graduates expect their first job to be in Saskatchewan (97.6%). One graduate mentioned Alberta and one other mentioned Manitoba or Eastern Canada.

Figure 20 - Location of First Job

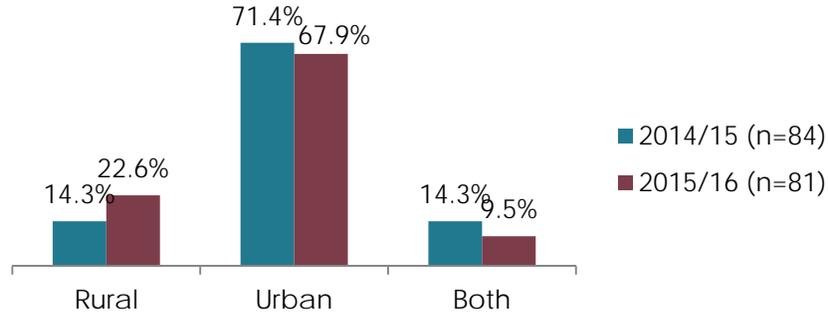


Base: All respondents.

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

Similar to 2014/15 graduates, almost 7 in 10 (67.9%) expect to be employed in an urban location.

Figure 20 - Rural/Urban Employment Location

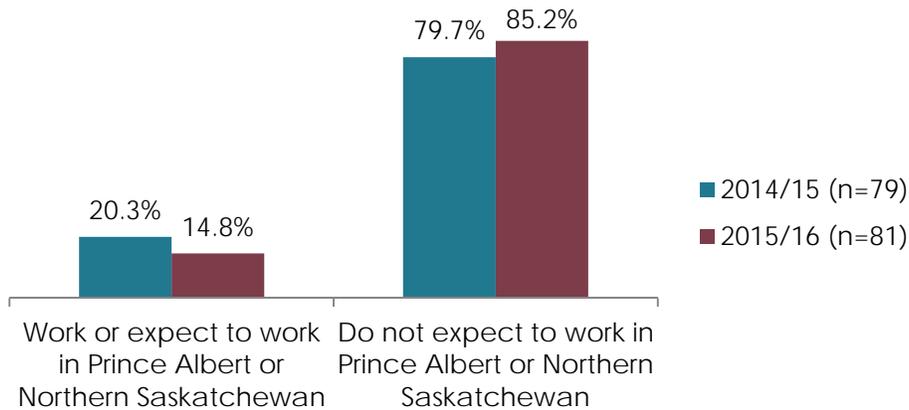


Base: All respondents, excluding no response.

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

About 15% of the graduates are open to working in Prince Albert or Northern Saskatchewan – similar to the graduates of the 2014/15 batch.

Figure 22 - Employment in Prince Albert/Northern Saskatchewan

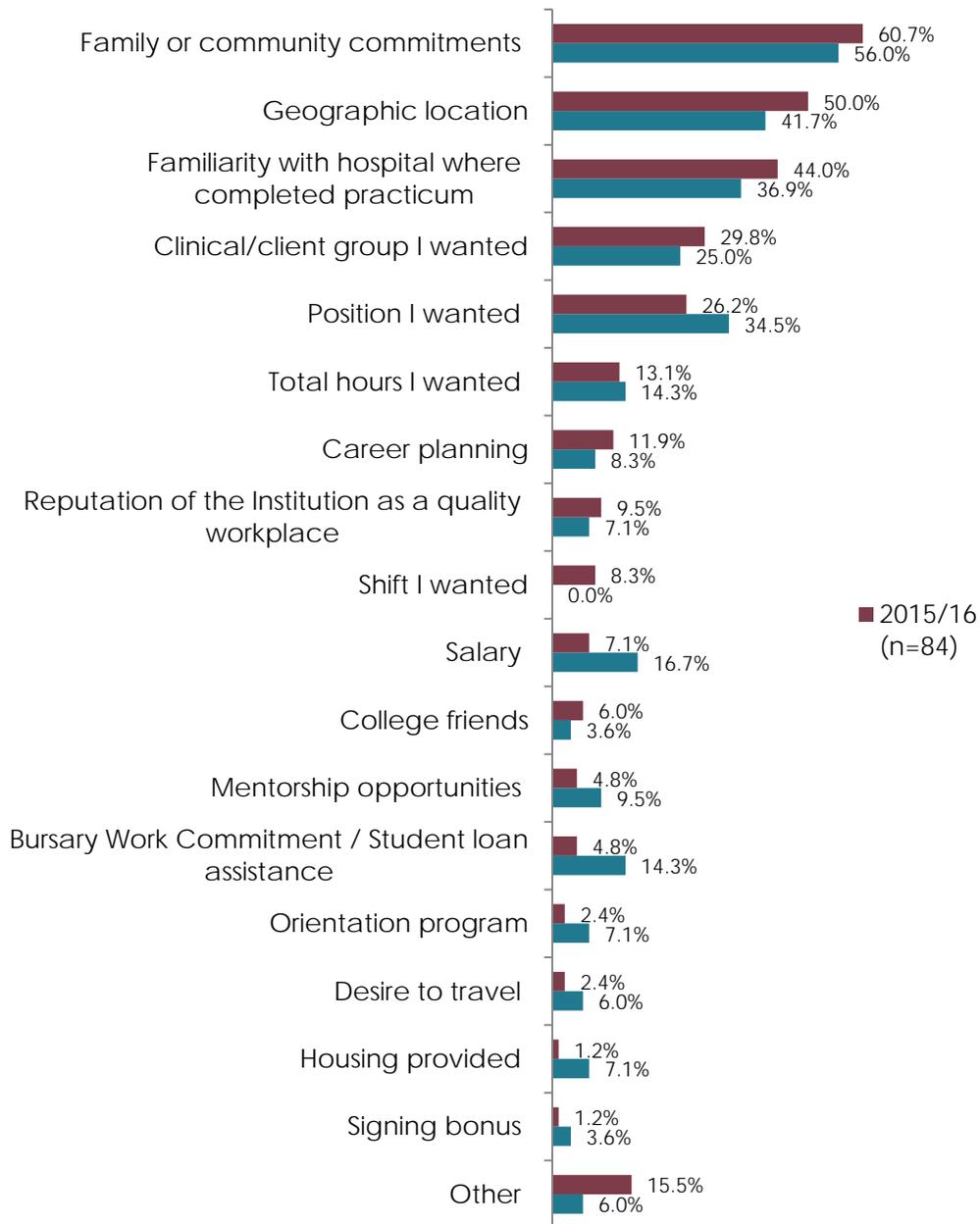


Base: All respondents who expect their first job to be in Saskatchewan.

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:

The factors ranked as most influential to the choice of work location include family/community commitments (60.7%), geographic location (50.0%) and familiarity with the hospital (44.0%). Top 3 factors are the same for 2014/15 and the 2015/16 batch graduates.

Figure 23 - Top Factors Influencing Choice of Work Location – Overall – combining rank one, two and three



Base: All respondents.

