# Six-Years On: Outcomes and Retention of Nursing Graduates

## Supplementary Statistical Tables

**November 2026**

Table 1: Gender of nursing graduates

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | **in 2014** (wN = 175) | **in 2018** (wN = 181) | **in 2020** (wN = 208) | **in 2024** (wN = 145) |
| Woman | 98% | 96% | 93% | 90% |
| Man | * | 4% | 7% | 10% |

* Data suppressed due to small cell size (unweighted n < 5).

Table 2: Region of origin of nursing graduates

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | **in 2014** (wN = 173) | **in 2018** (wN = 181) | **in 2020** (wN = 202) | **in 2024** (wN = 145) |
| Maritimes | 88% | 87% | 89% | 86% |
| Outside the Maritimes | 12% | 13% | 11% | 14% |

Table 3: Age group and median age of nursing graduates at the time of the survey

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | **in 2014** (wN = 175) | **in 2018** (wN = 181) | **in 2020** (wN = 208) | **in 2024** (wN = 145) |
| 24 years or younger | 35% | * | 21% | * |
| 25–29 years | 32% | 46% | 53% | 34% |
| 30 years or older | 33% | 54% | 26% | 66% |
| Median age (years) | 26.2 | 30.8 | 27.1 | 31.3 |

* Data suppressed due to small cell size (unweighted n < 5).

Table 4: Employment outcomes among nursing graduates in the labour force

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | **in 2014** (wN = 174) | **in 2018** (wN = 173) | **in 2020** (wN = 203) | **in 2024** (wN = 138) |
| Percent employed | 99% | 99% | 100% | 98% |
| Percent employed full-time[a] | 82% | 76% | 83% | 71% |
| Percent employed in a permanent position[a] | 88% | 87% | 80% | 78% |
| Median earnings[a] | $89,300 | $96,000 | $84,400 | $91,500 |
| Median full-time earnings[b] | $91,800 | $98,500 | $87,300 | $97,400 |

[a] Among employed graduates

[b] Among graduates employed full-time

Note: Median earnings are expressed in constant 2025 dollars and rounded to the nearest $100.

Table 5: Employment outcomes among nursing graduates in the labour force who were living in the Maritimes at the time of the survey

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | **in 2014** (wN = 137) | **in 2018** (wN = 125) | **in 2020** (wN = 172) | **in 2024** (wN = 120) |
| Percent employed | 100% | 100% | 100% | 98% |
| Percent employed full-time[a] | 83% | 78% | 83% | 72% |
| Percent employed in a permanent position[a] | 88% | 90% | 84% | 79% |
| Median earnings[a] | $88,500 | $95,000 | $86,200 | $91,800 |
| Median full-time earnings[b] | $89,900 | $96,000 | $87,300 | $97,500 |

[a] Among employed graduates

[b] Among graduates employed full-time

Note: Median earnings are expressed in constant 2025 dollars and rounded to the nearest $100.

Table 6: Percentage of nursing graduates by industry sector of employment[a]

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | **in 2014** (wN = 173) | **in 2018** (wN = 168) | **in 2020** (wN = 197) | **in 2024** (wN = 135) |
| Health care and social assistance | 97% | 89% | 97% | 91% |
| Educational services | * | 5% | * | 4% |
| Other | 3% | 6% | 3% | 5% |

[a] Among employed graduates

* Data suppressed due to small cell size (unweighted n < 5).

Note: Industries were classified according to the sectors defined in the North American Industry Classification System (NAICS). Industry sectors not reported separately were grouped into "Other".

Table 7: Percentage of nursing graduates by occupation group of employment[a]

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | **in 2014** (wN = 173) | **in 2018** (wN = 170) | **in 2020** (wN = 202) | **in 2024** (wN = 135) |
| Professional occupations in health[1] | 93% | 93% | 97% | 91% |
| Professional occupations in law, education, social, community, and government services[2] | * | 4% | * | 5% |
| Technical occupations in health[3] | 3% | * | * | * |
| Other | 4% | 3% | 3% | 4% |

[a] Among employed graduates

* Data suppressed due to small cell size (unweighted n < 5).

Note: Occupations were classified according to the major groups defined in the National Occupational Classification (NOC) system. Occupation groups not reported separately were grouped into "Other".

[1] Includes "registered nurses and registered psychiatric nurses", "nursing co-ordinators and supervisors", and "nurse practitioners".

[2] Includes "university professors and lecturers", "college and other vocational instructors", and "post-secondary teaching and research assistants".

[3] Includes "licensed practical nurses".

