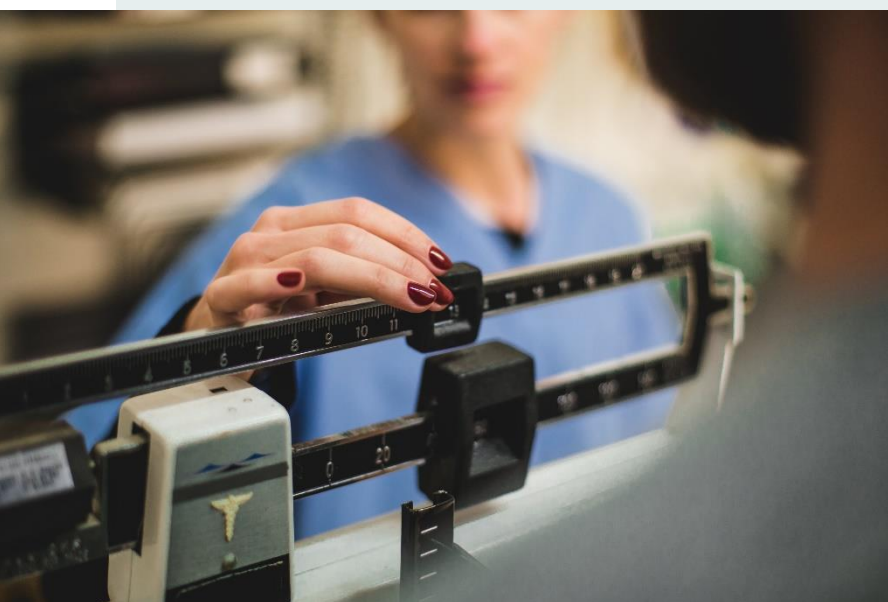




Agència
per a la Qualitat
del Sistema Universitari
de Catalunya

EMPLOYERS

THE OPINION OF EMPLOYERS REGARDING THE EDUCATION RECEIVED BY GRADUATES IN NURSING





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BARCELONA, 2020

© Agència per a la Qualitat del Sistema
Universitari de Catalunya

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INTRODUCTION

The primary goal of Agència per a la Qualitat del Sistema Universitari (AQU Catalunya) is to **contribute to the improvement of university study programmes in the Catalan university system**. To achieve this, it is essential to benefit from evidence and data making it possible to assess the functioning of each study programme with the aim of making it easier for decisions to be made by the officials in charge of the universities and study programmes and by politicians responsible for universities.

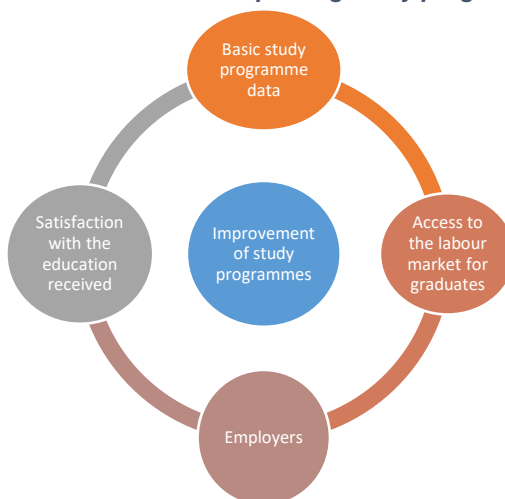
This report sets out evidence regarding the implementation and delivery of **study programmes in Nursing** gleaned from the results of the **2018 survey on employers in this sector**. The results of the first edition of the survey (2015) can be found on the AQU Catalunya website (AQU Catalunya, 2016).¹

The survey strives to gain an acquaintance of the opinion of managers of nursing departments at health centres regarding the education received by the recently graduated individuals in Nursing they have recruited, particularly with regard to cross-disciplinary and specific skills which bear substantial margin for improvement.

In addition to these results, the report incorporates an initial section with **contextual information on the study programmes in Nursing**, setting out **basic data on the study programmes** and the main results of the **surveys on the satisfaction of individuals who have recently graduated from these study programmes**, as well as the results of the survey on their access to the labour market.

