



Results of CACCN Membership Survey

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In March of 2008, CACCN members were requested to participate in a survey to determine our member's demographic trends, current satisfaction with CACCN membership and what future initiatives that they would like CACCN to pursue. Members were notified of the survey using the Critical Care Connections e-mail which directly linked them with the CACCN survey monkey. On behalf of the association, I would like to thank the members who participated in this survey as we had a 23% response rate.

I wanted to reference how our survey results compared with the general Canadian nursing population and have used the most recent Canadian Nurses Association (CNA) 2005 statistics to do this. I felt that it would also be beneficial to look at the membership demographics of 2008 released by the American Association of Critical Care Nurses (AACN). Perhaps, I should have called this article: "Fun with Numbers". However, I encourage you to review the various sets of statistics so that you will come to your conclusions of what is happening to the workforce profile and CACCN membership. The Board of Directors would appreciate any comments that you wish to submit on how as an association we can meet the demands of both current and future membership.

CNA statistics revealed that there were 17,779 (approximately 7%) nurses employed in Critical Care as of 2005. Membership of CACCN as of 2008 was approximately 815. This demonstrates that only 4.5% of nurses in Critical Care are a

member of their national association. As CACCN members, we already know the strong voice for critical care advocacy that CACCN has been known to exert. Imagine the potential that CACCN could have if CACCN membership accounted for 20% of the critical care nurses.

The majority (35%) of AACN members are between 50 and 59 years old and 26% have been involved in critical care for more than 21 years. The majority of AACN members (67%) are direct care providers which is very similar to CACCN members (64.8). The CNA profile reflects that the average age of the nurse in critical care is 41.6 years as of 2005 whereas 30% of AACN members are between 40 and 49 years old and 35% (majority) between 50 and 59 years old. When I look at these figures, I often think as the board member responsible for recruitment how are we going to maintain membership when the Baby Boomers (1944 – 1960) who currently comprise 33% of the workforce and probably the majority of CACCN retire. According to the CNA profile, 22.1% of nurses aged 50 years and are currently eligible for retirement. The book, Generations in the Workplace suggests that Generation X (1961 – 1980) and Generation Y (1980 - 2000) comprise 54% of the workplace. How can the majority of senior CACCN members role model to younger colleagues that professional advocacy has tremendous potential not only for the professional but for their personal job satisfaction in terms of seeking educational opportunities?

According to Generations in the Workplace, Gen X nurses core values center around techno literacy, thinking globally, diversity and fun. Yes, Baby Boomers, I did say “fun” which is nothing to be ashamed of because we used to be a lot fun (CARP Magazine, Zoomers). Gen-Xers’ are the children of the early Baby boomers and many of these kids saw their hardworking parents lose their jobs. It suggested that they will not sacrifice their personal happiness to get ahead and this may limit their loyalty to the corporation. It was thought that Baby Boomers had more nuclear families in order to

manage their career goals and family however Generation X will have more children/family than their parents. From my own experience, raising a family, working and studying for my degree delayed my participation in CACCN and I wonder if this will be the case for Generation X. The question that CACCN may need to address is how they can create a loyalty to the critical care nursing profession which is technological savvy, fun and provides networking opportunities.

Generation Y core values center around civic duty, achievement and optimism. Their sense of civic duty and seeking of collective actions is similar to the values of the Baby Boomers however like Generation X they are technologically savvy. Gen Y are achievers and they are seeking networking opportunities.

Our major project during 2007/08 has been the expansion of our CACCN Website to meet the needs of our members. Examining generational differences, benchmark statistics and reviewing surveys about membership are some of the ways that CACCN can determine what changes are need to ensure that our membership grows and national voice for critical care advocacy remains strong. However, one of our best resources for determining what we need to do to move forward is feedback from you; our Baby Boomers, Generation X and Generation Y.

AACN MEMBERSHIP DEMOGRAPHICS

<p>What is the average age of AACN Members?</p> <p>0-29 Years old 6% 30-39 Years old 20% 40-49 Years old 30% 50-59 Years old 35% 60+ 9%</p>	<p>What is the highest nursing degree held?</p> <p>Bachelor of Science in Nursing (BSN) 49% Associate Degree in Nursing (ADN) 21% Master of Science in Nursing (MSN) 14% Associate Degree (AD) 3% Master of Science (MS) 2% Bachelor of Science (BS) 2%</p>
<p>Where do AACN members practice?</p> <p>Combined ICU/CCU 15% Intensive Care Unit (ICU) 17% Cardiovascular-Surgical ICU 10% Progressive Care Units (Units included) 12% Direct Observation Unit Catheterization Laboratory Intermediate Care Unit Interventional Cardiology Interventional Radiology Progressive Care Unit Stepdown Unit Subacute Unit Telemetry Unit Transitional Care Unit Coronary Care Unit (CCU) 7% Surgical ICU 5% Medical ICU 5% Medical-Surgical ICU 4% Emergency Department 3% Pediatric ICU 3% Recovery Room/PACU 3% Trauma Unit 2% Neuro/Neurosurgical ICU 2%</p> <p><i>*Only top categories presented</i></p>	<p>How many years have AACN members been practicing?</p> <p>Less than 2 years 3% 2 to 3 Years 5% 4 to 5 Years 5% 6 to 10 Years 14% 11 to 15 Years 15% 16 to 20 Years 15% 21+ Years 43%</p>
<p>What position do AACN members hold?</p> <p>Direct Care/Bedside/Staff Nurse 67% Manager/Administrator 6% Clinical Nurse Specialist 3% Charge Nurse 3% Clinical Nurse 3% Academic Faculty 2% Clinical Director 2%</p> <p><i>*Only top categories presented</i></p>	<p>How many years have AACN members been in critical care?</p> <p>Less than 2 years 5% 2 to 3 Years 8% 4 to 5 Years 9% 6 to 10 Years 18% 11 to 15 Years 17% 16 to 20 Years 17% 21+ Years 26%</p>
<p>What is the highest academic degree held outside of nursing?</p> <p>Bachelor of Science (BS) 48% Master of Science (MS) 13% Associate in Science (AS) 12% Associate of Arts (AA) 9% Bachelor of Arts (BA) 6% Masters in Bus. Admin. (MBA) 2% Master of Arts (MA) 2% Doctor of Philosophy (PhD) 1%</p>	<p>What percentage of AACN members are male compared to female?</p> <p>Female 89% Male 11%</p>

CNA Workforce Profile: 2005 RN Workforce Profile: Critical Care

Employed in Critical Care 17,779

Number of RNs Employed in Nursing in Canada: 251,675

Average Age Years: 41.7	Sex: Male - 7.4% Female -92.6%
Currently at Eligibility Age for Retirement Age 50 and +: 22.1% Age 55 and +: 8.9% Age 60 and +: 2.4%	Place of Work Hospital: 97.9% Nursing Home/Long-Term Care: 0.5 % Community Health Centre: 0.3% Other: 0.7% Not Stated: 0.6% Full-Time/Part-Time/Casual Status(Derived Employment Status) Full-Time: 59.6% Part-Time: 31.9% Casual: 7.8% Unknown: 0.7%
Position Managerial Positions: 1.6% Staff Nurse:94.6% Other: 3.2% Not Stated: 0.6%	Highest Education in Nursing Diploma: 70.9% Baccalaureate: 27.9% Master's/Doctorate:1.2%
Workforce Place of Graduation Interprovincial Graduates ¹ : 11.0 Retained Graduates ² : 80.2% Foreign Graduates:8.0% Not Stated: 0.8%	

1 Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.

2 Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005