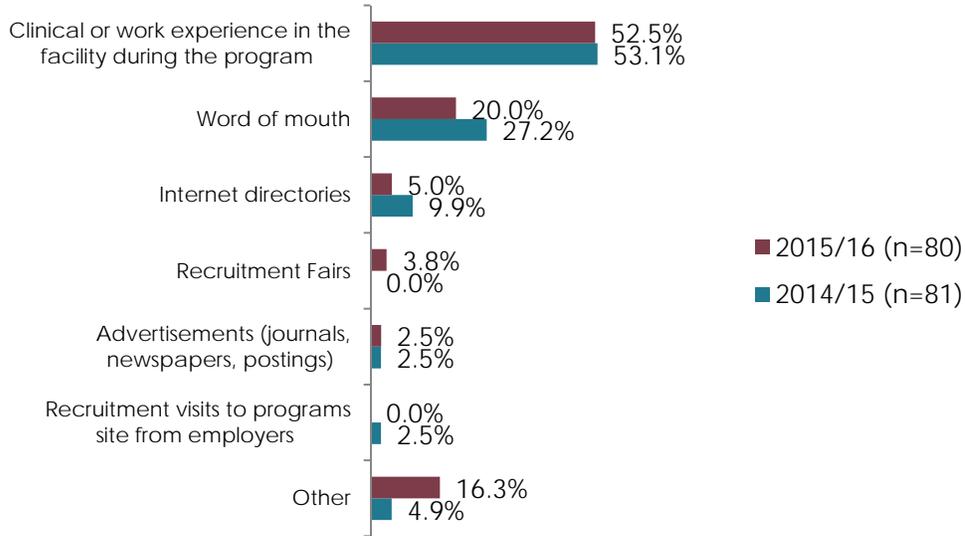
Table 10 - Top Factors Influencing Choice of Work Location – Rank one, two and three

Ideal Preferences (Out of 5)	Rank One	Rank Two	Rank Three
Family or community commitments	34.5%	14.3%	11.9%
Geographic location	15.5%	17.9%	16.7%
Familiarity with hospital where completed practicum	9.5%	15.5%	19.0%
Clinical/client group I wanted	10.7%	14.3%	4.8%
Position I wanted	9.5%	8.3%	8.3%
Total hours I wanted	4.8%	6.0%	2.4%
Career planning	1.2%	2.4%	8.3%
Reputation of the Institution as a quality workplace	1.2%	4.8%	3.6%
Shift I wanted	1.2%	1.2%	6.0%
Salary	2.4%	3.6%	1.2%
College friends	0.0%	1.2%	4.8%
Mentorship opportunities	0.0%	1.2%	3.6%
Bursary Work Commitment / Student loan assistance	2.4%	1.2%	1.2%
Desire to travel	0.0%	2.4%	0.0%
Orientation program	0.0%	2.4%	0.0%
Signing bonus	0.0%	0.0%	1.2%
Housing provided	0.0%	1.2%	0.0%
Other	7.1%	2.4%	6.0%
Base (n=)	84	84	84

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

Clinical/work experience in a facility during the program (53.1%) is the top most useful strategy useful during job search. A few strategies mentioned under 'other' category included going to different units in person and speaking to the managers (5 mentions), applying online using Gateway (2 mentions), prior relationship with unit manager or staff (2 mentions). Health region website and getting professional help for resume and cover letter was also mentioned.

Figure 24 - Most Useful Job Search Strategy

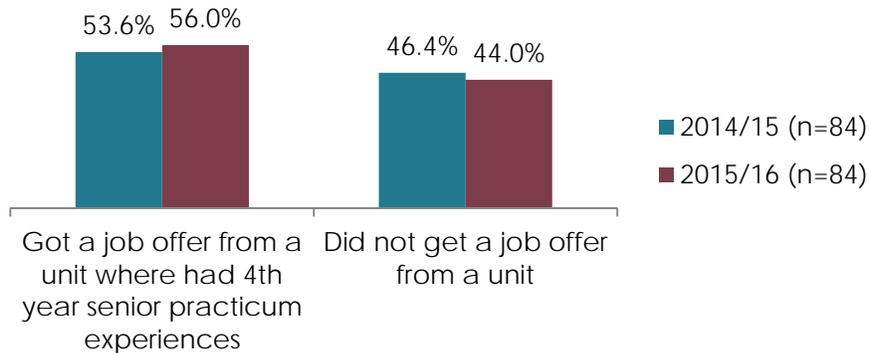


Base: All respondents excluding no response.

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

Similar to 2014/15 graduates, more than half of the 2015/16 graduates (56.0%) say they received a job offer from the unit where they did their 4th year senior practicum.

Figure 25 - Employment with Senior Practicum

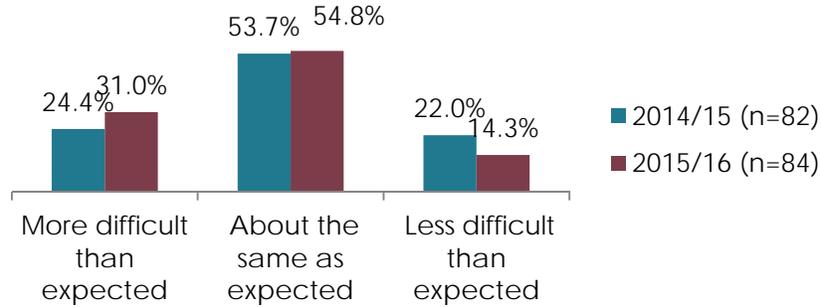


Base: All respondents.

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

Most 2015/16 graduates (54.8%) say the experience of finding their first job was about what they expected. However, compared to the 2014/15 batch, higher number of graduates this year reported a more difficult experience finding their first job.

Figure 26 - First Job Comparison with Expectations

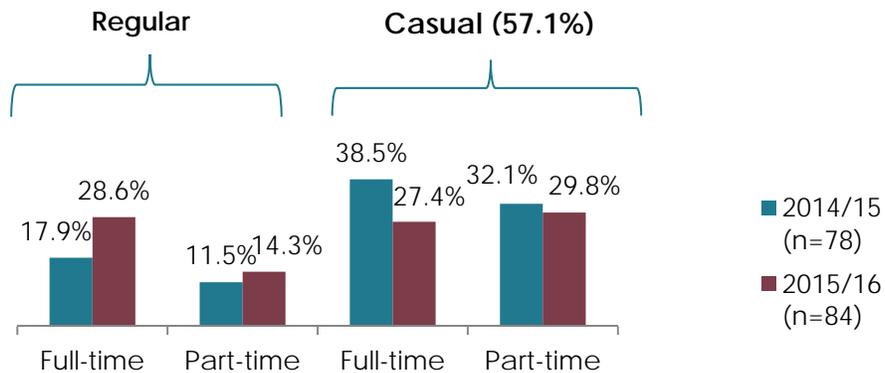


Base: All respondents, excluding no response.

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

More graduates will be starting in a casual position (57.1%) vs. a regular position (42.9%) similar to 2014/15. However, the number of graduates reporting a regular full time employment has gone up in 2015/16 while fewer graduates reported a casual full time job in 2015/16 compared to the previous batch.

