Profile, Employment Outcomes, and Retention of Maritime University Bachelor's Graduates

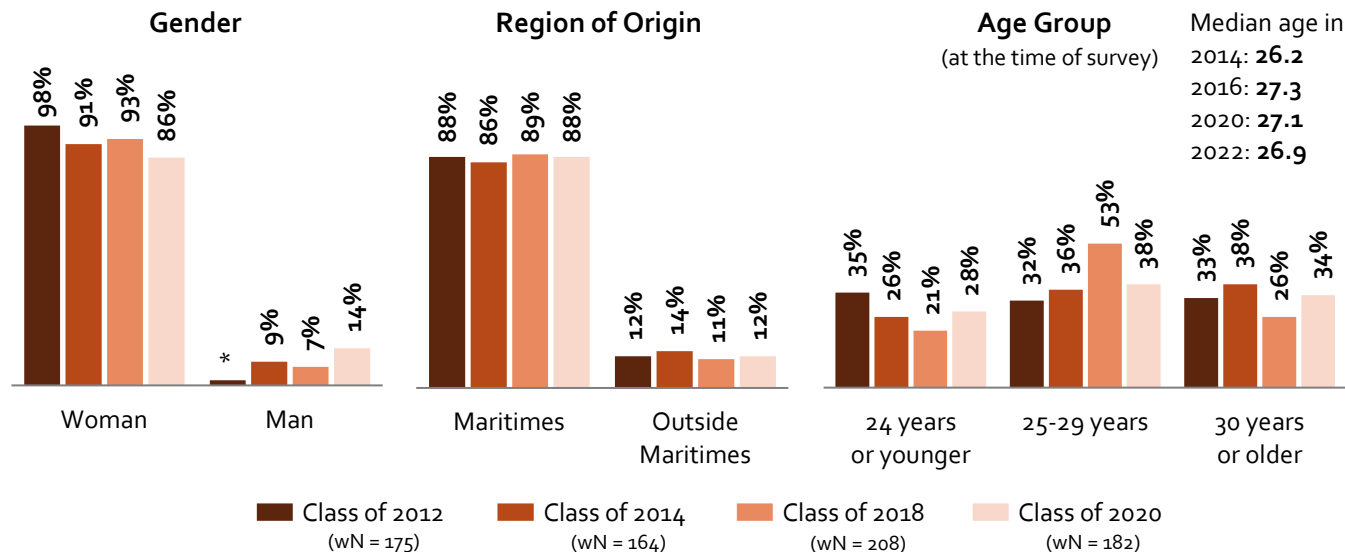## Nursing

Highlights

- Four classes of Maritime university bachelor's graduates were surveyed two years after graduation. This report looks at the profile of nursing program graduates, their employment outcomes, and their retention in the Maritime region.

- Nursing graduates from Maritime universities were predominantly women, originally from the Maritimes, with a median age ranging rom 26.2 to 27.3 at the time of the survey.

- Most graduates had not completed any post-secondary education before enrolling in their nursing program. The percentage of graduates with previous post-secondary credentials increased by 13 percentage points from 34% for the Class of 2012 to 47% for the Class of 2020.

- Across the four graduating classes, nearly all graduates in the labour force were employed two years after graduation, and among employed graduates, about eight in ten were employed full-time. The median annual earnings, measured in constant 2022 dollars, decreased from $82,200 for the Class of 2012 to $73,000 for the Class of 2020. This decrease is in part due to the high inflation rate between 2020 and 2022.

- Most employed graduates reported that their job was related to their program, that they were using the skills they learned during their program, and felt that their education had prepared them for the workforce (i.e., to a moderate, considerable, or great extent).

- The vast majority of graduates were employed in the "health care and social assistance" sector. The most common occupation group among graduates was "professional occupations in nursing". The percentage of graduates working in this occupation group increased from 83% for the Class of 2012 to 95% for the Class of 2020.

- The percentage of all nursing graduates residing in the Maritimes two years after graduation increased from 80% for the Class of 2012 to 85% for the Class of 2020. Similarly, the percentage of graduates originally from the Maritimes residing in the region increased from 86% to 95%.

