

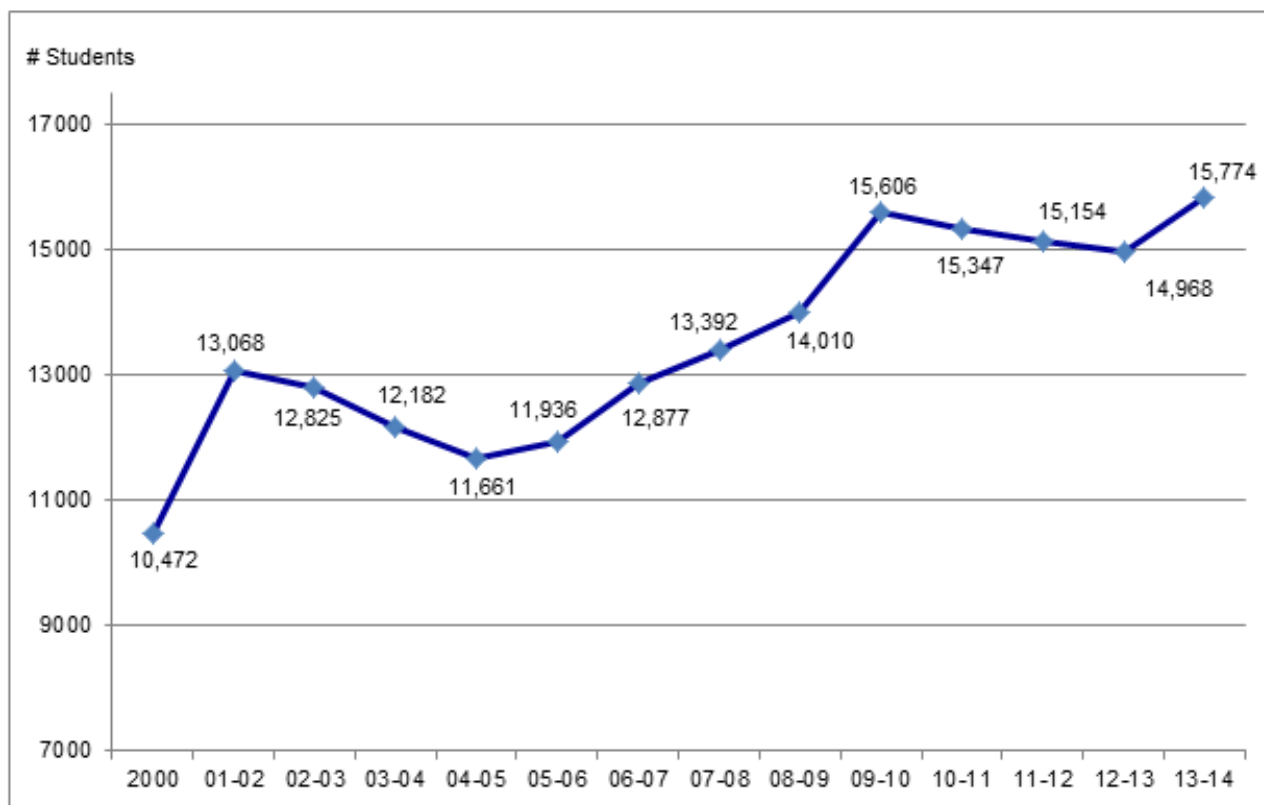
WHO WILL EDUCATE THE NEXT GENERATION OF NURSES?

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- The Canadian Association of Schools of Nursing (CASN) conducts an annual national survey of nursing faculty and students to support health human resource planning in Canada.
- The survey provides longitudinal data on numbers, age, and qualification of nursing faculty, numbers and types of nursing programs being offered across the country, as well as numbers of admissions and graduations of students by program type.

- Data are collected annually from all the schools of nursing in Canada using an electronic questionnaire.
- Multiple steps are followed to ensure the accuracy of the data collected including comparisons with program inventories from previous years, as well as program data listed on each school website and discrepancies are carefully followed up.
- The results are not published until a minimum of 80% of the schools of nursing in Canada have responded.
- In the last ten years the response rate has varied between 82% and 90%.
- Descriptive statistical analyses of the survey variables are conducted annually.

Admissions to Entry-to-Practice Programs, 1999-2000 to 2013-2014



(Collection period changed from calendar year to academic year in 2001)