Figure 27 - First Job Work Hours

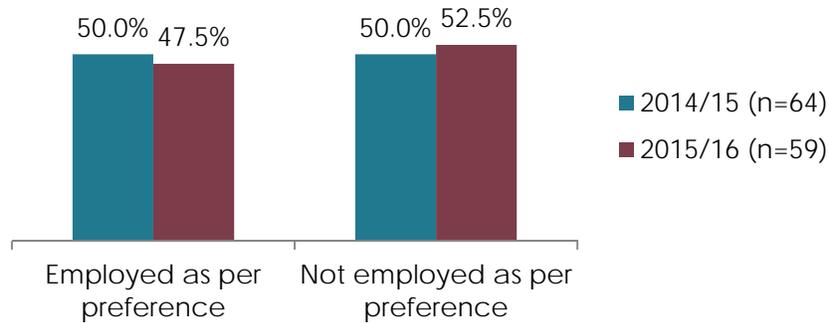


Base: All respondents, excluding no response.

42. Is being employed on an [hours] basis your preference?

Graduates are evenly split between being employed in preferred hours and not being employed in preferred hours consistent with the last graduate batch.

Figure 28 - Employment Preference

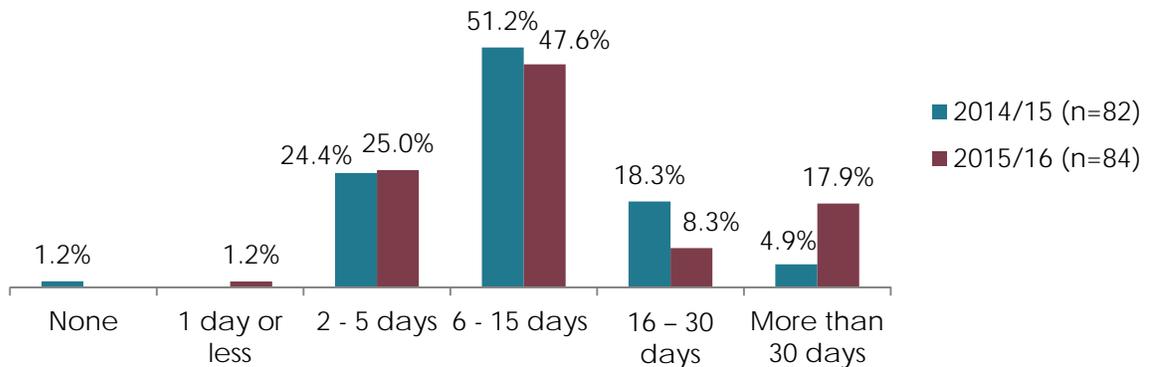


Base: All respondents, excluding no response.

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

Most common orientation length is expected to last between 6 and 15 days (47.6%), similar to what the 2014/15 batch graduates reported. However, significantly higher number of graduates of the current batch expects the orientation period to be more than a month.

Figure 29 - Expected Length of Orientation

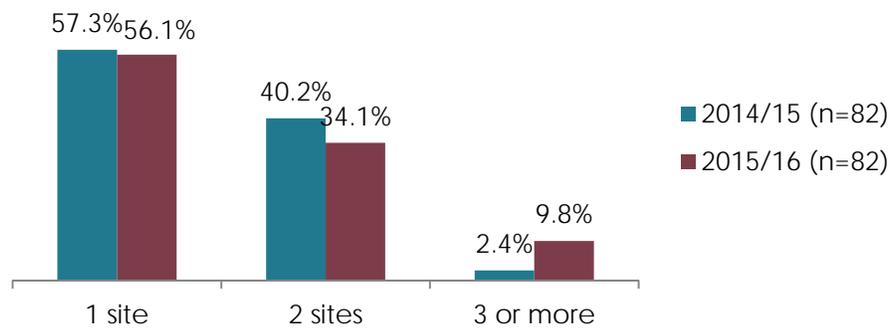


Base: All respondents, excluding no response.

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

Graduates typically expect to work at either one (56.1%) or two sites (34.1%). However, 8 graduates from the 2015/16 batch expected to work in 3 or more sites.

Figure 30 - Anticipated Number of Work Sites



Base: All respondents, excluding no response.

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

For primary sites, most graduates expect to be working at a general hospital (100+ beds: 62.2%, less than 100 beds: 23.0%) – very similar to the 2014/15 graduates (100+ beds: 63.3%, less than 100 beds: 26.7%).

Table 11 - Employment Organization Type

	Primary Site		Secondary Site		Third Site	
	Count	%	Count	%	Count	%
General hospital, 100 beds and over	46	62.2%	15	50.0%	1	20.0%
General hospital, less than 100 beds	17	23.0%	6	20.0%	-	-
Nursing Home/Long Term Care Facility	5	6.8%	4	13.3%	2	40.0%
Mental Health Centre / Hospital	2	2.7%	1	3.3%	-	-
Community Health/Health Centre	-	-	1	3.3%	1	20.0%
Nursing Stations (Outposts or clinics)	1	1.4%	2	6.7%	-	-
Rehabilitation/Convalescent Centre	1	1.4%	-	-	-	--
Private Nursing Agency/Private Duty	-	-	-	-	-	-
Home Care Agency	-	-	-	-	-	-
Primary Health Care Centre	1	1.4%	1	3.3%	-	-

Association/Government	1	1.4%	-	-	-	-
Other	-	-	-	-	1	20.0%
Base (n=)	74		30		5	

Base: All respondents with confirmed employment, excluding no response.

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

Almost none of the graduates expect their employer to be a First Nations or FNIH organization – similar to the batch prior.

Table 12 - First Nations/FNIH Employer

	Primary Site		Secondary Site		Third Site	
	Count	%	Count	%	Count	%
Employer will be First Nations/FNIH	1	1.4%	1	3.2%	-	-
Employer will not be First Nations/FNIH	73	98.6%	30	96.8%	5	100.0%
Base (n=)	74		31		5	

Base: All respondents with confirmed employment, excluding no response.

46. What is your position?

Similar to 2014/15 graduates, the vast majority of graduates with confirmed employment will be in a staff nurse/community health nurse position.

Table 13 - Employment Position

	Primary Site		Secondary Site		Third Site	
	Count	%	Count	%	Count	%
Staff Nurse/Community Health Nurse	71	94.7%	31	100.0%	6	100.0%
Other	4	5.3%	-	-	-	-
Base (n=)	75		31		6	

Base: All respondents with confirmed employment, excluding no response.

47. What is your main area of responsibility?

Consistent with the graduates of the previous batch, almost universally graduates with confirmed employment will be responsible for direct care.

Table 14 - Main Area of Responsibility

	Primary Site		Secondary Site		Third Site	
	Count	%	Count	%	Count	%
Direct Care	74	100.0%	31	100.0%	5	83.3%
Education	-	-	-	-	1	16.7%
Base (n=)	74		31		6	

Base: All respondents with confirmed employment, excluding no response.

47a. On what area will you provide nursing care: (check all that apply)

The main area that graduates with confirmed employment will be providing nursing care is in the medical/surgical area (primary site: 72.1%, secondary site: 41.2%). These numbers are very similar to what the 2014/15 graduates reported (primary site: 72.1%, secondary site: 41.2%). The top three areas of employment remain unchanged for the two consecutive batches.

