

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



Artikel schliessen

PFLEGE ■ PERSONALMANGEL

Dringend gesucht: 6'500 Pflegefachleute

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Urgently needed: 6500 nurses

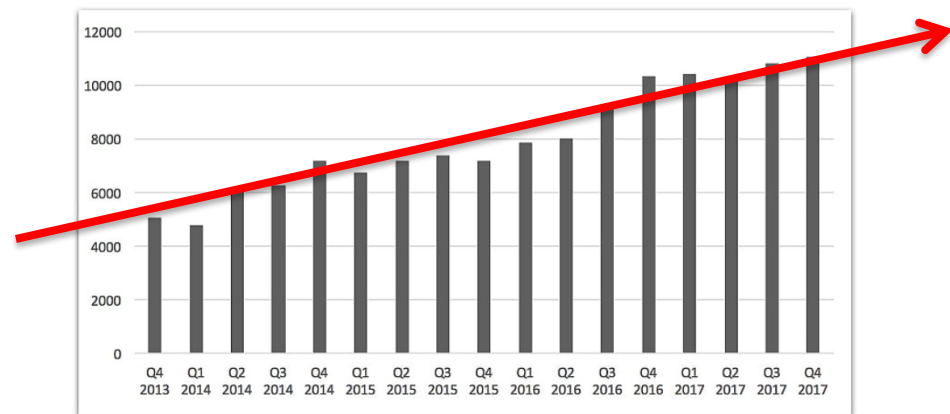
Hier sieht man, wie sich die Nachfrage nach Pflegefachleuten in der Schweiz in den letzten Jahren glatt verdoppelt.

Werden? Geschenk. Dass sich die Lage verschärft? Auch im Bereich Pflege und Betreuung nur gut die Hälfte des Bedarfs decken, der bis 2025 benötigt wird.

Konkret greifbar wird diese Entwicklung nun in den Zahlen des «Jobradars», welche die HR-Site-Firma X28 erarbeitet. Dieser Radar erfasst alle Stellen, die in der Schweiz digital und öffentlich ausgeschrieben werden, und schlüsselt sie auf.

Er zeigt: Derzeit sind rund 11'000 Jobs im Bereich Pflege unbesetzt; dies die Zahl zum letzten Quartal 2017.

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




Offene Stellen im Bereich Pflege, ganze Schweiz, Ende 2013 bis Ende 2017 | Quelle: X28



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**



The screenshot shows the zhaw website interface. At the top, there is a search bar and navigation links for 'Medien', 'Hochschulbibliothek', 'Jobs und Karriere', and language options 'DE / EN / FR / IT'. Below this is a main navigation bar with 'Hochschule' and 'Gesundheit' dropdown menus. The main content area features a blue header with navigation links: 'Studium', 'Weiterbildung', 'Forschung', 'Dienstleistung', 'Über uns', and 'Institute und Zentren'. The main title of the page is 'Berufskarrieren Pflege: Längsschnittstudie nach dem Berufseinstieg'. Below the title is a sub-header: 'Welche beruflichen Wege streben Absolvierende im Pflegebereich an und welche Karrieren verfolgen sie nach dem Berufseinstieg?'. There are four sub-sections: 'Ausgangslage', 'Zielsetzung', 'Ergebnisse', and 'Projektorganisation'. A photograph shows three people (two women and one man) looking at a laptop. Below the photo is a text block: 'Der prognostizierte Fachkräftemangel beim Gesundheitspersonal gefährdet die zukünftige gesundheitliche und pflegerische Versorgung in der Schweiz. Damit wirksame Massnahmen gegen den Personalmangel entwickelt und umgesetzt werden können, sind auch Kenntnisse zu den Berufskarrieren der Pflegenden notwendig.' At the bottom, there is a link for 'Projektbeschreibung (PDF 207,4 KB)' and a section titled 'Ausgangslage'.



