

RN Registration Highlights (2020-2021)

Membership Numbers: Renewals, Entries, Exits & Growth

In 2020-21 CRNNL issued 6,327 practising licences - an increase of 1.6% over the previous year. Registrants with a practising licence represent 93.2% of the total membership (Fig. 1). **Eighty-eight 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 decreased by 18.1% from 559 in 2019-20 to 458 in 2020-21.

Each year the majority of registrants are Registered Nurses (RNs) renewing a practising licence. This year, 93% of practising registrants held a practising licence last year. The change in the total number of practising 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 and growth has been negative for the past three years. This year saw positive growth of 100 due to both fewer exits and more entries than last year.

Fig. 1. CRNNL Membership by Licensure Year

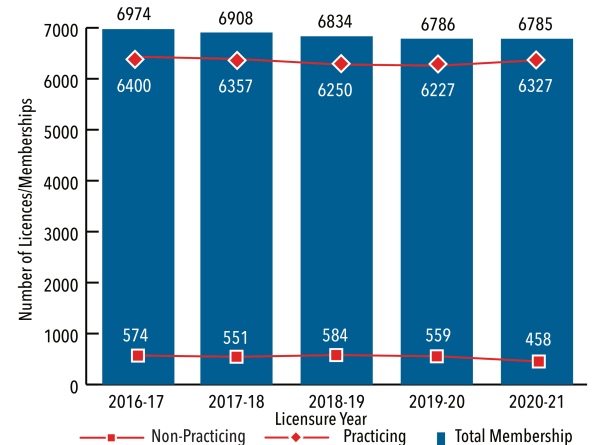


Table 1. Entries and Exits by Licensure Year

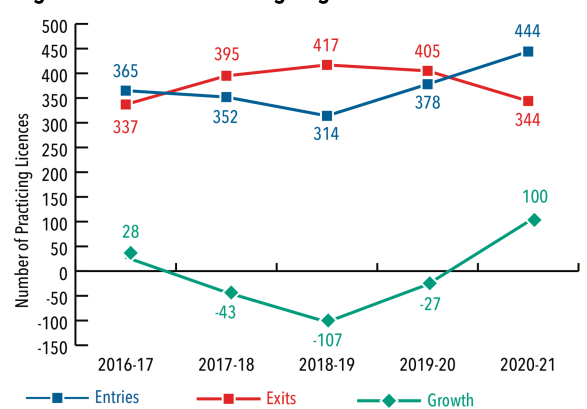
	Enter		Re-Enter			TOTAL ENTRIES	Exit			TOTAL EXITS
	New (NL)	New (Other)	Renew from Lapsed	Renew from Non-Practicing	Renew from Other ¹		Lapsed Practicing	Renew to Non-Practicing	Other Exits ¹	
2016-17	204	80	20	61	0	365	96	188	53	337
2017-18	231	62	23	55	8	352	149	184	62	395
2018-19	188	43	32	51	0	314	123	226	68	417
2019-20	204	88	29	55	2	378	119	206	80	405
2020-21	243	83	43	67	8	444	121	152	71	344

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 first time in five years.

Over the last five years, the number of entries has averaged 370. The number of entries for 2020-21 increased compared to the previous year. Both the number of new NL graduates and the number of re-entries increased compared to 2019-20.

The number of exits decreased in 2020-21 due to a decrease in the number of those renewing to non-practicing and other exits (e.g., resignations). While a portion of those who exit can be expected to re-enter the following year, more than one-quarter (27.2%) had reached or exceeded age 60 at year-end.

Fig. 2. Growth in Practising 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 42.6 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 40.7 years and 4.5% 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 3.3 percentage points compared to last year whereas the proportion of Faculty increased 4.6 percentage points over the same period.

Unchanged from last year, approximately one-in-fifteen practicing registrants (6.3%) were 60+. Of those who were employed in nursing, 4-in-10 (42.0%) were employed casual; 35.8% were employed full-time and 22.1% were part-time. Most who were employed worked in a hospital (34.2%), nursing home/long-term care facility (15.1%), or community health (10.8%).

Approximately 8 out of 10 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 increase in the number of graduates for 2020 is of note. The percentage of graduates employed in the provincial workforce in the year that they graduate (i.e., Year 1) has averaged 80.0% 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 81.5% over the last ten licensure years. Year 2 retention for the class of 2020 can not be calculated until the end of the 2021-22 licensure year. Compared to 2010, the Year 1 retention for the class of 2020 is just 0.7 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 2020-21 and remains slightly above the national target of 70% (Fig. 4). Full-time employment of new graduates increased to 39.5% in 2020-21. However, the trend of high rates of casual employment continued with the majority of 2020 graduates employed casual (56.9%). Most who were employed casual (53.9%) reported that they desire full-time employment. The proportion of those employed casual who reported they desire casual employment remained high at 45.3%.

Table 3. Number of Graduates from NL Schools of Nursing

2013	2014	2015	2016	2017	2018	2019	2020
247	249	247	224	229	240	233	263

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 (2019). *Data Tables Registered Nurses 2019*.

Table 2. Age of Practicing Registrants

	n	Average	% 60+
All Members	6327	42.6	6.3
Direct Care	4714	40.7	4.5
Advanced Practice	224	44.8	5.8
Management	396	49.0	11.1
Faculty	102	49.5	19.6
RNs in Long Term Care	431	46.8	12.9

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

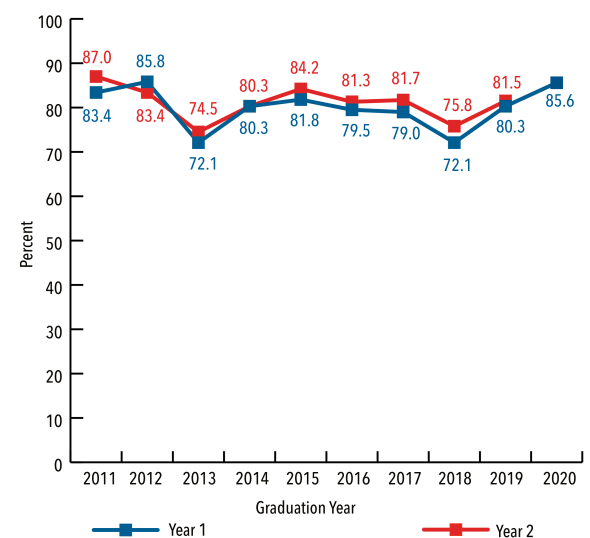


Fig.4. Employed Full-Time in NL Nursing Workforce

