# 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.

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- Data are collected annually from all the schools of nursing in Canada using an online questionnaire.

- Multiple steps are followed to ensure the accuracy of the data collected including comparisons with program inventories from previous years and program data listed on each school's 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.

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**Admissions to Entry-to-Practice Programs, 1999-2000 to 2015-2016**
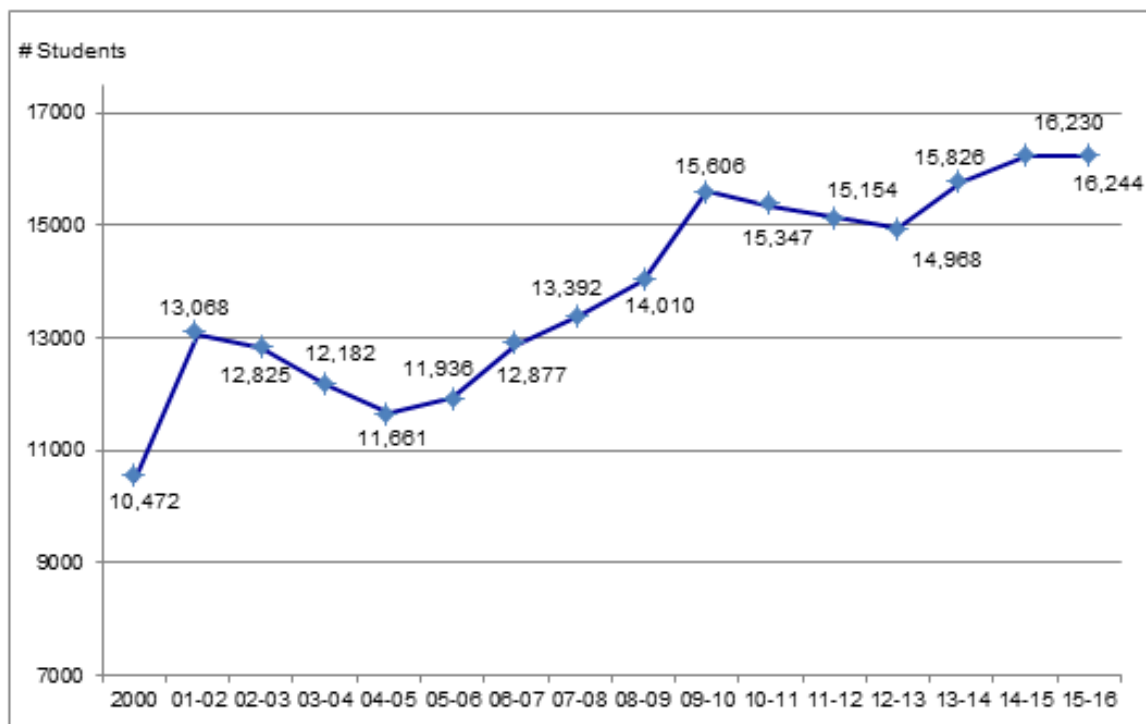
Students

(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*

- 16,244 students entered ETP programs in 2015-2016, an increase of 0.1% (from 16,230).

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- Admissions to doctoral programs have remained fairly stable in the last five years but the number of graduates increased in 2012 and again in 2015.
- 29.1% of schools (34 of 117 schools) offered one or more master's programs; master's programs were not available in the Northwest Territories, Nunavut, or the Yukon.
- 1,037 students were admitted to master's programs, an increase of 3.4% since 2014-2015.
- 14.5% of schools (17 of 117 schools) offered doctoral programs in 2015-2016.