Table 15 - Area of Nursing Care

	Primary Site		Secondary Site		Third Site	
	Count	%	Count	%	Count	%
Medical/Surgical	51	68.0%	19	61.3%	2	100.0%
Direct Care	26	34.7%	8	25.8%	0	0.0%
Teaching - Clients	16	21.3%	6	19.4%	0	0.0%
Maternal/Newborn	12	16.0%	3	9.7%	0	0.0%
Geriatric/Long term care	11	14.7%	4	12.9%	0	0.0%
Pediatric	11	14.7%	4	12.9%	0	0.0%
Palliative Care	10	13.3%	3	9.7%	0	0.0%
Emergency care	9	12.0%	4	12.9%	0	0.0%
Psychiatric/Mental Health	7	9.3%	6	19.4%	0	0.0%
Oncology	5	6.7%	1	3.2%	0	0.0%
Education	5	6.7%	2	6.5%	0	0.0%
Several clinical areas	5	6.7%	4	12.9%	0	0.0%
Critical Care	3	4.0%	2	6.5%	0	0.0%
Teaching - Students	3	4.0%	2	6.5%	0	0.0%
Teaching - Employees	2	2.7%	2	6.5%	0	0.0%
Ambulatory Care	2	2.7%	4	12.9%	0	0.0%
Community Health	2	2.7%	2	6.5%	0	0.0%
Home care	2	2.7%	3	9.7%	0	0.0%
Rehabilitation	1	1.3%	0	0.0%	0	0.0%
Operating Room/RR	1	1.3%	2	6.5%	0	0.0%
Post Anesthesia	1	1.3%	1	3.2%	0	0.0%

Other	3	4.0%	0	0.0%	0	0.0%
Base (n=)	75		31		2	

Base: All respondents with confirmed employment, excluding no response.

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

On average, graduates with confirmed employment expect to work 32.7 hours at the primary site and 17.3 hours at the secondary site – similar to 2014/15 graduates.

Table 16 - Expected Weekly Hours of Work

	2014/15	2015/16
Average hours/week		
Primary Site	31.8 (n=52)	32.7 (n=70)
Secondary Site	16.3* (n=11)	17.3* (n=26)
Third Site	10.0* (n=1)	17.0*(n=5)

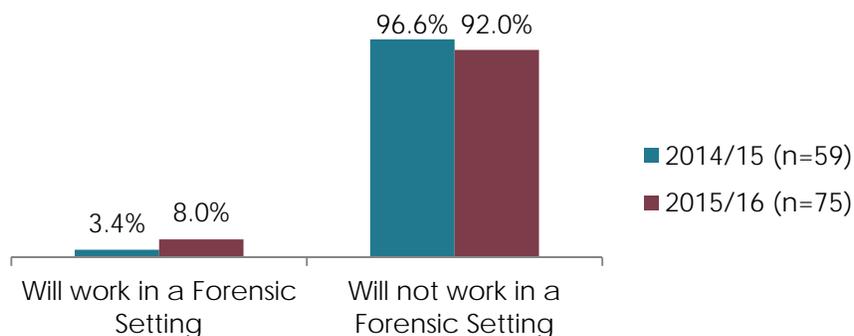
Base: All respondents with confirmed employment, excluding no response.

*Small sample size – values should be interpreted with caution

48a. Will you work in a forensic setting?

The vast majority of graduates with confirmed employment will not be working in a forensic setting (92.0%) – similar to the 2014/15 graduates.

Figure 31 - Employment in a Forensic Setting



Base: All respondents with confirmed employment, excluding no response.

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

About 45% of graduates expected their total annual income to be between \$60,000 to \$75,000. Fewer numbers of graduates were unsure about their annual income for the 2015/16 batch than the 2014/15 batch.

Table 17 - Expected Annual Earnings

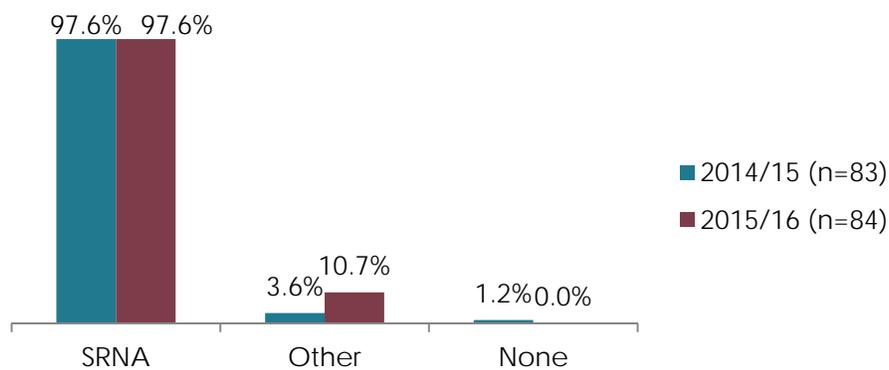
	2014/15		2015/16	
	Count	%	Count	%
Less than \$20,000	0	0.0%	1	1.3%
\$20,000 - \$24,999	3	3.9%	1	1.3%
\$25,000 - \$29,999	1	1.3%	1	1.3%
\$30,000 - \$34,999	3	3.9%	4	5.1%
\$35,000 - \$39,999	3	3.9%	5	6.4%
\$40,000 - \$44,999	8	10.4%	3	3.8%
\$45,000 - \$49,999	4	5.2%	4	5.1%
\$50,000 - \$54,999	7	9.1%	4	5.1%
\$55,000 - \$59,999	3	3.9%	6	7.7%
\$60,000 - \$64,999	10	13.0%	11	14.1%
\$65,000 - \$69,999	5	6.5%	14	17.9%
\$70,000 - \$74,999	5	6.5%	10	12.8%
\$75,000 and above	4	5.2%	6	7.7%
Don't know	21	27.3%	8	10.3%
Base (n=)	77		78	

General Questions

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

Almost all graduates will be registering with the SRNA similar to the 2014/15 batch. Five graduates mentioned Saskatchewan Union of Nurses (SUN). Among other associations mentioned were nursing associations in British Columbia, Ontario or some USA nursing association.

Figure 33 - Association Registration

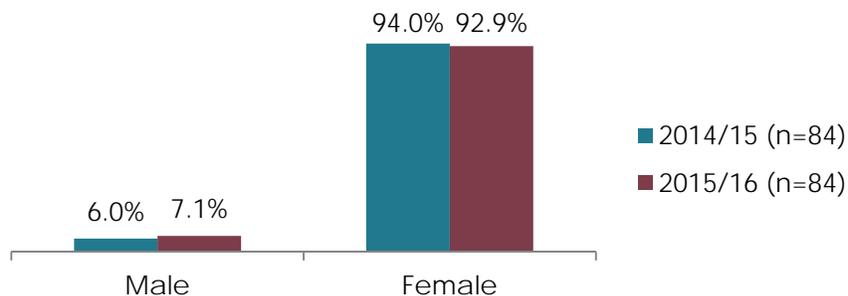


Base: All respondents, excluding no response.

51. What is your gender?

Consistent with the previous batch, graduates are primarily female (92.9%).