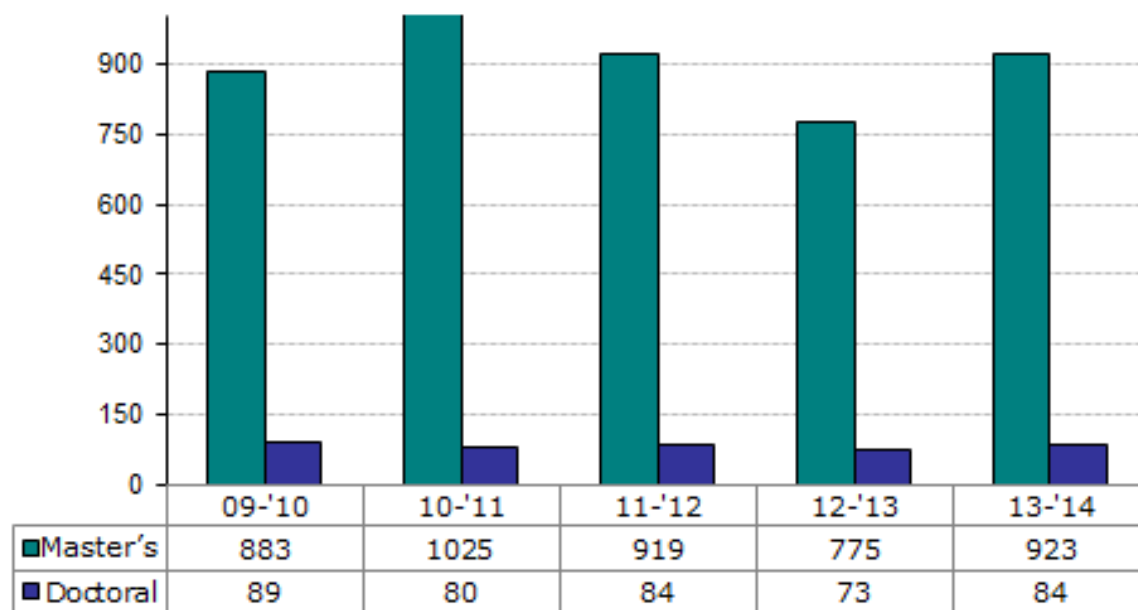
Sources: *National Student and Faculty Survey of Canadian Schools of Nursing*; *Ordre des infirmières et infirmiers du Québec*

Note: The 2010-2011 figure has been revised based on corrections provided by the schools, resulting in a change from 15,370 to 15,347.

- 15,774 students entered ETP programs in 2013-2014, an increase of 5.4% (from 14,968).

- Admissions to doctoral programs have remained fairly stable in the last five years but the number of graduates increased in 2009-2010 and again in 2010-2011.
- 28.9% of schools (33 of 114 schools) offered one or more master's programs; master's programs were not available in the Northwest Territories, Nunavut or the Yukon.
- 923 students were admitted to master's programs, an increase of 19.1% since 2012-2013.
- 14.0% of schools (16 of 114 schools) offered doctoral programs in 2013-2014.

Number of Admissions

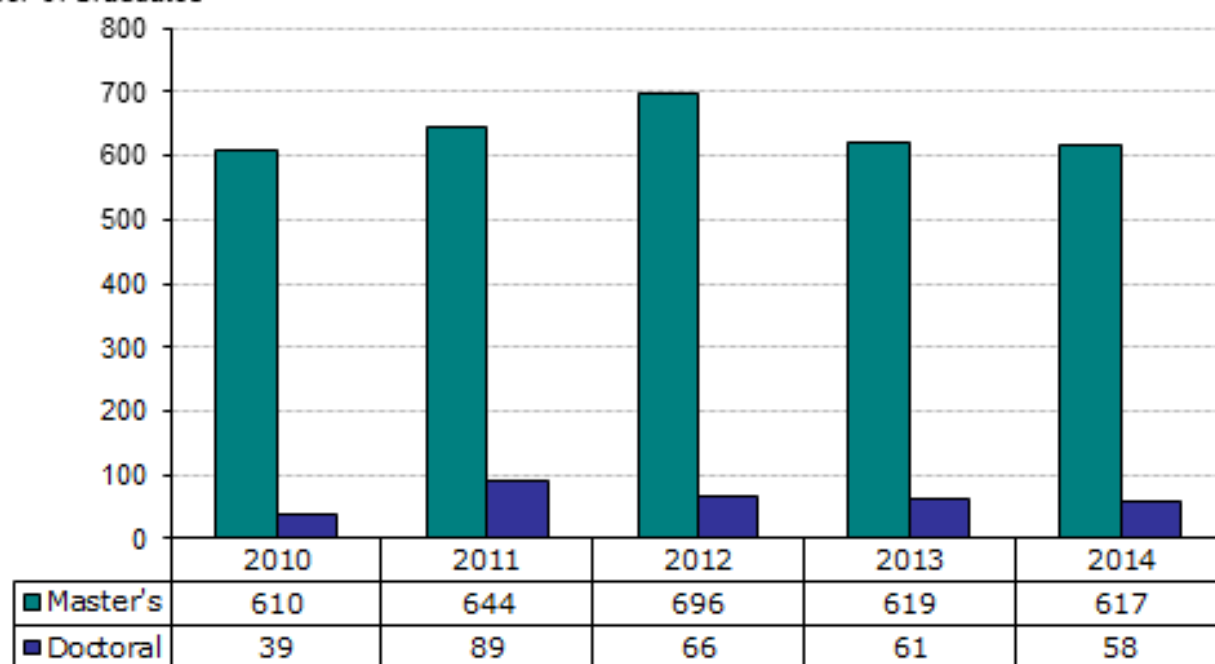


Source: *National Student and Faculty Survey of Canadian Schools of Nursing*

Note: The 2009-2010 master's figure has been revised from 991 to 883 based on corrections provided by the schools. The 2012-2013 master's figure has been revised from 839 to 775 based on corrections provided by the schools. The 2012-2013 PhD figure has been revised from 65 to 73 based on corrections provided by the schools.