Table 8: The extent to which nursing graduates reported working in a job related to their program[a]

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | in 2014 | in 2018 (wN = 170) | in 2020 (wN = 201) | in 2024 (wN = 135) |
| 5. To a great extent | — | 90% | 83% | 81% |
| 4 | — | 4% | 8% | 11% |
| 3 | — | * | 7% | * |
| 2 | — | * | * | * |
| 1. Not at all | — | 3% | * | * |

[a] Among employed graduates

* Data suppressed due to small cell size (unweighted n < 5).

Note: Data for the Class of 2012 in 2014 are not reported because that survey used a three-point response scale. Subsequent surveys used five-point scales, although the response-category labels differed. The 2018 and 2020 surveys used a scale ranging from 1 (Not at all) to 5 (To a great extent), while the 2024 survey used five labelled categories (Not at all, Slightly, Moderately, Considerably, Greatly).

Table 9: The extent to which nursing graduates reported using the skills learned during their program in their job[a]

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | in 2014 | in 2018 (wN = 170) | in 2020 (wN = 202) | in 2024 (wN = 134) |
| 5. To a great extent | — | 73% | 69% | 65% |
| 4 | — | 17% | 19% | 13% |
| 3 | — | 5% | 8% | 12% |
| 2 | — | 5% | 3% | 7% |
| 1. Not at all | — | * | * | * |

[a] Among employed graduates

* Data suppressed due to small cell size (unweighted n < 5).

Note: Data for the Class of 2012 in 2014 are not reported because that survey used a three-point response scale. Subsequent surveys used five-point scales, although the response-category labels differed. The 2018 and 2020 surveys used a scale ranging from 1 (Not at all) to 5 (To a great extent), while the 2024 survey used five labelled categories (Not at all, Slightly, Moderately, Considerably, Greatly).

Table 10: The extent to which nursing graduates reported that their education was worth the financial investment

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | in 2014 | in 2018 (wN = 180) | in 2020 (wN = 207) | in 2024 (wN = 144) |
| 5. To a great extent | — | 62% | 50% | 38% |
| 4 | — | 22% | 32% | 44% |
| 3 | — | 10% | 15% | 9% |
| 2 | — | 4% | 2% | 4% |
| 1. Not at all | — | * | * | 5% |

* Data suppressed due to small cell size (unweighted n < 5).

Note: Data for the Class of 2012 in 2014 are not reported because that survey used a three-point response scale. Subsequent surveys used five-point scales, although the response-category labels differed. The 2018 and 2020 surveys used a scale ranging from 1 (Not at all) to 5 (To a great extent), while the 2024 survey used five labelled categories (Not at all, Slightly, Moderately, Considerably, Greatly).

Table 11: The extent to which nursing graduates reported that their education was worth the investment of time required for classes and studies

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | in 2014 | in 2018 (wN = 181) | in 2020 (wN = 208) | in 2024 (wN = 141) |
| 5. To a great extent | — | 64% | 50% | 45% |
| 4 | — | 21% | 35% | 35% |
| 3 | — | 11% | 10% | 12% |
| 2 | — | 4% | * | * |
| 1. Not at all | — | * | 3% | 5% |

* Data suppressed due to small cell size (unweighted n < 5).

Note: Data for the Class of 2012 in 2014 are not reported because that survey used a three-point response scale. Subsequent surveys used five-point scales, although the response-category labels differed. The 2018 and 2020 surveys used a scale ranging from 1 (Not at all) to 5 (To a great extent), while the 2024 survey used five labelled categories (Not at all, Slightly, Moderately, Considerably, Greatly).

Table 12: Further education pursued after completing the nursing program

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | in 2014 (wN = 175) | in 2018 (wN = 180) | in 2020 (wN = 207) | in 2024 (wN = 144) |
| Pursued further education | 26% | 34% | 21% | 38% |
| Did not pursue further education | 74% | 66% | 79% | 62% |

Table 13: Number of programs pursued after completing the nursing program among graduates who pursued further education

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | in 2014 (wN = 45) | in 2018 (wN = 61) | in 2020 (wN = 43) | in 2024 (wN = 54) |
| One | * | 82% | * | 78% |
| Two or more | * | 18% | * | 22% |

* Data suppressed due to small subsample size (unweighted n < 50).

Table 14: Completion status of further education programs at the time of the survey among graduates who pursued further education

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | in 2014 (wN = 45) | in 2018 (wN = 61) | in 2020 (wN = 43) | in 2024 (wN = 54) |
| Completed | * | 60% | * | 52% |
| Not yet completed | * | 40% | * | 48% |

* Data suppressed due to small subsample size (unweighted n < 50).