Evidence-based proposals for improving study programmes

Figure 1. Databases for improving study programmes



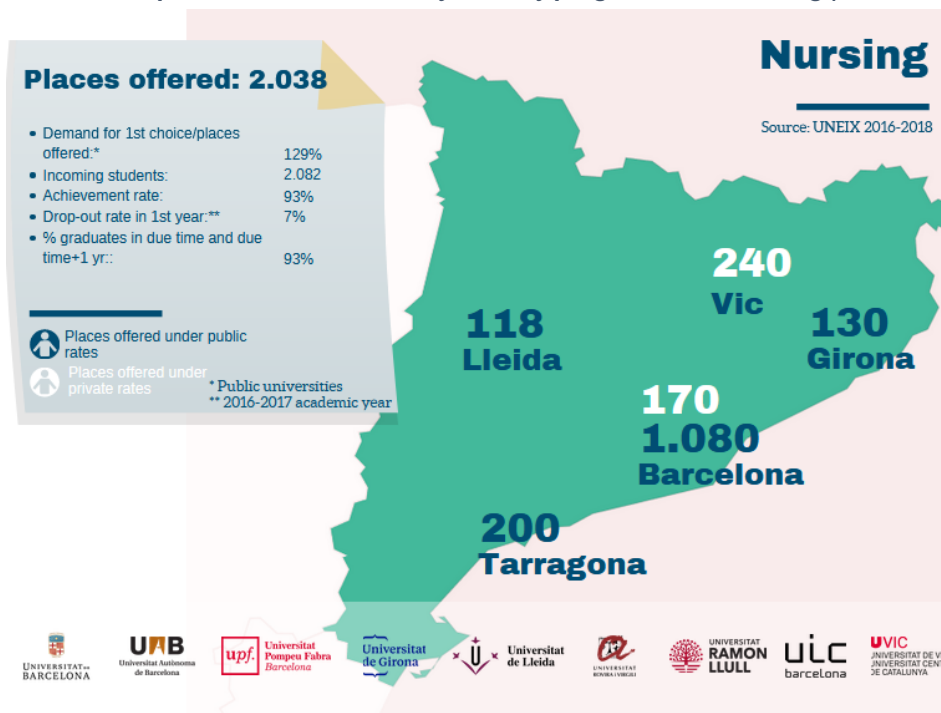
¹ <http://www.aqu.cat/doc/doc_19474906_1.pdf>

INDICATORS ON THE STUDY PROGRAMMES IN NURSING

■ Basic data on study programmes

The basic data on the study programmes involves administrative data taken from the UNEIX information system.

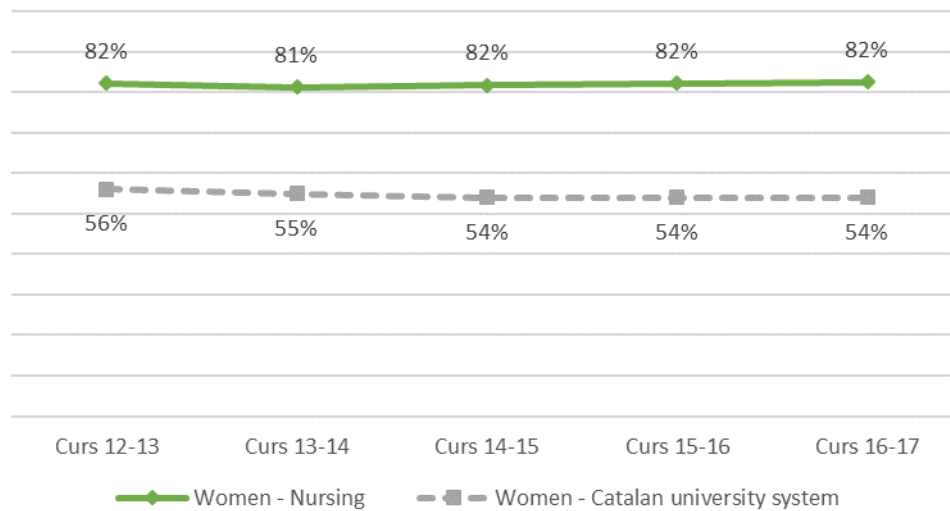
Figure 2. Indicators on the implementation and delivery of study programmes in Nursing (2017-2018 academic year)



Demand for 1st choice on the Bachelor's degree in Nursing exceeds availability substantially

In addition, the programme benefits from a high achievement rate and a low drop-out rate.