Figure 33 - Gender

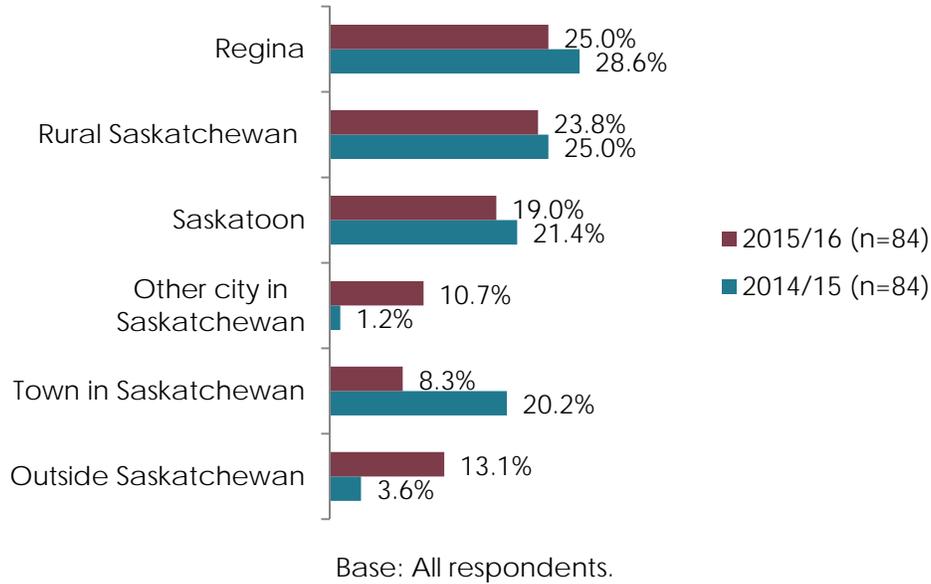


Base: All respondents.

52. Where did you grow up?

Graduates are primarily originally from Saskatchewan. About 11 graduates of the 2015/16 batch reported from being outside Saskatchewan vs. 3 in the 2014/15 batch. The places mentioned for outside Saskatchewan ranged from other Canadian provinces like Alberta, BC, Manitoba, Ontario, New Brunswick to other countries like India, China, Congo and Philippines.

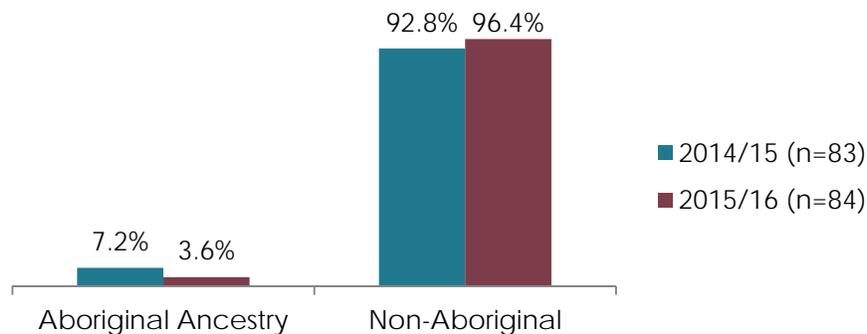
Figure 34 - Location Grown Up In



53. Are you of Aboriginal Ancestry?

3 out of the 84, 2015/16 batch graduates were from aboriginal ancestry compared to 6 out of 83 graduates from the 2014/15 batch.

Figure 36 - Aboriginal Ancestry



Base: All respondents, excluding no response.

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

Those graduates of Aboriginal ancestry are primarily Metis.

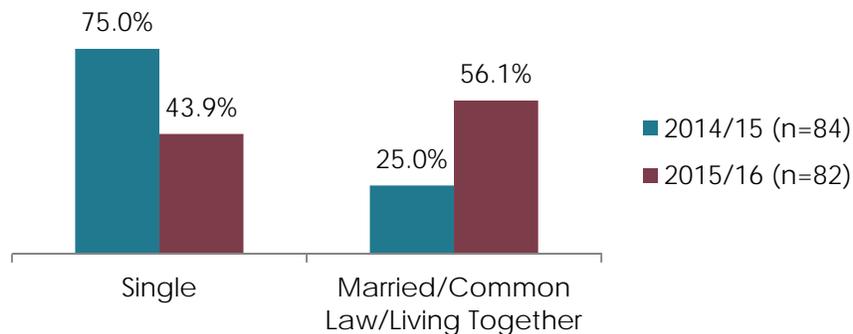
Table 17 - Aboriginal Status

	2014/15	2015/16
	Count	Count
Metis	5	2
Status/Treaty Indian	1	1
Total	6	3

55. What is your current marital status?

More than 4 in 10 (43.9%) graduates are single. However, significantly higher numbers of graduates in the 2014/15 batch are married, common law or living together.

Figure 37 - Marital Status

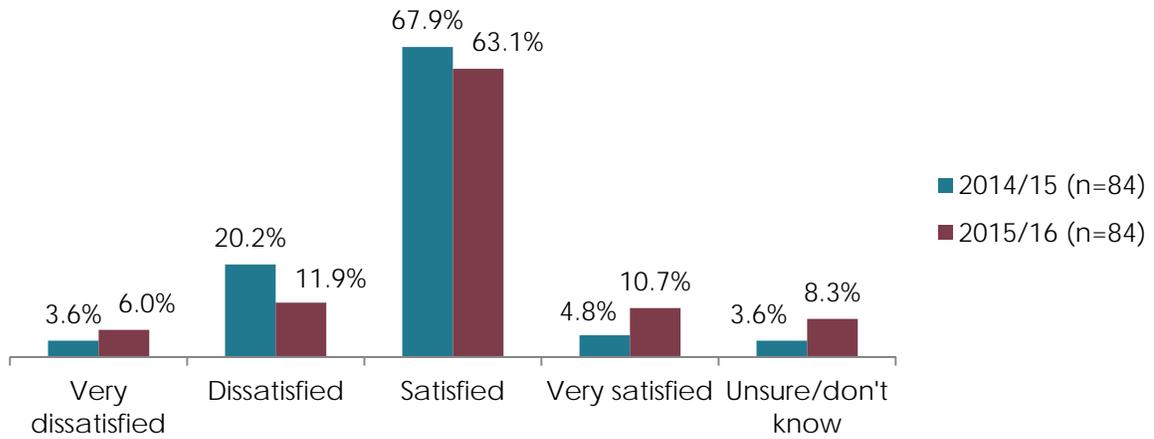


Base: All respondents excluding no response.

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

In total, 73.8% of respondents are either satisfied (63.1%) or very satisfied (10.7%) with their educational experience in the SCBScN program – similar to 2014/15 batch (72.6%). However, a slight increase is noted for graduates who reported that they are very satisfied with the program compared to the previous batch

Figure 38 - Program Satisfaction

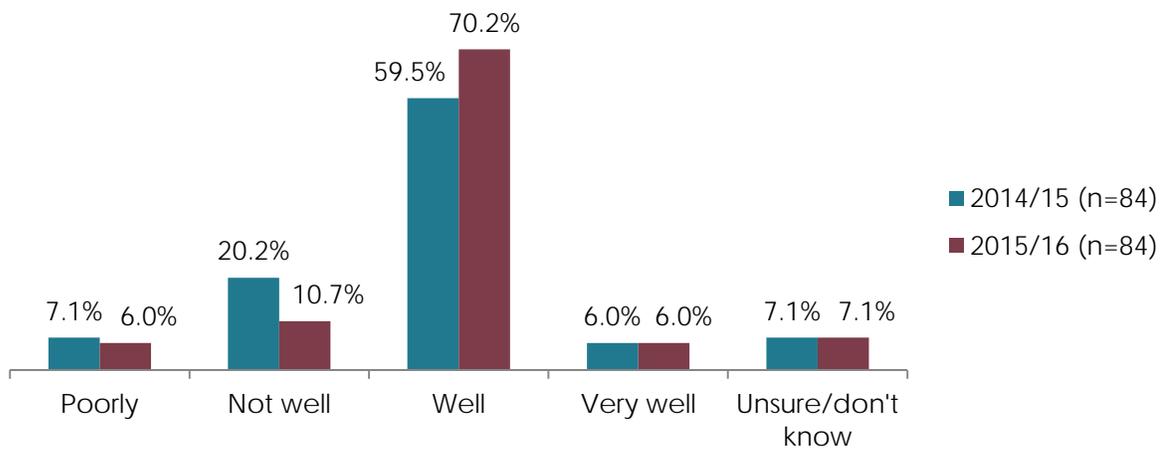


Base: All respondents.