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



Longitudinal design, 3 survey waves:

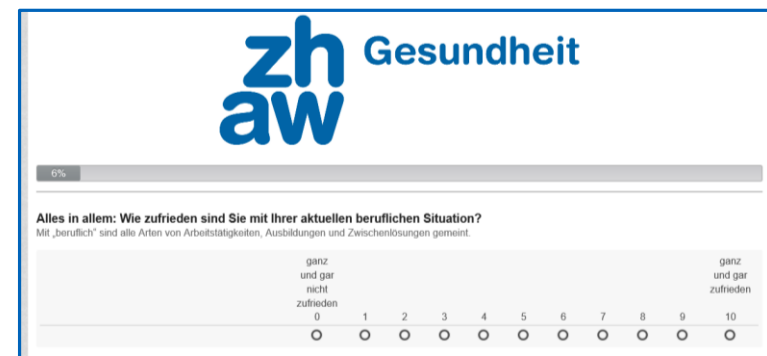
- Before the end of studies (2011)
- 1 year after graduation (2012)
- 6 years after graduation (2017)

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 on 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:

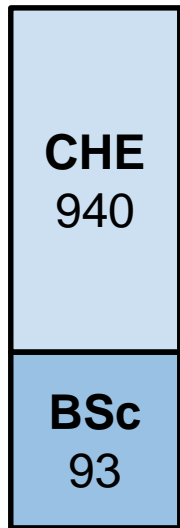
- **Diploma of Higher Education** from a College of Higher Education (CHE)
- a **Bachelor of Science** from a University of Applied Sciences (BSc)

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

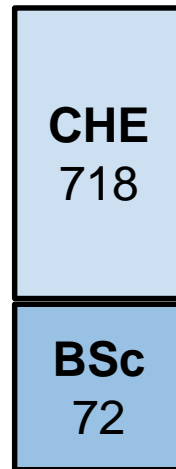


**Graduates
fall 2011 /
spring 2012**



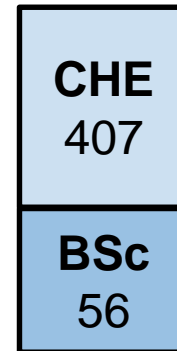
100 %

**End of studies
2011 / 2012**



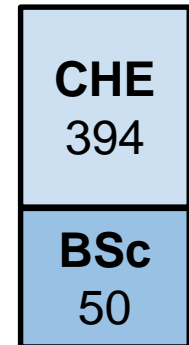
76 %

**1 year after
graduation
2012 / 2013**



45 %

**6 years after
graduation
2017**



43 %



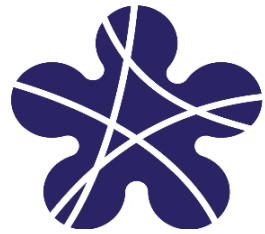
Sociodemographic features: Age, sex, children

	Age at graduation 2011/2012	Proportion male nurses 2011/2012	Proportion with children at graduation 2011/2012	Proportion with children 6 years after graduation 2017
Nurses College of Higher Education (Nurses CHE)	24 years	6.4 %	4 %	27 %
Nurses Bachelor in Nursing Science (BSc Nurses)	24 years	2.8 %	4 %	24 %



Sociodemographic features: Details to children

Only nurses with children (N=119)	More than one child	Youngest child < 2 years	Youngest child < 5 years
Nurses CHE & BSc	50 %	63 %	85 %



Employment six years after graduation

	Frequency	Valid Percent
Employed	325	73 %
Employed and in (further) education	98	22 %
Studies or further education but no employment	5	1 %
Neither employment nor studies	16	4 %