Number of Admissions

	11-'12	12-'13	13-'14	14-15	15-16
Master's	919	775	922	1002	1037
Doctoral	84	73	87	75	86
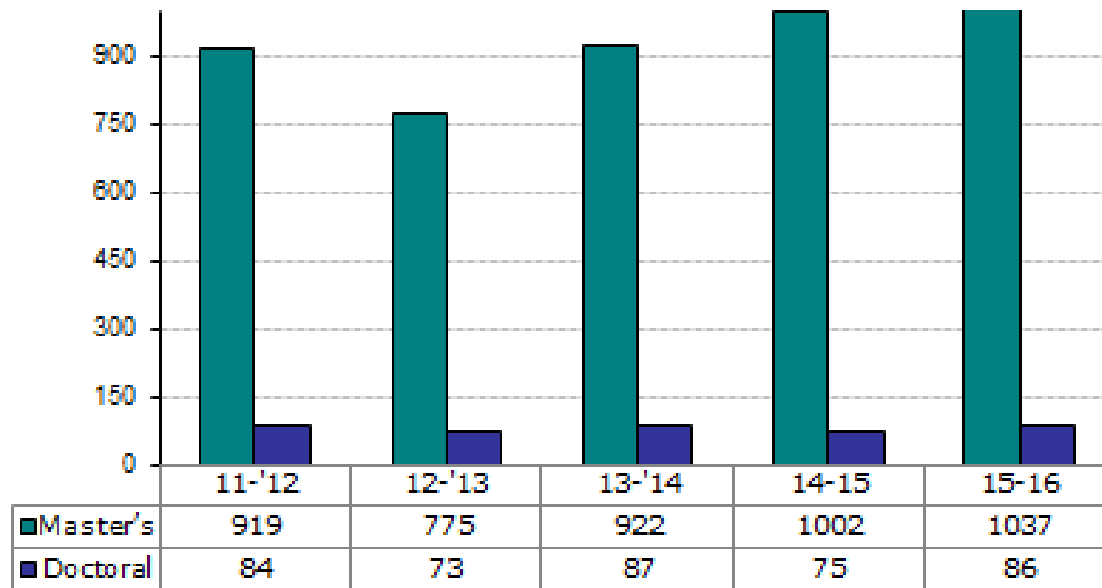
Source: *National Student and Faculty Survey of Canadian Schools of Nursing*

- 678 RNs graduated from master's programs, a 1.0% decrease from the previous year.

- Admissions to doctoral programs increased by 13.7% from the previous year.

- 60 RNs graduated from doctoral programs in 2016 as compared with 66 in 2015, a decrease of 9.5%.

Number of Graduates

	2012	2013	2014	2015	2016
■ Master's	696	619	611	688	678
■ Doctoral	66	61	58	66	60
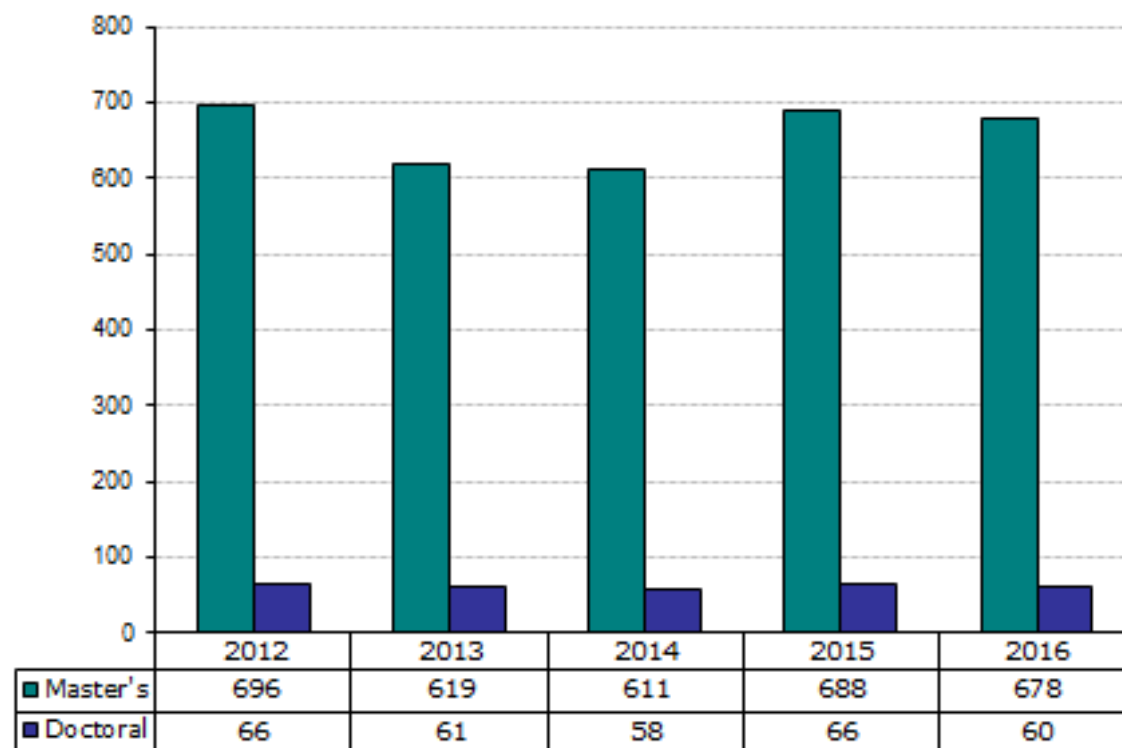
Source: *National Student and Faculty Survey of Canadian Schools of Nursing*