Profile of Nursing Graduates

Gender

98% 91% 93% 86% — Woman
* 9% 7% 14% — Man

Region of Origin

88% 86% 89% 88% — Maritimes
12% 14% 11% 12% — Outside Maritimes

Age Group
(at the time of survey)

35% 26% 21% 28% — 24 years or younger
32% 36% 53% 38% — 25-29 years
33% 38% 26% 34% — 30 years or older

Median age in
2014: **26.2**
2016: **27.3**
2020: **27.1**
2022: **26.9**

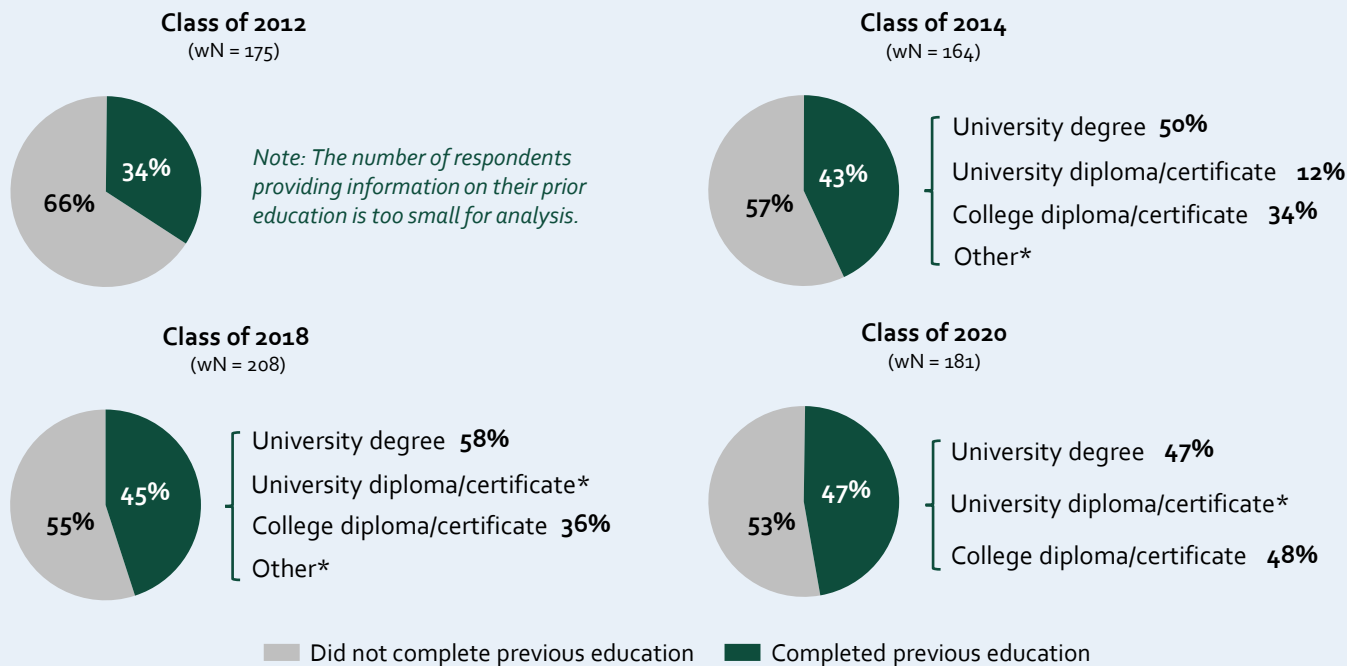| ■ Class of 2012 (wN = 175) | ■ Class of 2014 (wN = 164) | ■ Class of 2018 (wN = 208) | ■ Class of 2020 (wN = 182) |

* Data suppressed due to small cell size.

Gender: This variable is obtained from the universities' administrative data. Hence, it is possible that sometimes the only information available is "sex at birth" in which case it is used as a proxy for "gender." Also, some institutions include "non-binary person" in the "unknown gender" category which makes it impossible to publish data on the non-binary population.

Region of Origin: The primary region of residence in the 12 months before enrolling in the program.

Post-Secondary Education Completed Prior to Enrolling in Nursing Program

Class of 2012
(wN = 175)

34%
66%

Note: The number of respondents providing information on their prior education is too small for analysis.

Class of 2014
(wN = 164)

43%
57%

University degree **50%**
University diploma/certificate **12%**
College diploma/certificate **34%**
Other*

Class of 2018
(wN = 208)

45%
55%

University degree **58%**
University diploma/certificate*
College diploma/certificate **36%**
Other*

Class of 2020
(wN = 181)

47%
53%

University degree **47%**
University diploma/certificate*
College diploma/certificate **48%**

■ Did not complete previous education   ■ Completed previous education

* Data suppressed due to small cell size.

