



Since 2005, the NGG has increased full-time employment for Registered Nurses from 58% to 83%* and full-time employment of Registered Practical Nurses from 26% to 56%*

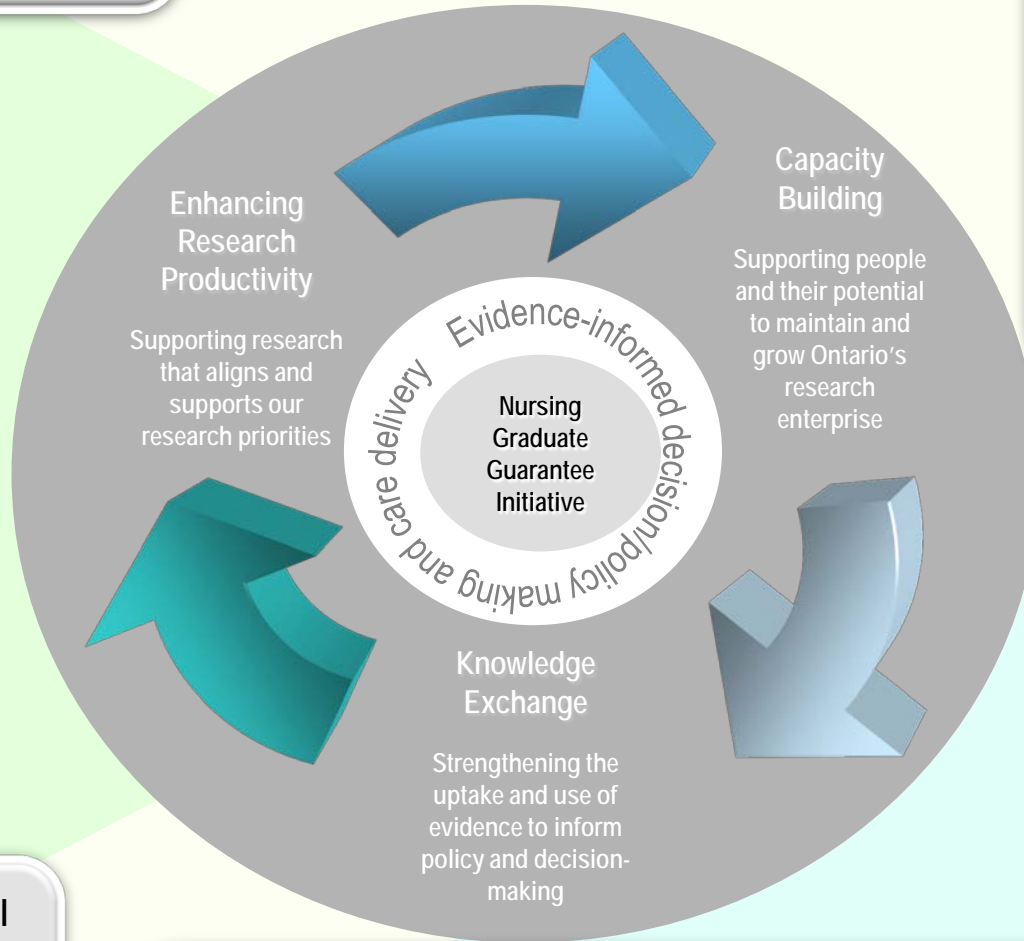
Note: these numbers include temporary FT and supernumerary positions

Nursing Graduate Guarantee (NGG)

Nursing Health Services Research Unit
(McMaster site) www.nhsru.com

"Ontario's \$89 million NGG promises newly graduated registered nurses and registered practical nurses six months of full-time employment. It is reversing a 20-year-trend towards part-time and casual work and has been effective in creating full-time jobs for new nursing graduates."

Dr. Andrea Baumann, Co-director, Nursing Health Services Research Unit (McMaster site)



Nursing Graduate Guarantee Initiative

- The results of this longitudinal study (Nursing Graduatd Survey, 2003-2007; New Graduate Evaluation of Nursing Graduate Portal Survey, 2007-2009) report on the impact of employment status, work integration and preference for employment
- Based on study results, the MOHLTC has invested \$89 million to fund the Nursing Graduate Guarantee Initiative (NGG)
- The initiative funds full-time supernumerary nursing positions for new nursing graduates as part of the ministry's Health Human Resource Strategy
- HealthForce Ontario (HFO) is used as an online employment portal

For the past 20 years, employment for nurses has changed

- In 1998 over 60% were part-time or casual
- Currently, there is 64% full-time employment for all nurses (CNO, 2009) and 76% for new graduates

Overall New Graduate Experience with the Portal

- 82% of New Graduates (RN & RPN) rated their overall experience with the Nursing Graduate Portal as Good, Very Good or Excellent

The full-time employment trend is continuing upward

- Ontario Government is committed to move toward 70% full-time employment

Where do they prefer to work?

- The Greater Toronto Area continues to be the employment location of choice for many
- The overall employment preference for Registered Nurses and Registered Practical Nurses is in the hospital sector
 - RNs prefer to work in emergency followed by medical/surgical
 - RPNs prefer to work in geriatrics followed by medical/surgical

Study results - On-going crisis

- In rural and remote regions full-time/part-time distribution is still a concern