Should I stay or should I go? 
Nursing careers in Switzerland in the first years after graduation

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Background
Nursing shortage in Switzerland

Dringend gesucht: 6'500 Pflegefachleute


Quelle:
https://www.medinside.ch/de/post/dringend-gesucht-6-500-pflegefachleute

Urgently needed: 6500 nurses
Objectives and Design

• What are the professional careers of nurses in Switzerland?

• (What influences these careers?)

• What affects retention from the point of view of nurses?

➢ Longitudinal study with a cohort of nurses
Occupational Careers and Job Retention of Health Professionals

Data Project: Longitudinal Study
National Graduate Survey of Health Professionals from Universities of Applied Sciences

Data Project: Longitudinal Study
Professional Careers in Nursing – Longitudinal Study after Career Start

Intervention Project
• Innovative Models of Integrated Collaboration for Ambulant Care

Intervention Project
• Job Satisfaction of Midwives

Intervention Project
• Advanced Practice Models for Physiotherapy

Intervention Project
• Promotion of Interprofessional Collaboration in Practice

Zurich Universities of Applied Sciences and Arts

1st International Conference – Countering Staff Shortage Among Health Professions – Together for a Healthy Health Care System
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Methods

Longitudinal design, 3 survey waves:
- Before the end of studies (2011)
- 1 year after graduation (2012)
- 6 years after graduation (2017)

Recruiting third wave:
- E-mails to participants wave 1 & 2
- Information using different channels
- 4 reminders & additional SMS as well as phone calls using short form of questionnaire

Descriptive analyses
mainly based one data of third survey in German speaking part of Switzerland
Nursing Workforce in Switzerland

Two ways to get a diploma in nursing (registered nurse) in Switzerland both at tertiary level:

- Diploma of Higher Education from a College of Higher Education (CHE)
- a Bachelor of Science from a University of Applied Sciences (BSc)

Differences between language regions

- French speaking part: all graduates study at UAS have BSc
- Italian speaking part: c. 1/3 with BSc, 2/3 from CHE
- German speaking part: c. 10% with BSc, 90% from CHE
Data

Graduates fall 2011 / spring 2012

- CHE 940
- BSc 93

End of studies 2011 / 2012

- CHE 718
- BSc 72

1 year after graduation 2012 / 2013

- CHE 407
- BSc 56

6 years after graduation 2017

- CHE 394
- BSc 50

- 100 %
- 76 %
- 45 %
- 43 %
### Sociodemographic features: Age, sex, children

<table>
<thead>
<tr>
<th></th>
<th>Age at graduation</th>
<th>Proportion male nurses 2011/2012</th>
<th>Proportion with children at graduation 2011/2012</th>
<th>Proportion with children 6 years after graduation 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurses College of Higher Education (Nurses CHE)</td>
<td>24 years</td>
<td>6.4 %</td>
<td>4 %</td>
<td>27 %</td>
</tr>
<tr>
<td>Nurses Bachelor in Nursing Science (BSc Nurses)</td>
<td>24 years</td>
<td>2.8 %</td>
<td>4 %</td>
<td>24 %</td>
</tr>
</tbody>
</table>
# Sociodemographic features: Details to children

<table>
<thead>
<tr>
<th>Only nurses with children (N=119)</th>
<th>More than one child</th>
<th>Youngest child &lt; 2 years</th>
<th>Youngest child &lt; 5 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurses CHE &amp; BSc</td>
<td>50 %</td>
<td>63 %</td>
<td>85 %</td>
</tr>
</tbody>
</table>
## Employment six years after graduation

<table>
<thead>
<tr>
<th>Category</th>
<th>Frequency</th>
<th>Valid Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>325</td>
<td>73 %</td>
</tr>
<tr>
<td>Employed and in (further) education</td>
<td>98</td>
<td>22 %</td>
</tr>
<tr>
<td>Studies or further education but no employment</td>
<td>5</td>
<td>1 %</td>
</tr>
<tr>
<td>Neither employment nor studies</td>
<td>16</td>
<td>4 %</td>
</tr>
</tbody>
</table>
## Working situation six years after graduation