Previous education: The highest credential completed by graduates before enrolling in their nursing program. Credentials are classified into the following categories: University degree (includes bachelor's, master's, PhD/doctorate, and professional health doctorate), University diploma/certificate, College diploma/certificate (includes private college or training school diploma/certificate, apprenticeship diploma/certificate, and CEGEP), Other (any other diploma or certificate).

Employment Outcomes of Nursing Graduates

	Graduates in the labour force			
	Class of 2012 (wN = 174)	Class of 2014 (wN = 152)	Class of 2018 (wN = 203)	Class of 2020 (wN = 178)
Percent employed	99%	99%	100%	98%
Percent employed full-time†	82%	83%	83%	82%
Percent employed in a permanent position†	88%	82%	80%	84%
Median earnings†**	$82,200	$80,800	$77,700	$73,000
Median full-time earnings†**	$84,500	$81,700	$80,300	$74,900

	Graduates in the labour force who were living in the Maritimes at the time of the survey			
	Class of 2012 (wN = 137)	Class of 2014 (wN = 130)	Class of 2018 (wN = 172)	Class of 2020 (wN = 147)
Percent employed	100%	99%	100%	98%
Percent employed full-time†	83%	83%	83%	83%
Percent employed in a permanent position†	88%	82%	84%	87%
Median earnings†**	$81,500	$80,400	$79,400	$72,800
Median full-time earnings†**	$82,800	$80,800	$80,300	$74,100

† Among employed graduates   ** Median earnings are expressed in constant 2022 dollars and rounded to the closest $100.

<u>Percent employed</u>: The number employed divided by the total number in the labour force.

<u>Percent employed full-time</u>: The number employed full-time divided by the total number employed full-or part-time.

<u>Earnings</u>: Annualized earnings calculated on self-reported wages recorded based on the respondents' choice (hourly, bi-weekly, monthly, etc.).

Percentage of Nursing Graduates by Industry Sector of Their Job†

		Class of 2012 (wN = 173)	Class of 2014 (wN = 151)	Class of 2018 (wN = 197)	Class of 2020 (wN = 167)
1	Health care and social assistance	97%	97%	97%	94%
2	Public administration	-	-	-	5%
3	Other	3%	3%	3%	*

† Among employed graduates   * Data suppressed due to small cell size.

<u>Industry sectors</u>: The data on industry sectors are based on the major groupings of the North American Industry Classification System (NAICS) 2012 and 2017. Industry sectors with small sample sizes (unweighted n < 5) are grouped into "Other".

Percentage of Nursing Graduates by Occupation Group of Their Job[†]

		Class of 2012 (wN = 173)	Class of 2014 (wN = 151)	Class of 2018 (wN = 202)	Class of 2020 (wN = 170)
1	Professional occupations in nursing[1]	83%	85%	97%	95%
2	Professional occupations in health (except nursing)[2]	9%	9%	-	-
3	Technical occupations in health[3]	-	4%	-	-
4	Specialized middle management occupations[4]	3%	-	-	-
5	Other	5%	3%	3%	5%

† Among employed graduates

Occupation groups: The data on occupations are based on the major groupings of the National Occupational Classification (NOC) 2011 and 2016. Occupation groups with small sample sizes (unweighted n < 5) are grouped into "Other".

1 Includes "registered nurses and registered psychiatric nurses" and "nursing co-ordinators and supervisors".

2 Includes "allied primary health practitioners".

3 Includes "licensed practical nurses".
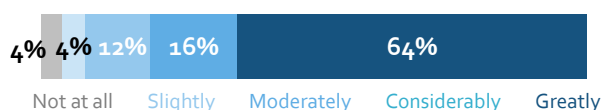
4 Includes "managers in health care".

The Extent to Which Nursing Graduates Think…

They Were Working in a Job Related to Their Program[†]

Class of 2018
(wN = 201)

** | 7% | 8% | 83%
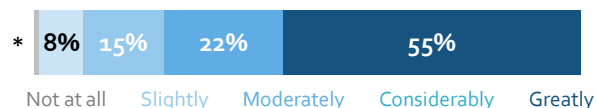
1. Not at all   2   3   4   5. To a great extent

Class of 2020
(wN = 173)

4% | 4% | 12% | 16% | 64%

Not at all | Slightly | Moderately | Considerably | Greatly

They Were Using the Skills Learned During Their Program[†]

Class of 2018
(wN = 202)

* | 3% | 8% | 19% | 69%

1. Not at all   2   3   4   5. To a great extent

Class of 2020
(wN = 172)

