

RN Registration Highlights (2021-22)

Membership Numbers: Renewals, Entries, Exits & Growth

In 2021-22 the College issued 6,429 practising licences - an increase of 1.6% over the previous year. Registrants with a practising licence represent 92.9% of the total membership (Fig. 1). **Fifty-nine members obtained a temporary Emergency Licence to assist with the pandemic response in this licensure year. They are not included in the practising numbers.** Non-practising membership increased slightly from 458 in 2020-21 to 490 in 2021-22.

Each year the majority of registrants are Registered Nurses (RNs) renewing a practising licence. This year, 93.7% of practicing registrants held a practising licence last year. The change in the total number of practicing registrants results from entries and exits (Table 1). Growth is the difference between the total number who enter and exit (Fig. 2). The first negative growth (i.e., exits exceeding entries) was seen in 2014-15. Growth was positive (i.e., more entries than exits) in 2020-21 and 2021-22.

Fig. 1. CRNNL Membership by Licensure Year

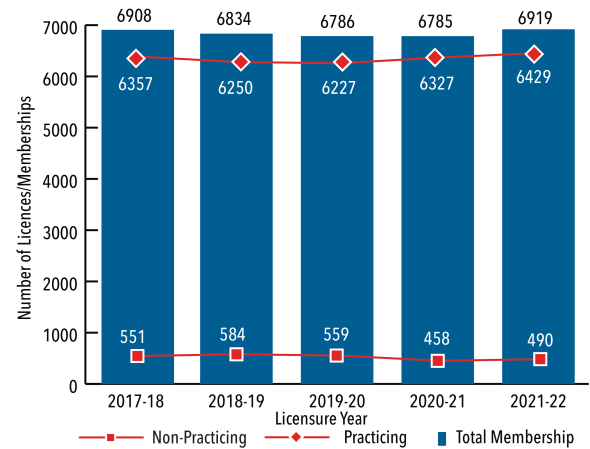


Table 1. Entries and Exits by Licensure Year

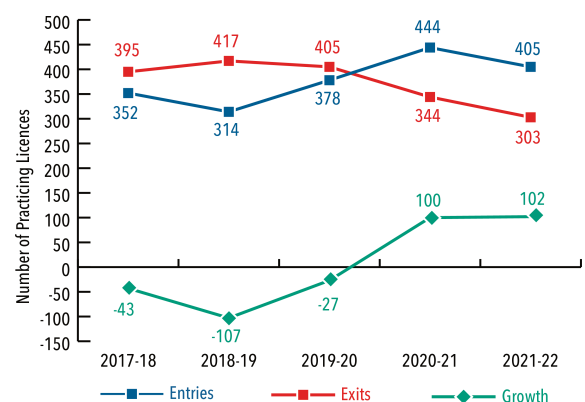
	Enter		Re-Enter			TOTAL ENTRIES	Exit			TOTAL EXITS
	New (NL)	New (Other)	Renew from Lapsed	Renew from Non-Practicing	Renew from Other ¹		Lapsed Practicing	Renew to Non-Practicing	Other Exits ¹	
2017-18	231	62	23	55	8	352	149	184	62	395
2018-19	188	43	32	51	0	314	123	226	68	417
2019-20	204	88	29	55	2	378	119	206	80	405
2020-21	243	83	43	67	8	444	121	152	71	344
2021-22	194	101	45	59	6	405	73	184	46	303

Graduates from the provincial schools of nursing make up the majority of entries each year. Other new members include those educated in other Canadian jurisdictions and a small number of Internationally Educated Nurses. The number of previous registrants re-entering exceeded 100 for the second year in a row.

Over the last five years, the number of entries has averaged 378. The number of entries for 2021-22 increased slightly compared to the previous year. While the number of new NL graduates decreased, both the number of new Canadian RNs and IENs increased compared to 2020-21.

The number of exits decreased in 2021-22 due to a decrease in the number of lapsed members and other exits (e.g., resignations). While a portion of those who exit can be expected to re-enter, one-quarter (25.4%) had reached or exceeded age 60 at year-end.

