

RN Registration Highlights (2022-23)

Membership Numbers: Renewals, Entries, Exits

In 2022-23 the College issued 6,771 practicing licences - an increase of 5.3% over the previous year. Registrants with a practicing licence represent 93.2% of the total membership (Fig. 1). Non-practicing membership increased slightly to 494.

Over the last five years, the number of entries has averaged 458. This year the number of registrants licensed for the first time (i.e., new entries) increased by 108.8% to 616 (Table 1).

The number of exits increased 34.9% in 2022-23 primarily due to an increase in the number who were lapsed or resigned at year end (i.e., Other Exits). Despite the increase in exits, membership growth (entries minus exits) was positive for the third consecutive year.

Fig. 1. CRNNL Membership by Licensure Year

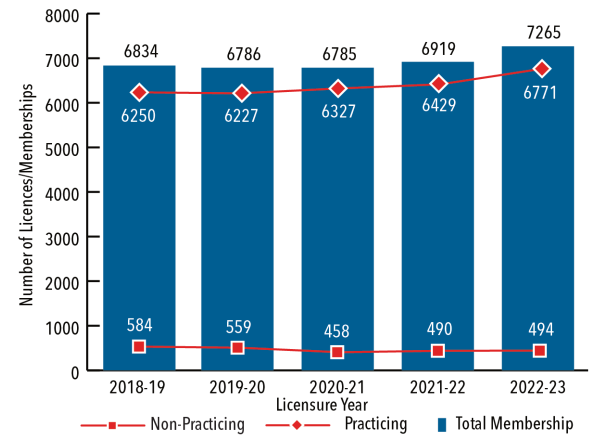


Table 1. Entries and Exits by Licensure Year

	Enter		Re-Enter		TOTAL ENTRIES	Exit		TOTAL EXITS
	New (NL)	New (Other)	Renew from Non-Practicing	Renew from Other		Renew to Non-Practicing	Other Exits	
2018-19	188	43	51	32	314	226	191	417
2019-20	204	88	55	31	378	206	199	405
2020-21	243	83	67	51	444	152	192	344
2021-22	194	101	59	51	405	184	119	303
2022-23	213	403	66	67	749	188	221	409

Each year the majority of registrants are those renewing a practicing licence. This year, 88.9% of registrants held a practicing licence last year, 2.0% re-entered (i.e., were previously registered), and 9.1% were new registrants (Fig. 2). Table 2 shows that the number of new registrants who were registered in another Canadian jurisdiction prior to registering in NL (i.e., registered by endorsement) exceeded the number who registered in NL as an RN for the first time (i.e., registered by exam).

Fig. 2. Renewals, Re-entries and New Registrants

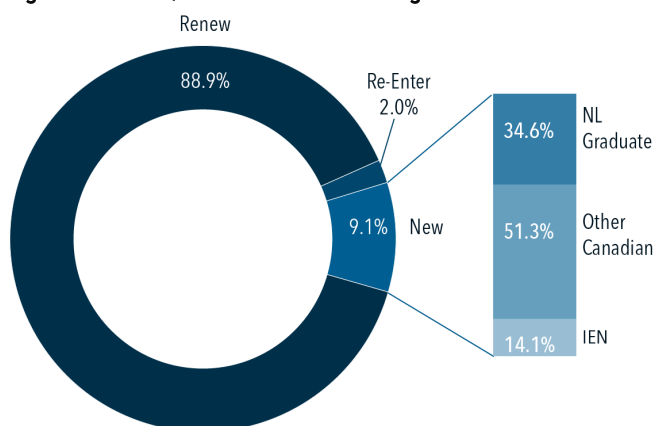


Table 2. Registered by Endorsement vs. Registered by Exam

	New Entries	Registered by Endorsement	Registered by Exam
2018-19	231	16.9	83.1
2019-20	292	25.3	74.7
2020-21	326	24.8	75.2
2021-22	295	32.2	67.8
2022-23	616	62.8	37.2

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 42.5 years (Table 3). This is essentially unchanged from the previous year 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 40.8 years and 5.8% 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+ decreased 1.4 percentage points compared to last year whereas the proportion of Faculty increased 1.2 percentage points over the same period.

The proportion of registrants who were 60+ at year-end increased to 7.2%. Of those who were employed in nursing, 50.2% were employed casual; 31.8% were employed full-time and 17.9% were part-time. Most who were employed worked in a hospital (35.7%), community health/health centre (13.2%) or nursing home/long-term care facility (12.3%). Of those 60+ who exited the workforce, 80.5% reported that they were employed in nursing. The majority were in direct care (82%) and worked in hospital (35.8%), community health/health centre (17.9%) or nursing home/long term care facility (10.5%).

Majority of NL Graduates Retained with Full Time Employment Continuing to Increase

Table 4 shows the total number of Bachelor of Nursing graduates from the NL schools of nursing. 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. 5). The percentage of graduates employed in the workforce the year after graduation (i.e., Year 2) has averaged 81.7% over the same period. Year 2 retention for the class of 2022 can not be calculated until the end of the 2023-24 licensure year. Compared to 2013, the Year 1 retention for the class of 2022 is 13.2 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 of new graduates.

The percentage of practicing members employed full-time in NL decreased slightly in 2022-23 but remained among the highest full-time employment rates in the country² (Fig. 6). Full-time employment of new graduates increased to 59.4%. This is the second year in a row with a 10 percentage points increase in full-time employment for new graduates. Just over one-third of new graduates reported they were employed casual (38.1%). Nearly three-quarters of those who were employed casual (73.3%) reported that they desired casual employment.

Table 4. Number of Graduates from NL Schools of Nursing

2015	2016	2017	2018	2019	2020	2021	2022
247	224	229	240	233	263	203	231

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 2022*.

Table 3. Age of Practicing Registrants

	n	Average Age	% 60+ years
All Members	771	42.5	7.2
Direct Care	5029	40.8	5.8
Advanced Practice	257	44.8	5.8
Management	405	48.7	9.9
Faculty	96	49.2	15.6
RNs in Long Term Care	502	45.9	10.8

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.5. New NL Graduates in NL Nursing Workforce

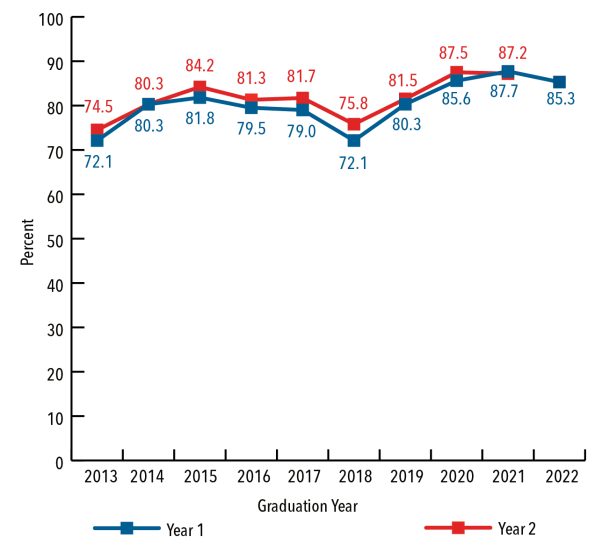


Fig.6. Employed Full-Time in NL Nursing Workforce