* | 8% | 15% | 22% | 55%

Not at all | Slightly | Moderately | Considerably | Greatly

Their Education Prepared Them for the Workforce[†]

Class of 2018
(wN = 202)

* | 6% | 19% | 41% | 34%

1. Not at all   2   3   4   5. To a great extent

Class of 2020
(wN = 174)

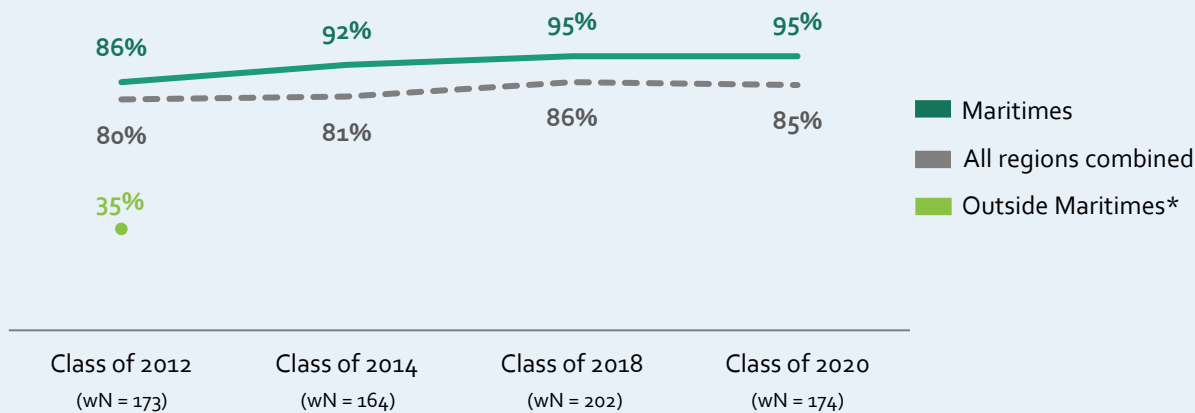4% | 11% | 23% | 34% | 28%

Not at all | Slightly | Moderately | Considerably | Greatly
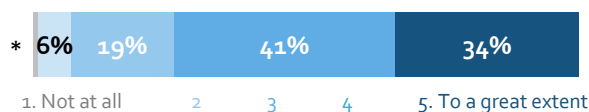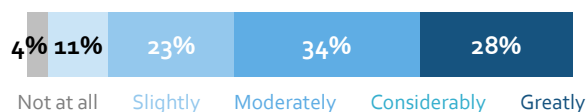
† Among employed graduates   * Data suppressed due to small cell size.

Note: Data for the other two classes cannot be compared due to the use of different scales.

4

Percentage of Nursing Graduates Residing in the Maritimes Two Years After Graduation by Region of Origin

	Class of 2012 (wN = 173)	Class of 2014 (wN = 164)	Class of 2018 (wN = 202)	Class of 2020 (wN = 174)
Maritimes	86%	92%	95%	95%
All regions combined	80%	81%	86%	85%
Outside Maritimes*	35%			

* Data suppressed for the classes of 2014, 2018 and 2020 due to small cell sizes.

Data sources:
MPHEC Graduate Outcomes (GO) survey:
- Class of 2012 in 2014
- Class of 2014 in 2016
- Class of 2018 in 2020
- Class of 2020 in 2022

Research samples:
Bachelor's graduates of the following Classification of Instructional Program (2016) code:
- 51.3801: Registered nursing/registered nurse (RN, ASN, BSN, BScN, MSN, MScN)

Graduates from Bachelor of Nursing or Bachelor of Science in Nursing programs from the following universities are included:
- **Nova Scotia**: Cape Breton University, Dalhousie University, St. Francis Xavier University
- **New Brunswick**: University of New Brunswick, Université de Moncton
- **Prince Edward Island**: University of Prince Edward Island

Number of graduates and response rates

Survey	Graduates	Completed surveys Unweighted (Weighted)	Response rate	Margin of error*
Class of 2012	792	187 (175)	24%	±6.3 pp
Class of 2014	773	177 (164)	23%	±6.5 pp
Class of 2018	771	210 (208)	27%	±5.8 pp
Class of 2020	790	191 (182)	24%	±6.2 pp

* Confidence interval of 95% (19 times out of 20)

All statistics presented have been generated from weighted data on the basis of the university of graduation and gender. Statistics in charts may not sum to 100% due to rounding. Non-responses have been excluded from the analyses. Data in small cell sizes (unweighted n < 5) suppressed to ensure the confidentiality of respondents.

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5