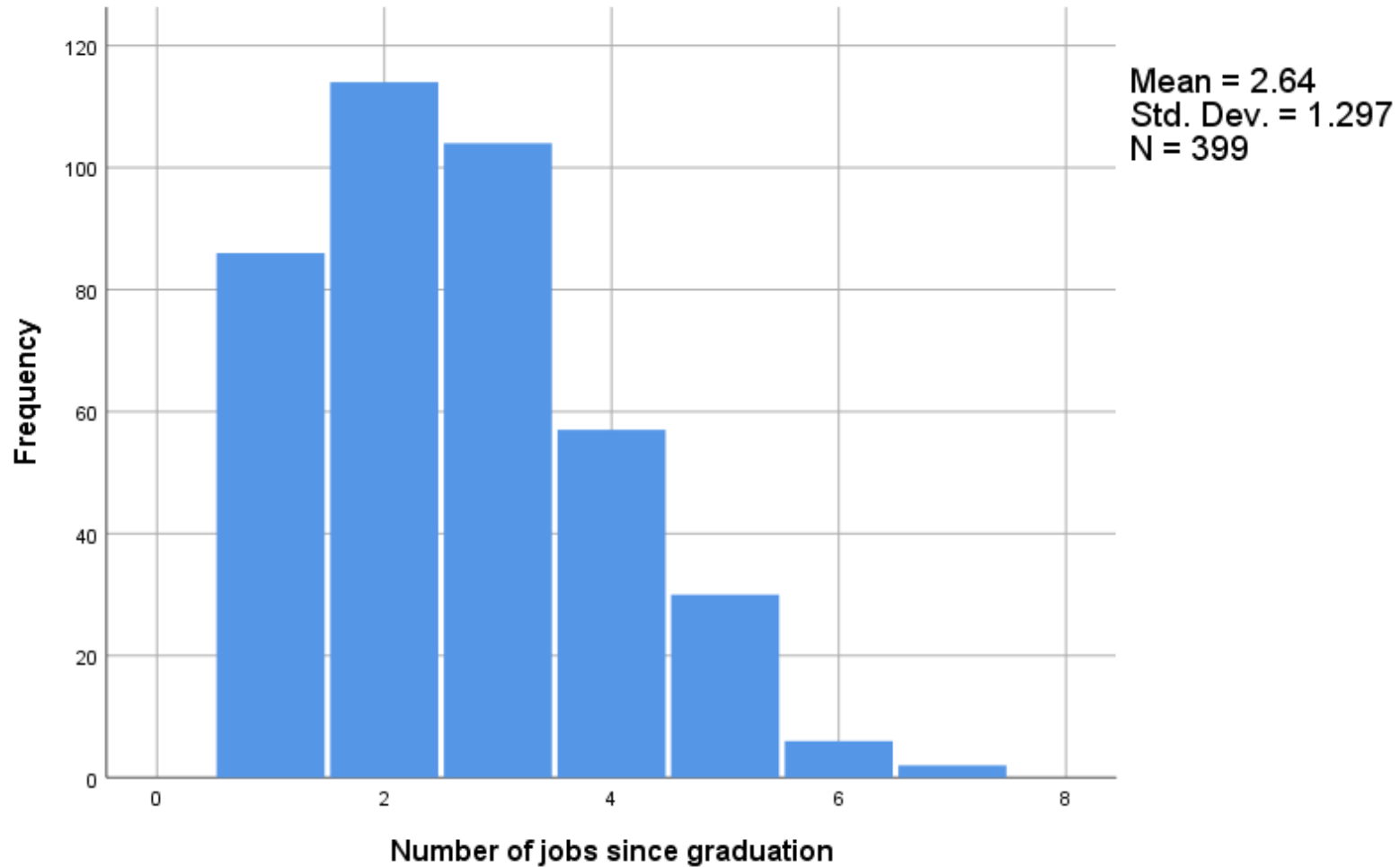
Working situation six years after graduation

	Nurses CHE	BSc Nurses
Without special tasks or functions	32.8% ^a	18.4% ^b
Pedagogics (clinic or school)	10.8% ^a	8.2% ^a
Nursing management	7.0% ^a	4.1% ^a
Anesthesia, emergency, intensiv care, or other nursing experts	16.9% ^a	36.7% ^b
Nursing with additional responsibilities	22.0% ^a	22.4% ^a
Other jobs where a nursing diploma is necessary	5.4% ^a	6.1% ^a
Other job outside of nursing	5.1% ^a	4.1% ^a

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)