<table>
<thead>
<tr>
<th>Category</th>
<th>Nurses CHE</th>
<th>BSc Nurses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Without special tasks or functions</td>
<td>32.8%\textsuperscript{a}</td>
<td>18.4%\textsuperscript{b}</td>
</tr>
<tr>
<td>Pedagogics (clinic or school)</td>
<td>10.8%\textsuperscript{a}</td>
<td>8.2%\textsuperscript{a}</td>
</tr>
<tr>
<td>Nursing management</td>
<td>7.0%\textsuperscript{a}</td>
<td>4.1%\textsuperscript{a}</td>
</tr>
<tr>
<td>Anesthesia, emergency, intensiv care, or other nursing experts</td>
<td>16.9%\textsuperscript{a}</td>
<td>36.7%\textsuperscript{b}</td>
</tr>
<tr>
<td>Nursing with additional responsibilities</td>
<td>22.0%\textsuperscript{a}</td>
<td>22.4%\textsuperscript{a}</td>
</tr>
<tr>
<td>Other jobs where a nursing diploma is necessary</td>
<td>5.4%\textsuperscript{a}</td>
<td>6.1%\textsuperscript{a}</td>
</tr>
<tr>
<td>Other job outside of nursing</td>
<td>5.1%\textsuperscript{a}</td>
<td>4.1%\textsuperscript{a}</td>
</tr>
</tbody>
</table>

\textsuperscript{a,b} Each subscript letter denotes a subset of categories whose column proportions do not differ significantly from each other at the .05 level.
Number of jobs since graduation
(only for those still working as nurses)

Mean = 2.64
Std. Dev. = 1.297
N = 399
Intent to leave job or the profession

Did you look for another job during the last four weeks?

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Valid Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>92</td>
</tr>
</tbody>
</table>

Do you think of … leaving the profession?

- Very rarely: 37.8%
- Rarely: 22.0%
- Sometimes: 24.3%
- Often: 8.0%
- Very often: 6.5%
Reasons for leaving:

Could you please describe in your own words, why you have left the nursing profession? Short descriptions of 31 persons who stopped working as a nurse.

«After my child was born I wanted to go back to work soon. But I didn’t find a suitable job (approx. 30%). Most institutions expect at least 60%. Institutions are mostly not cooperative regarding scheduling and fixed working days.»

Most cited reasons were:

• 10x reconciliation of work and family
• 6x spending time with family and children
• 6x unregularly schedules
• 4x shift work, strain, other professional interests, no possibility for part time work as expected
Long term intention to stay

Do you intend to work as a nurse in the longer term (approx. next 10 years)?

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I can imagin to stay under the existing conditions</td>
<td>178</td>
<td>40 %</td>
<td>40 %</td>
</tr>
<tr>
<td>Yes, but for this the existing conditions have to change.</td>
<td>211</td>
<td>48 %</td>
<td>88 %</td>
</tr>
<tr>
<td>No, I already left or I’m thinking of leaving because of other interests.</td>
<td>31</td>
<td>7 %</td>
<td>95 %</td>
</tr>
<tr>
<td>No, I already left or I’m thinking of leaving because of the situation in nursing.</td>
<td>24</td>
<td>5 %</td>
<td>100 %</td>
</tr>
<tr>
<td>Total</td>
<td>444</td>
<td>100 %</td>
<td></td>
</tr>
</tbody>
</table>
Requirements in nursing in the upcoming 10 years

How could or should the following aspects of working as a nurse change that you can still imagine to work in nursing in 10 years?

- Salary
- Conditions for reconciling work and family
- Time pressure at work
- Support by upper management
- Irregular working hours
- Interprofessional collaboration
- Working climate at institution
- Skill-Grade-Mix
- Support by managers
- Recognition by society
- Possibilities for professional career
- Possibilities for further education
- Degree of contact with patients

Proportion of participants

- 1 = strong deterioration accepted
- 2
- 3
- 4
- 5
- 6
- 7 = unchanging situation
- 8
- 9
- 10
- 11
- 12
- 13 = strong alleviation needed
Conclusions

• Substantial proportion of nurses with children → Challenge to reconcile family and work

• Intention to leave the job is considerable, but the RN4CAST study revealed that Switzerland shows lower rates than many other countries*.

• The big majority wants to stay in the professions. The RN4CAST study revealed that Switzerland is above the mean in Europea*

Should I stay or should I go? YES, if there will be:

• higher salaries
• better support for reconciliation of work and family
• less time pressure at work
• better support by managers