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

Overall, 76.2 % of graduates believe the program prepared them either well (70.2%) or very well (6.0%) for the nursing practice – up significantly from the 2014/15 batch (65.5%).

Figure 39 - Program Preparation

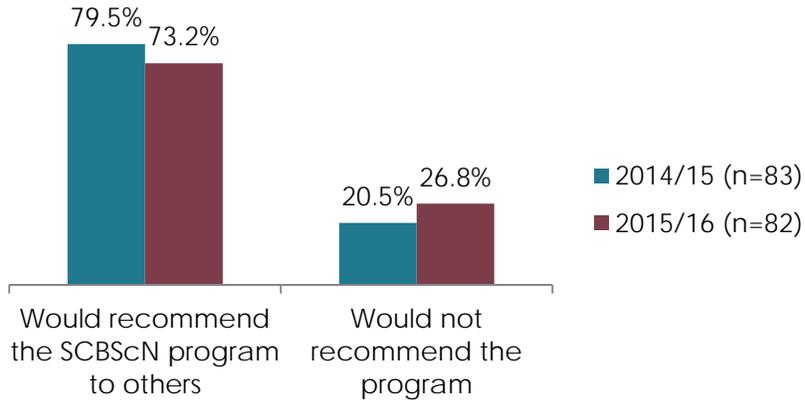


Base: All respondents.

57a. Would you recommend the SCBScN program to others?

Close to three quarters (73.2%) say they would recommend the SCBScN program to others – similar to the 2014/15 batch.

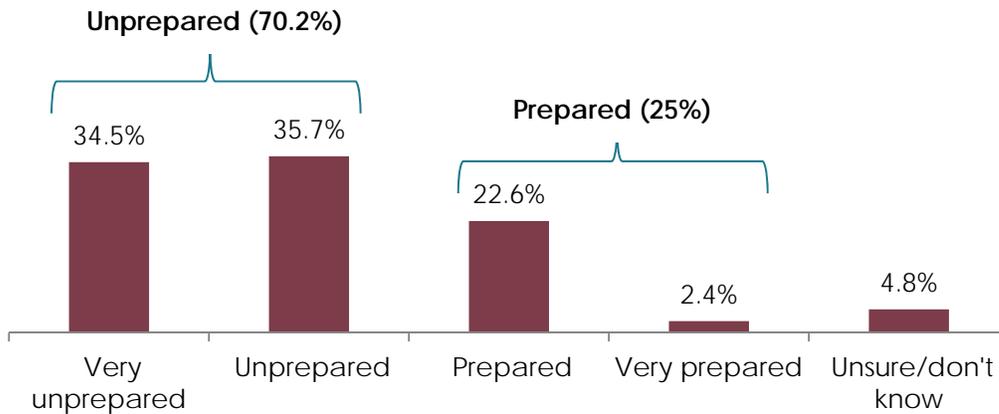
Figure 40 - Program Recommendation



Base: All respondents, excluding no response.

57b. How prepared did you feel at the end of your program to write the registration exam (CRNE or NCLEX)??

More than 7 in 10 graduates (70.2%) of the 2015/16 batch felt unprepared to write the registration exam (CNRE or NCLEX) at the end of the program. This question was not asked in the previous round of the study and hence cannot be trended.

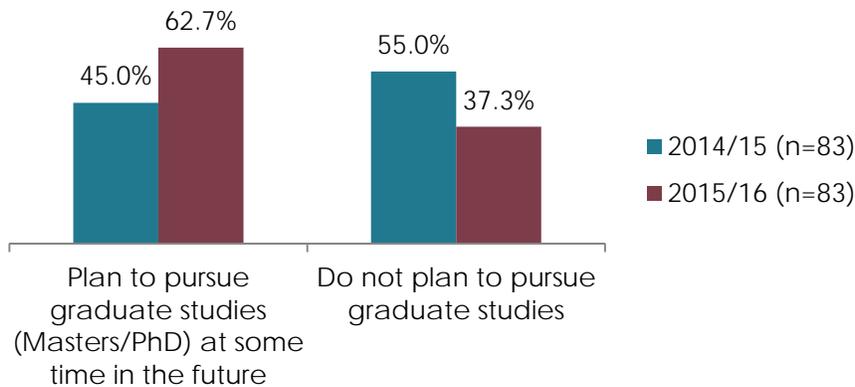


Base: All respondents of 2015/16 batch (n=84).

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

More than 6 in 10 (62.7%) plan to pursue graduate studies of some form in the future - significantly higher than 45.0% of the 2014/15 batch.

Figure 41 - Graduate Studies



Base: All respondents, excluding no response.

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

Among those who left additional comments, half of the graduates (50.0%) feel changes to the curriculum/classes/practicum are required. About a quarter feels that after the program they are not prepared for the workforce or need mentorship. More than 2 in 10 graduates feel they need more clinical/practical time. The improvements to the program suggested is very similar to what the 2014/15 graduates suggested.

Table 18 - Additional Comments

Additional Comments	Count	Percentage
Changes to Curriculum/Classes/Practicum	11	50.0%
Require More Clinical/Practical Time/Different Focus	8	27.3%
Instructors/faculty/Preceptors Comments	7	15.9%
Unprepared for Work Force/Mentorship	5	11.4%
Overall Satisfaction with Program	3	6.8%
Other	4	9.1%
Base (n=)	32	

Base: All respondents that left comments.

Appendix A – Questionnaire

2015/2016 Graduate Exit Survey

Congratulations on completing your Nursing degree!

The Faculty of Nursing, University of Regina and the School of Nursing, Saskatchewan Polytechnic invite you to participate in a survey because you are a graduate of the Saskatchewan Collaborative Bachelor of Science in Nursing (SCBScN) program. The purpose of the survey is to track the career path of SCBScN graduates and to identify trends over time. The firm Inshtrix Research Inc. has been contracted by the SCBScN program to conduct this survey with graduates. Your responses to the survey questions will provide the program with valuable feedback that will be critical for further program development, and nursing recruitment and retention decisions.

All information collected by Inshtrix, including personal information collected to facilitate contact for subsequent surveys, will be kept confidential; your identity will be anonymous to the SCBScN program. Other data from the surveys will only be shared with the SCBScN Program in an aggregate, non-identifiable form. The contact information and data collected during this research project will be used only for this specific research project. The data from this study may be published and presented at conferences, however the data will only be reported in a collective and aggregate form so it will not be possible to identify any individual. Reports or published data may also be shared with associated government departments or parties (for example the Saskatchewan Ministry of Health or the Saskatchewan Registered Nurses' Association) that may be interested in the trends of nurses and nursing in Saskatchewan. Again, all identifying information will be kept confidential. Both Inshtrix Research Inc. and the SCBScN program will store the data in a secure manner.