Fig. 2. Growth in Practising Registrants



Registrants Among the Youngest in Canada...But One-in-Fourteen Have Reached or Exceeded Age 60

The average age of practicing registrants at year-end was 42.7 years (Table 2). This is essentially unchanged from the previous year (42.6) and makes us among the youngest nursing workforces in the country.²

RNs employed in direct care continued to be the youngest cohort with an average age of 41.0 years and 5.7% age 60+. A higher average age for RNs in management, and faculty positions is expected given the additional experience and educational requirements for these positions. The proportion of Advanced Practice RNs aged 60+ increased 1.4 percentage points compared to last year whereas the proportion of Faculty decreased 5.2 percentage points over the same period.

The proportion of registrants who were 60+ at year-end increased less than 1 percentage point to 7.1% in 2021-22. Of those who were employed in nursing, 46.9% were employed casual; 34.8% were employed full-time and 18.2% were part-time. Most who were employed worked in a hospital (34.8%), community health/health centre (12.8%) or nursing home/long-term care facility (12.1%).

Majority of NL Graduates Retained with Full Time Employment Slowly Increasing

Table 3 shows the total number of Bachelor of Nursing graduates from the NL Schools of Nursing. The decrease in the number of graduates for 2021 is of note. The percentage of graduates employed in the provincial workforce in the year that they graduate (i.e., Year 1) has averaged 80.4% over the last 10 years (Fig. 3). The percentage of graduates employed in the workforce the year after graduation (i.e., Year 2) has averaged 81.4% over the same period. Year 2 retention for the class of 2021 can not be calculated until the end of the 2022-23 licensure year. Compared to 2011, the Year 1 retention for the class of 2021 is 4.3 percentage points higher. Despite fluctuations in the year-over-year retention over the last 10 licensure years, there is a slightly positive trend for both Year 1 and Year 2 retention.

The percentage of practicing members employed full-time in NL increased slightly in 2021-22 and remained among the highest full-time employment rates in the country² (Fig. 4). Full-time employment of new graduates increased nearly 10 percentage points to 49.4% and was higher than casual employment for the first time since 2011-12. However, the trend of high rates of casual employment continued with 48.3% of 2021 graduates employed casual. Two-thirds (67.4%) of those who were employed casual reported that they desired casual employment.

Table 3. Number of Graduates from NL Schools of Nursing

2014	2015	2016	2017	2018	2019	2020	2021
249	247	224	229	240	233	263	203

¹ Other exits resign their practicing licence in good standing or have their licence suspended due to disciplinary proceedings. Other entries renew from a resigned or suspended licence.

² Canadian Institute for Health Information (2020). *Data Tables Registered Nurses 2021*.

Table 2. Age of Practicing Registrants

	n	Average Age	% 60+ years
All Members	6429	42.7	7.1
Direct Care	4774	41.0	5.7
Advanced Practice	235	45.2	7.2
Management	391	48.7	10.2
Faculty	97	48.5	14.4
RNs in Long Term Care	459	46.4	11.1

Direct Care - Staff/Community/Occupational Health Nurse
 Advanced Practice - Nurse Practitioner, Clinical Nurse Specialist
 Management - Executive, Director/Assistant Director, Manager/Assistant Manager, Supervisor
 Faculty - primary employer is one of the 3 NL Schools of Nursing
 Long Term Care - place of work is Nursing Home/Long Term Care

Fig. 3. New NL Graduates in NL Nursing Workforce

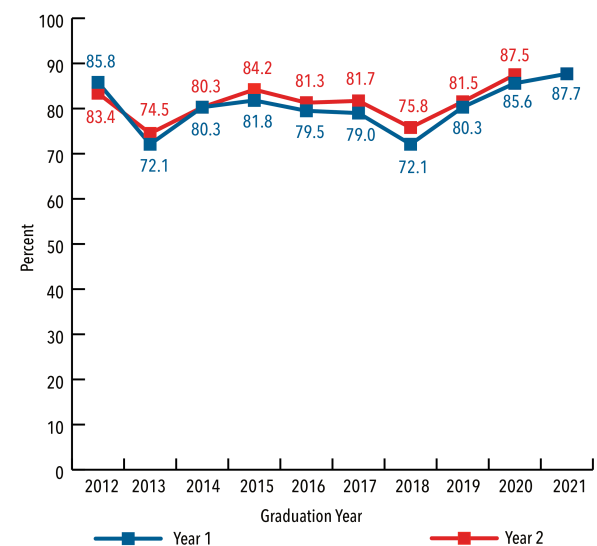


Fig. 4. Employed Full-Time in NL Nursing Workforce