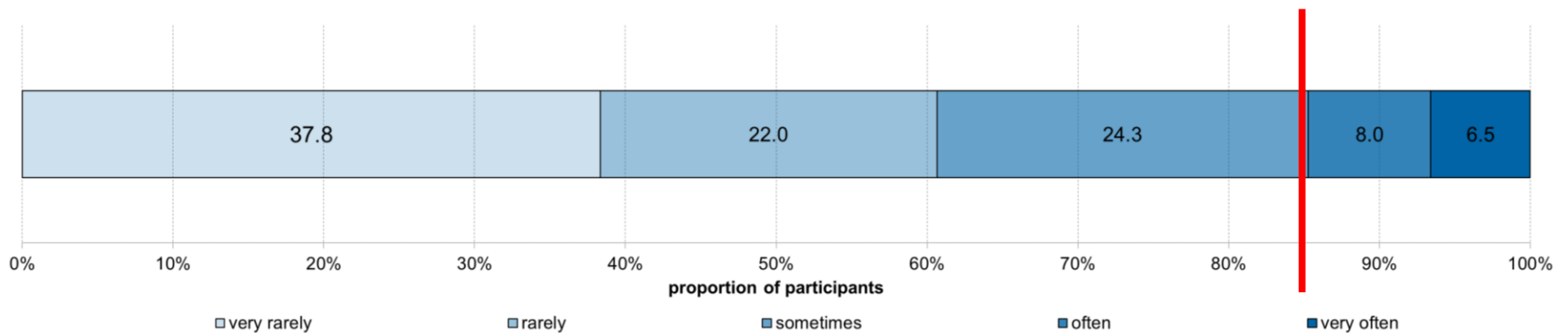


Intent to leave job or the profession

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

	Frequency	Valid Percent
Yes	92	23%

Do you think of ... leaving the profession?





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

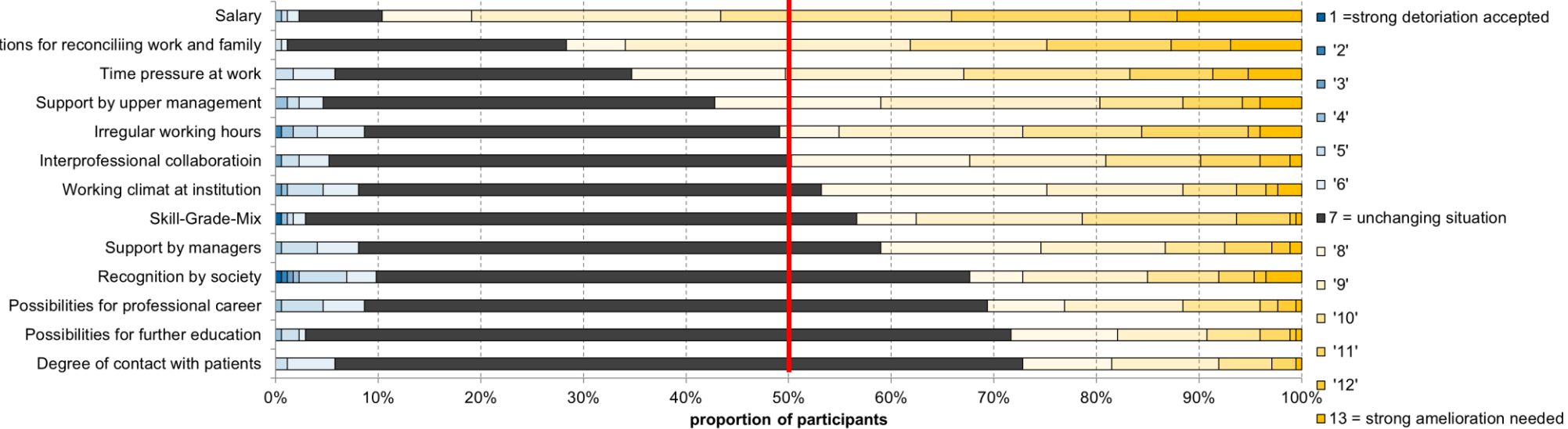
Do you intend to work as a nurse in the longer term (approx. next 10 years)?

	Frequency	Valid Percent	Cumulative Percent
Yes, I can imagin to stay under the existing conditions	178	40 %	40 %
Yes, but for this the existing conditions have to change.	211	48 %	88 %
No, I already left or I'm thinking of leaving because of other interests.	31	7 %	95 %
No, I already left or I'm thinking of leaving because of the situation in nursing.	24	5 %	100 %
Total	444	100 %	



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?





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**

*Aiken, L. H., Sloane, D. M., Bruyneel, L., Van den Heede, K., Griffiths, P., Busse, R., . . . consortium, R. C. (2014). Nurse staffing and education and hospital mortality in nine European countries: a retrospective observational study. *Lancet*, 383(9931), 1824-1830. doi: 10.1016/S0140-6736(13)62631-8

Schwendimann, R., Ausserhofer, D., Geest, S. D., & Widmer, M. (2014a). Das Pflegefachpersonal in Schweizer Spitälern im europäischen Vergleich: Schweizerisches Gesundheitsobservatorium (Obsan). Zurich Universities of Applied Sciences and Arts