

RN Registration Highlights (2019-2020)

Membership Numbers: Renewals, Entries, Exits & Growth

In 2019-20 CRNNL issued 6,227 practicing licenses - a decrease of less than one percent over the previous year. Registrants with a practicing license represent 91.8% of the total membership (Fig. 1). Non-practicing membership decreased by 4.3% in 2019-20. Members on extended leave (e.g., maternity), those employed outside NL and retired members can obtain a non-practicing membership.

Each year the majority of registrants are Registered Nurses (RNs) renewing a practicing license (Table 1). The change in the number of practicing registrants results from entries (i.e., new and re-entry) and exits (i.e., lapsed or renew to non-practicing). Growth is the difference between the total who enter and exit (Fig. 2). Growth peaked at 169 in 2010-11 but has remained below 100 since then. The first negative growth (i.e., exits exceeding entries) was seen in 2014-15. While both 2015-16 and 2016-17 saw levels of positive growth on par with previous years, growth has been negative for the past three years.

Fig. 1. CRNNL Membership by Licensure Year

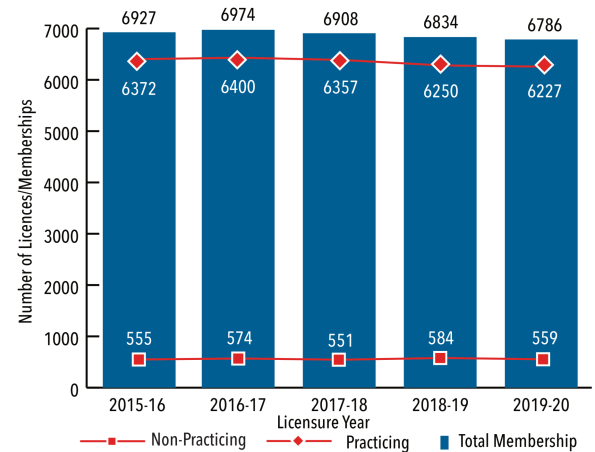


Table 1. Entries and Exits by Licensure Year

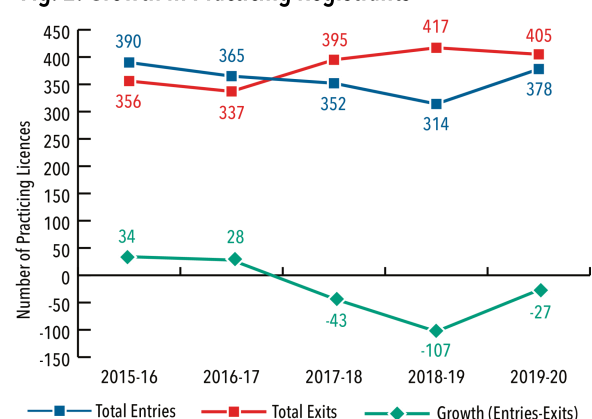
	Enter		Re-Enter			TOTAL ENTRIES	Exit			TOTAL EXITS
	New (NL)	New (Other)	Renew from Lapsed	Renew from Non-Practicing	Renew from Other ¹		Lapsed Practicing	Renew to Non-Practicing	Other Exits ¹	
2015-16	217	75	43	55	0	390	121	192	43	356
2016-17	204	80	20	61	0	365	96	188	53	337
2017-18	231	62	23	55	8	352	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

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 re-entering has remained below 100 for the past five years.

Over the last five years, the number of entries has averaged 360. The number of entries for 2019-20 increased compared to the previous year. Both the number of new NL graduates and new members from other jurisdictions increased compared to 2018-19.

The number of exits decreased in 2019-20 due to a decrease in the number of lapsed registrants and those renewing to non-practicing. While a portion of those who exit can be expected to re-enter the following year, nearly one-quarter (24.2%) had reached or exceeded age 60 at year-end.

Fig. 2. Growth in Practicing Registrants



Members Among the Youngest in Canada...But One-in-Fifteen Have Reached or Exceeded Age 60

The average age of practicing registrants at year-end was 42.7 years (Table 2). This is 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 4.6% were age 60 or older. A higher average age for RNs in advanced practice, management, and faculty positions is expected given the additional experience and educational requirements for these positions.

Approximately one-in-fifteen practicing registrants (6.2%) were 60 or older. Of those 60+ who were employed in nursing, 4-in-10 (42.1%) were employed casual; 35.2% were employed full-time and 22.7% were part-time. Most who were employed worked in a hospital (35.5%), nursing home/long-term care facility (14.7%), or community health (10.5%).

Approximately 7 out of 10 NL Graduates Retained But Full-Time Employment Rates Are Of Note

Table 3 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 80.0% over the last 10 licensure years (Fig. 3). The percentage of graduates employed in the workforce in the year after graduation (i.e., Year 2) has averaged 81.2% over the last ten licensure years. Year 2 retention for the class of 2019 can not be calculated until the end of the 2020-21 licensure year. Compared to 2010, the Year 1 retention for the class of 2019 is 5.2 percentage points lower. Despite fluctuations in the year-over-year retention rates over the last 10 licensure years, there is a slightly positive general trend for both Year 1 and Year 2 retention.

The percentage of practicing members employed full-time in NL increased slightly in 2019-20 and remains slightly above the national target of 70% (Fig. 4). Full-time employment of new graduates increased by 8.9 percentage points in 2019-20. However, the trend of high rates of casual employment continued with the majority of 2019 graduates employed casual (70.1%). Most who were employed casual (57.3%) reported that they desire full-time employment. The proportion of those employed casual who reported they desire casual employment doubled from the previous year (40.5% vs. 19.5%).

Table 3. Number of Graduates from NL Schools of Nursing

2012	2013	2014	2015	2016	2017	2018	2019
253	247	249	247	224	229	240	233

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

² Canadian Institute for Health Information (2017). *Data Tables Registered Nurses 2017*.

Table 2. Age of Practicing Registrants

	n	Average	% 60+
All Members	6227	42.7	6.2
Direct Care	4684	40.8	4.6
Advanced Practice	198	45.5	9.1
Management	379	49.1	9.8
Faculty	100	50.5	15.0
RNs in Long Term Care	425	46.3	12.5

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

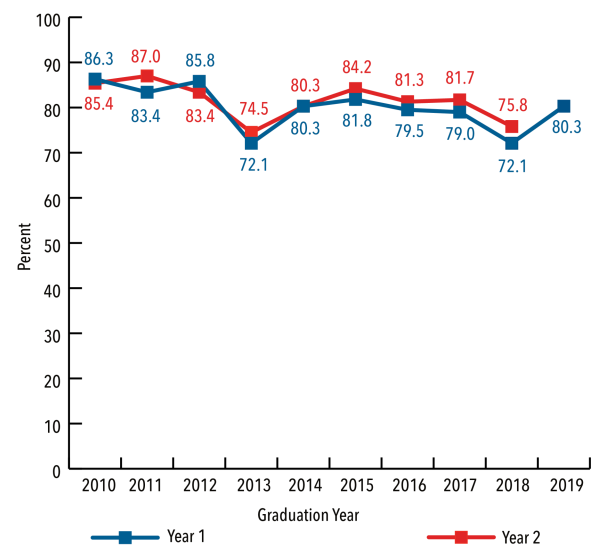


Fig. 4. Employed Full-Time in NL Nursing Workforce