Your participation in the survey is completely voluntary and will not impact your relationship, current or future, with the SCBScN program, Faculty of Nursing, University of Regina or the School of Nursing, Saskatchewan Polytechnic. There are no penalties or repercussions for choosing not to participate. You may skip any question without explanation or penalty of any sort. You may also withdraw from the research project for any reason, at any time during the questionnaire, without explanation or penalty of any sort. Should you wish to withdraw, your data will be deleted. Once the survey is completed, if you choose to withdraw you may contact Inshtrix Research Inc directly at 1-888-5640 to have your information deleted.

There are no known or anticipated risks to you by participating in this research. This online survey should take approximately 10-13 minutes to complete.

Please note that this questionnaire has been approved by the University of Regina Research Ethics Board (REB).

If you have any questions, concerns, or complaints regarding the survey itself, or about your rights as a research participant please contact the University of Regina Research Ethics Board at research.ethics@uregina.ca or [306 585-4775](tel:3065854775) for further information, or Dr. Robin Evans, Associate Dean, Faculty of Nursing at (306) 337-3300 or 1-855-830-3300, or at robin.evans@uregina.ca. Please contact Insightrix if you have any technical problems completing the survey (1-866-888-5640 ext. 224).

Consent

By clicking on the link below and in completing and submitting the questionnaire, YOUR FREE AND INFORMED CONSENT IS IMPLIED and indicates that you understand the above conditions of participation in this study.

Note: Please print a copy of this screen for your records.

Click on the following link to begin the survey (or resume if you were interrupted):
[{URLMySurvey}](#)

[Note to Insightrix: This information will appear in the email invitation that goes out.]

***PLEASE NOTE: The question numbering in the below survey is based on questions added/removed to the previous NEPS survey which is why numbering may not be sequential in some areas.**

[On "Intro" page please state]:

If you prefer not to answer a survey question, please click the forward button to skip to the next question

[Make all questions not required and also write]:

You can end the survey at any time by closing your internet browser.

Section 1: Prior to Starting the SCBScN Program

The following questions refer to the period **before** you began the SCBScN program

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

- Yes
- No [go to Q.3]

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

- Health care/home care aide

- LPN
 - Lab tech/ EMT
 - Volunteer Program
 - Other, (please specify)
-

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

- High school diploma **[go to Q.5]**
- SIAST (or other Technical Institute) courses **[go to Q.5]**
- SIAST (or other Technical Institute) diploma/certificate
- Some university classes **[go to Q.5]**
- University baccalaureate (Under-Graduate) degree
- Masters degree
- Partial PhD
- PhD

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

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

- Household responsibilities **[go to Q.7]**
- Going to school **[go to Q.7]**
- Working

6. Was this work in the health care field?

- Yes (please specify) _____
- No

Section 2: During the SCBScN Program

The following questions refer to your experiences *during* the SCBScN program.

7. What year did you start your SCBScN program?

20__

8. What was your age when you entered the SCBScN program? _____ years

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

- Single
- Married/Common Law/Living Together
- Separated
- Divorced
- Widow(er)

9a. Did you have dependents during the program?

- Yes
- No

If No, Go to Q10

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

Dependent #1 - ____ Age
Dependent #2 - ____ Age
Dependent #3 - ____ Age
Dependent #4 - ____ Age
Dependent #5 - ____ Age

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

- Regina
- Saskatoon

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

- Change in marital status
- Birth of child
- Illness or death of family member or friend
- Major personal illness or disability
- Major uncertainty of Nursing as your profession
- Home relocation
- Care giving for dependent children or dependent adults
- Other, (please specify) _____
- None

13. Did you have a job while in the SCBScN program?

- Yes
- No

If No, Go to Q18

14. On average, how many hours a week did you work at your job in each of the following years: If you did not work any hours in that year, please enter 0

Hours/week in Year 1? _____

Hours/week in Year 2? _____

Hours/week in Year 3? _____

Hours/week in Year 4? _____

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

- Yes
- No [go to Q.21]

19. What was the total dollar value of scholarships or bursaries you received during the SCBScN program? Please enter a number not letters.

\$ _____

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

- Government
- University
- Regional Health Authority
- First Nation Bands/Metis Organization
- Other (please specify) _____

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

- Yes
- No [go to Q.23]

22. What was the total dollar value of your student or educational loans at completion of the SCBScN program? Please enter a number not letters.

\$ _____

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

August 2014
 December 2014
 April 2015
 August 2015

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

- Regina
- Saskatoon

Section 3: Your Job Search and Anticipated Employment

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

- Yes
- No [go to Q. 32]

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

- Yes
- No [go to Q26]

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

- Less than 4 months
- 4 months to less than 6 months
- 6 months to one year
- Greater than one year

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? (Select the appropriate number)**

a. Location	5	1	2	3	4
b. Client Group	1	2	3	4	5
c. Responsibilities	1	2	3	4	5
d. Shifts	1	2	3	4	5
e. Work Environment	1	2	3	4	5

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

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

- Employed as a nurse [go to Q.34]
- Not employed
- Employed in a field other than nursing

33. If you do not expect to be employed as a nurse in the first 6 months after completing the SCBScN program, what is the MAIN reason why?

- Do not expect to find a job I want
- Family responsibilities
- Health reasons
- Going to school
- Traveling
- Wanted time off
- Other, (please specify) _____

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

- Saskatchewan
- Manitoba or Eastern Canada
- Alberta or BC
- USA
- Other, (please specify) _____

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

- Rural
- Urban
- Both

If Q34=Saskatchewan

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

- Yes
- No

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:**

- _____ Family or community commitments
- _____ Clinical/client group I wanted
- _____ Position I wanted
- _____ Shift I wanted
- _____ Total hours I wanted
- _____ Signing bonus
- _____ Salary
- _____ Desire to travel
- _____ Bursary Work Commitment/Student loan assistance
- _____ Housing provided
- _____ Career planning
- _____ Mentorship opportunities
- _____ Graduate school assistance
- _____ Reputation of the Institution as a quality workplace
- _____ College friends
- _____ Orientation program
- _____ Geographic Location
- _____ Familiarity with Hospital where Completed Practicum
- _____ Other, (please specify) _____

If you have **confirmed employment**, please answer the following questions (37-39) related to that specific employment.

If you **do NOT have confirmed employment**, please answer the following questions (37-39) reflecting your anticipated circumstance.

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

- Recruitment Fairs
- Recruitment visits to programs site from employers
- Internet directories
- Word of mouth
- Advertisements (journals, newspapers, postings)
- Clinical or work experience in the facility during the program
- Other (please specify) _____

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

- Yes
- No

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

- More difficult than expected
- About the same as expected
- Less difficult than expected

Section 3: Your Job Search and Anticipated Employment

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

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.)

- Regular full-time
- Casual full-time
- Regular part-time
- Casual part-time

42. Is being employed on a [Hours] basis your preference?

- Yes
- No

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

- None
- 1 day or less
- 2 - 5 days
- 6 - 15 days
- 16 - 30 days
- More than 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
 - o 1 site
 - o 2 sites
 - o 3 or more

If you **do NOT have confirmed employment** at this time, please proceed to question 49.