- 13,894 RN faculty members were employed by schools of nursing in 2016. Only 19.3% of faculty members are permanent: 2,680 of the 13,894 RN faculty .
  - 57.1% of permanent faculty were 50 years of age or older;
  - 39.3% of permanent faculty were 55 years or older and
  - 21.9% 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 master's degrees

Table F: Age Category Percentages for 2016 RN Workforce compared to 2016 RN Permanent Faculty

Age Category	% of RN Workforce, 2016	% of RN Permanent Faculty, 2016
<35	27.3	5.6
35-39	11.4	10.1
40-44	11.3	11.9
45-49	11.9	15.4
50-54	13.1	17.8
55+	25.0	39.3

Sources: *National Student and Faculty Survey of Canadian Schools of Nursing*; Canadian Institute for Health Information. (2017). *Regulated nurses 2016 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.

Table G: Comparison of RN Permanent Faculty Age Cohorts 2012, 2013, 2014, 2015, and 2016

Age Cohort	2012	2013	2014	2015	2016	% Change '15 to '16
<40	15.5	14.5	14.6	16.2	15.7	-0.5
40-49	26.0	25.3	25.2	25.6	27.3	1.7
50-59	39.7	40.2	40.2	36.5	35.3	-1.2
60+	18.8	20.0	20.0	21.6	21.9	0.3

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

- 83 permanent RN faculty (senior faculty) retired in 2016.

- 16.9% (14 of the 83) were under 60.

- 21.9% of permanent RN faculty aged 60 or more were eligible to retire.

- Schools were unable to fill 57 full-time positions, representing a 2.1% vacancy rate.

- Schools projected a need to hire 118 full-time faculty in 2017.

- 9.6% of permanent full-time RN faculty (4,256 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 (36.0%) or doctoral programs (56.6%).

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- The results of the 2015-2016 survey 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.

- 16,244 students were admitted to programs for registered nurses in 2015-2016.
- 39.3% of faculty were in the 55+ age cohort.
- 21.9% of faculty were in the 60+ age cohort.
- Currently there are 456 students enrolled in PhD nursing programs in Canada, 145 of which are current faculty members.
- The potential future supply of new faculty from current PhD enrolment in Canada is therefore 311.
- In 2015-2016, master's admissions increased by 3.4% and doctoral admissions decreased by 13.7%, 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.

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Canadian Association of Schools of Nursing. (2017). *Registered Nurses Education in Canada Statistics 2015-2016: Registered Nurse Workforce, Canadian Production; Potential New Supply.* Ottawa, ON: Author.

Canadian Institute for Health Information. (2017). *Regulated nurses 2016 Report*. Ottawa, ON: Author.

References

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Questions?