Table 15: Highest credential pursued after completing the nursing program among graduates who pursued further education

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | in 2014 (wN = 45) | in 2018 (wN = 61) | in 2020 (wN = 43) | in 2024 (wN = 54) |
| University degree | * | 44% | * | 66% |
| Bachelor's | * | 9% | * | 16% |
| Master's | * | 30% | * | 40% |
| PhD/Doctorate | * | * | * | * |
| Professional health doctorate | * | * | * | * |
| University diploma or certificate | * | 14% | * | 12% |
| College diploma or certificate | * | 24% | * | 14% |
| Other | * | 18% | * | 8% |

* Data suppressed due to small subsample size (unweighted n < 50) or small cell size (unweighted n < 5).

Table 16: Main reason for pursuing further education after completing the nursing program among graduates who pursued further education

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | in 2014 | in 2018 (wN = 61) | in 2020 | in 2024 (wN = 54) |
| For career advancement/promotion | — | 36% | — | 35% |
| It's a requirement for a position/designation that I currently hold | — | 18% | — | 12% |
| To make a career change | — | 13% | — | 14% |
| It's part of my chosen career path | — | 13% | — | 17% |
| An interest in learning more about the subject | — | 11% | — | 12% |
| Other | — | 9% | — | 10% |

Note: Reasons for pursuing further education were collected only in the six-year-out surveys.

Table 17: Percentage of nursing graduates residing in the Maritimes two and six years after graduation, by region of origin

| | Class of 2012 | | Class of 2018 | |
|---|---|---|---|---|
| | in 2014 (wN = 173) | in 2018 (wN = 181) | in 2020 (wN = 202) | in 2024 (wN = 145) |
| Maritimes | (wN = 151) | (wN = 158) | (wN = 179) | (wN = 125) |
| | 86% | 81% | 95% | 93% |
| Outside the Maritimes | (wN = 22) | (wN = 23) | (wN = 23) | (wN = 20) |
| | * | * | * | * |
| All graduates | 80% | 72% | 86% | 83% |

* Data suppressed due to small subsample size (unweighted n < 50).

Table 18: Reasons for staying in the province of graduation six years after graduation[a] (Class of 2018 graduates only)

| | Class of 2018 in 2024 (wN = 110) |
|---|---|
| To be closer to family and friends | 78% |
| Obtained employment | 52% |
| Partner obtained employment | 21% |
| Cost of living (e.g., affordability of housing) | 12% |
| More opportunities for potential employment | 5% |
| Pursuit of further education | 4% |
| Other | 14% |

[a] Among graduates living in their province of graduation six years after graduation

Note: This question was asked only in the 2024 survey of the Class of 2018. Percentages sum to more than 100% because respondents could select multiple reasons.

**Data sources:**
MPHEC Graduate Outcomes (GO) surveys of the Class of 2012, conducted in 2014 and 2018, and of the Class of 2018, conducted in 2020 and 2024.

**Research sample:**
The analyses included graduates of bachelor's degree programs classified under the following code from the Classification of Instructional Programs (CIP) Canada 2021:
- 51.3801: Registered nursing/registered nurse (RN, ASN, BSN, BScN, MSN, MScN)

The sample included graduates from Bachelor of Nursing and Bachelor of Science in Nursing programs at the following universities:
- **Nova Scotia**: Cape Breton University, Dalhousie University, and St. Francis Xavier University
- **New Brunswick**: University of New Brunswick and Université de Moncton
- **Prince Edward Island**: University of Prince Edward Island

Survey sample and response rates

| Survey | Graduates | Completed surveys Unweighted (weighted) | Response rate | Margin of error* |
|---|---|---|---|---|
| Class of 2012 in 2014 | 792 | 187 (175) | 24% | ±6.3 pp |
| Class of 2012 in 2018 | 792 | 201 (181) | 25% | ±6.0 pp |
| Class of 2018 in 2020 | 771 | 210 (208) | 27% | ±5.8 pp |
| Class of 2018 in 2024 | 771 | 137 (145) | 18% | ±7.6 pp |

* Margin of error at the 95% confidence level (19 times out of 20).

All statistics are based on data weighted by university of graduation and graduate gender. Percentages may not sum to 100% due to rounding. Item nonresponses were excluded from the relevant analyses. Estimates based on small subsamples (unweighted n < 50) are not presented because of reduced reliability, and cells with small counts (unweighted n < 5) are suppressed or combined into the "Other" category to protect respondent confidentiality. Data coded using earlier versions of the CIP, NOC, and NAICS classifications were converted to the latest versions (CIP Canada 2021, NOC 2021, and NAICS Canada 2022) to support comparisons between surveys.

Note: wN represents the weighted number of respondents who provided valid responses to the relevant question.