- 617 RNs graduated from master's programs, a 0.3% decrease from the previous year.
- Admissions to doctoral programs increased by 15.1% from the previous year.
- 58 RNs graduated from Doctoral programs in 2014 as compared with 61 in 2013, a decrease of 4.9%.

Number of Graduates



Source: *National Student and Faculty Survey of Canadian Schools of Nursing*

Note: The 2010 master's figure has been revised from 607 to 610 based on corrections provided by the schools. The 2013 master's figure has been revised from 689 to 619 based on corrections provided by the schools. The 2010 PhD figure has been revised from 77 to 39 based on corrections provided by the schools. The 2013 PhD figure has been revised from 63 to 61 based on corrections provided by the schools.

- 9,001 RN faculty members were employed by schools of nursing in 2014. Only 25.4% of faculty members are permanent—2,284 of the 9,001 RN faculty .
 - 60.2% of permanent faculty were 50 years of age or older;
 - 40.0% of permanent faculty were 55 years or older and
 - 20.0% were 60 years or over.
- The RN faculty are older than the general RN workforce with the percentage of RN permanent faculty in the 50+ age cohort more than 10 percentage points higher than the percentage of 50+ in the RN workforce.
- RN Faculty also require more education than the general nursing workforce
 - 26.7% have Doctoral degrees
 - 54.5% have Masters degrees

Age Category Percentages for 2014 RN Workforce compared to 2014 RN Permanent Faculty

Age Category	% of RN Workforce, 2014	% of RN Permanent Faculty, 2014
<35	25.2	5.3
35-39	10.8	9.3
40-44	11.8	13.5
45-49	12.6	11.7
50-54	14.1	20.2
55+	25.6	40.0

Sources: *National Student and Faculty Survey of Canadian Schools of Nursing*; Canadian Institute for Health Information. (2014). *Regulated nurses 2014 Report*ⁱⁱⁱ

Note: RN Workforce percentages do not add to 100 due to "unstated".

- An increasing percentage of RN permanent faculty were in the 50+ age cohort with the greatest percentage change in the 60+ age cohort.

Comparison of RN Permanent Faculty Age Cohorts 2010, 2011, 2012, 2013 and 2014

Age Cohort	2010	2011	2012	2013	2014	% Change '13 to '14
<40	18.9	16	15.5	14.5	14.6	0.1
40-49	27.6	27.4	26.0	25.3	25.2	-0.1
50-59	38.6	38.7	39.7	40.2	40.2	0.0
60+	14.9	17.8	18.8	20.0	20.0	0.0

Source: *National Student and Faculty Survey of Canadian Schools of Nursing*

- 100 permanent RN faculty (senior faculty) retired in 2014.
- 31.0% (31 of the 100) were under 60.
- 20.0% of permanent RN faculty aged 60 or more were eligible to retire.
- Schools were unable to fill 83 full-time positions, representing a 2.6% vacancy rate.
- Schools projected a need to hire 205 full-time faculty in 2015.

- 13.1% of permanent full-time RN faculty (408 permanent full-time faculty) were engaged in academic upgrading programs ranging from baccalaureate to post-doctoral studies. These studies took place in schools in and outside of Canada.
- The majority of faculty who were upgrading educational qualifications were enrolled in master's (41.7%) or doctoral programs (40.7%).

- The results of the 2013-2014 supported a trend that has been emerging over the last three years. The admissions to programs for registered nurses have remained high and relative stable across Canada, whereas the admissions to doctoral programs, the requirement for many nursing faculty positions, has not increased in proportion to the projected retirements of current faculty.

- 15,774 students were admitted to programs for registered nurses in 2013-2014
- 40.0% of faculty were in the 55+ age cohort
- 20.0% of faculty were in the 60+ age cohort.
- Currently there are 395 students enrolled in PhD nursing programs in Canada, 89 of which are current faculty members.
- The potential future supply of new faculty from current PhD enrolment in Canada is therefore 306.
- In 2013-2014, master's and doctoral admissions increased by 19.1% and 15.1%, respectively.
- However, the number of graduates from master's and doctoral programs decreased slightly.

- Findings indicate that Increased graduate program admissions need to be sustained to avoid a potential faculty shortage.
- The replacement pool (master's and doctoral graduates) for retiring faculty is inadequate if enrolments in graduate programs and enrolments in undergraduate programs remain at current levels.

Canadian Association of Schools of Nursing (2015). *Registered Nurses Education in Canada Statistics 2013-2014 : Registered Nurse Workforce, Canadian Production; Potential New Supply*. Ottawa; Author.

Canadian Institute for Health Information. (2014). *Regulated nurses 2014 Report*. Ottawa: Author.

Questions?