If you **do have confirmed employment** at this time, please continue and answer the questions for up to three places of work.

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

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

Primary Site

- o General hospital, less than 100 beds
- o General hospital, 100 beds and over
- o Mental Health Centre/Hospital
- o Community Health/Health Centre
- o Nursing Stations (Outpost or clinics)
- o Nursing Home/Long Term Care Facility
- o Rehabilitation/Convalescent Centre
- o Physician's Office/Family Practice Unit
- o Business/Industry/Occupational Health
- o Private Nursing Agency/Private Duty
- o Home Care Agency
- o Primary Health Care Centre
- o Educational Institution
- o Association/Government
- o Self-employed
- o Other, (please specify) _____

Secondary Site

- o General hospital, less than 100 beds
- o General hospital, 100 beds and over
- o Mental Health Centre/Hospital
- o Community Health/Health Centre
- o Nursing Stations (Outpost or clinics)
- o Nursing Home/Long Term Care Facility
- o Rehabilitation/Convalescent Centre
- o Physician's Office/Family Practice Unit
- o Business/Industry/Occupational Health
- o Private Nursing Agency/Private Duty
- o Home Care Agency
- o Primary Health Care Centre
- o Educational Institution
- o Association/Government

- Self-employed
- Other, (please specify) _____

Third Site

- General hospital, less than 100 beds
- General hospital, 100 beds and over
- Mental Health Centre/Hospital
- Community Health/Health Centre
- Nursing Stations (Outpost or clinics)
- Nursing Home/Long Term Care Facility
- Rehabilitation/Convalescent Centre
- Physician's Office/Family Practice Unit
- Business/Industry/Occupational Health
- Private Nursing Agency/Private Duty
- Home Care Agency
- Primary Health Care Centre
- Educational Institution
- Association/Government
- Self-employed
- Other, (please specify) _____

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

Primary Site

1. Yes
2. No

Secondary Site

1. Yes
2. No

Third Site

1. Yes
2. No

46. What is your position?

Primary Site

- Staff Nurse/Community Health Nurse
- Chief Nursing Officer/Chief Executive Officer
- Director/Assistant Director
- Manager/Assistant Manager
- Clinical Nurse Specialist
- Instructor/Professor/Educator
- Researcher
- Consultant
- Nursing Practitioner

- Other, (please specify) _____

Secondary Site

- Staff Nurse/Community Health Nurse
- Chief Nursing Officer/Chief Executive Officer
- Director/Assistant Director
- Manager/Assistant Manager
- Clinical Nurse Specialist
- Instructor/Professor/Educator
- Researcher
- Consultant
- Nursing Practitioner
- Other, (please specify) _____

Third Site

- Staff Nurse/Community Health Nurse
- Chief Nursing Officer/Chief Executive Officer
- Director/Assistant Director
- Manager/Assistant Manager
- Clinical Nurse Specialist
- Instructor/Professor/Educator
- Researcher
- Consultant
- Nursing Practitioner
- Other, (please specify) _____

47. What is your main area of responsibility?

Primary Site

- Direct Care
- Administration
- Education
- Research

Secondary Site

- Direct Care
- Administration
- Education
- Research

Third Site

- Direct Care
- Administration
- Education
- Research

47a. In what area will you provide nursing care: (check all that apply)

Primary Site

- Medical/Surgical
- Pediatric
- Geriatric/Long term care
- Community Health
- Home care
- Oncology
- Emergency care
- Psychiatric/Mental Health
- Maternal/Newborn
- Critical Care
- Ambulatory Care
- Occupational Health
- Operating Room/RR
- Post Anesthesia
- Rehabilitation
- Palliative Care
- Several clinical areas
- Direct Care
- Education
- Teaching - Students
- Teaching - Employees
- Teaching - Clients
- Nursing Research only
- Other, (please specify) _____

Secondary Site

- Medical/Surgical
- Pediatric
- Geriatric/Long term care
- Community Health
- Home care
- Oncology
- Emergency care
- Psychiatric/Mental Health
- Maternal/Newborn
- Critical Care
- Ambulatory Care
- Occupational Health
- Operating Room/RR
- Post Anesthesia
- Rehabilitation
- Palliative Care

- Several clinical areas
- Direct Care
- Education
- Teaching - Students
- Teaching - Employees
- Teaching - Clients
- Nursing Research only
- Other, (please specify) _____

Third Site

- Medical/Surgical
- Pediatric
- Geriatric/Long term care
- Community Health
- Home care
- Oncology
- Emergency care
- Psychiatric/Mental Health
- Maternal/Newborn
- Critical Care
- Ambulatory Care
- Occupational Health
- Operating Room/RR
- Post Anesthesia
- Rehabilitation
- Palliative Care
- Several clinical areas
- Direct Care
- Education
- Teaching - Students
- Teaching - Employees
- Teaching - Clients
- Nursing Research only
- Other, (please specify) _____

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

Primary Site:

_____ hours/week

Secondary Site:

_____ hours/week

Third Site:

_____ hours/week

48a. Will you work in a forensic setting?

- a. Yes
- b. No

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

- Less than \$20,000
- \$20,000 - \$24,999
- \$25,000 - \$29,999
- \$30,000 - \$34,999
- \$35,000 - \$39,999
- \$40,000 - \$44,999
- \$45,000 - \$49,999
- \$50,000 - \$54,999
- \$55,000 - \$59,999
- \$60,000 - \$64,999
- \$65,000 - \$69,999
- \$70,000 - \$74,999
- \$75,000 and above
- Don't know

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

- SRNA
- Other nursing licensure, (please specify) _____
- None

51. What is your gender?

- Male
- Female

52. Where did you grow up?

- Regina
- Saskatoon
- Other city in Saskatchewan
- Town in Saskatchewan
- Rural Saskatchewan
- Outside Saskatchewan, (please specify) _____

53. Are you of Aboriginal ancestry?

- Yes
- No [go to Q. 55]

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

- Metis
- Non-status Indian
- Status/Treaty Indian
- Inuit

55. What is your current marital status?

- Single
- Married/Common Law/Living Together
- Separated
- Divorced
- Widow(er)

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

- Very satisfied
- Satisfied
- Dissatisfied
- Very dissatisfied
- Unsure/don't know

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

- Very well
- Well
- Not well
- Poorly
- Unsure/don't know

57a. Would you recommend the SCBScN program to others?

- Yes
- No

57b. How prepared did you feel at the end of your program to write the registration exam (CRNE or NCLEX)??

- Very prepared
- Prepared
- Unprepared

- Very unprepared
- Unsure/don't know

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

- Yes
- No

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

We are interested in contacting you two (2) years from now and again five (5) years in order to learn from you about your career decisions.

If you would agree to us contacting you two years from now, please identify your present address and also 2 contacts, such as parents or siblings, from whom we could obtain current contact information at that time, should you move.

Name: _____
Present Mailing Address: _____
City or Town: _____
Province/State: _____
Postal Code/Zip Code: _____
Phone: _____
Email: _____

Contact 1

Name: _____
Relationship: _____
Mailing Address: _____
City or Town: _____
Province/State: _____
Postal Code/Zip Code: _____
Phone: _____
Email: _____

Contact 2

Name: _____
Relationship: _____
Mailing Address: _____
City or Town: _____
Province/State: _____
Postal Code/Zip Code: _____
Phone: _____
Email: _____