Figure 3. Trend in the percentage of women enrolling on the Bachelor's degree in Nursing and the total for the Catalan university system



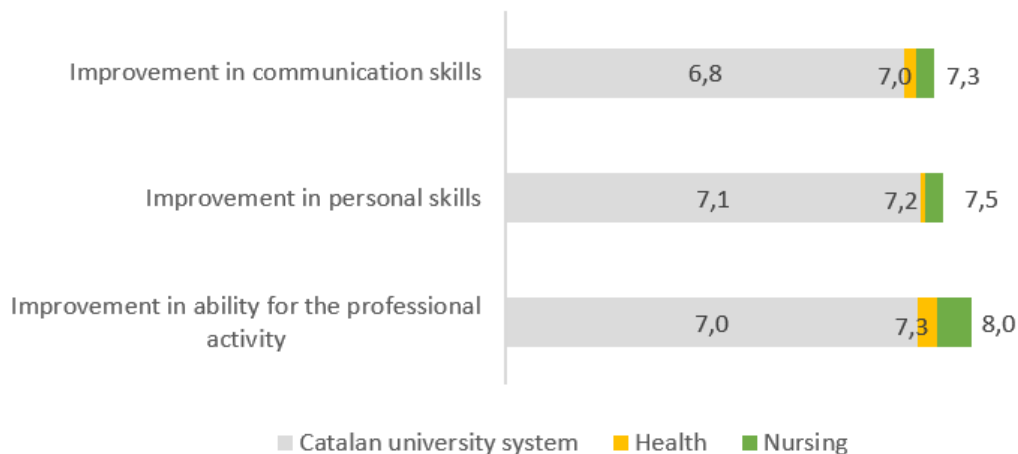
Nursing: a heavily female-dominated study field and occupation

Nursing is one of the Bachelor's degrees in the university system with the highest percentage of women enrolled.

■ Satisfaction of graduates with the university education received

The data regarding satisfaction with the education received stems from the **satisfaction survey** drawn up by AQU Catalunya. It sets out information on graduates' satisfaction with various characteristics of the education delivered in the university study programme they followed. It is an online survey conducted yearly on all the individuals who graduated one year earlier. The results shown are the averages for 2016, 2017 and 2018 for the Bachelor's degree in Nursing, for all study programmes in the field of Health and the overall total for the study programmes in the Catalan university system.

Figure 4. Assessment of various factors of the education delivered (from 0 to 10)

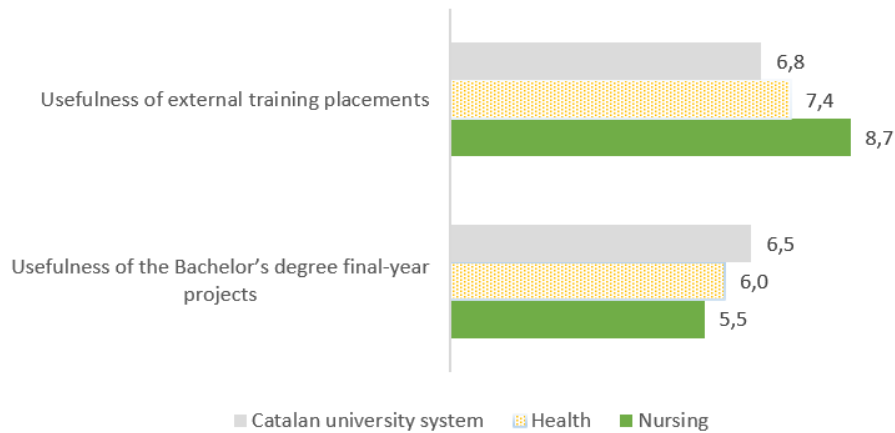


The education delivered in the Bachelor's degree in Nursing is essential to improving the employability of students

The ratings given to the improvement in ability for the professional activity, personal skills and communication skills by students of Nursing are high – standing at 8, 7.5 and 7.3 respectively – and they are above the assessments given for all study programmes in the field of Health and above the Catalan university system average.

These results could be due to the fact that Nursing is a regulated occupation.

Figure 5. Usefulness of external training placements and Bachelor's degree final-year projects (from 0 to 10)

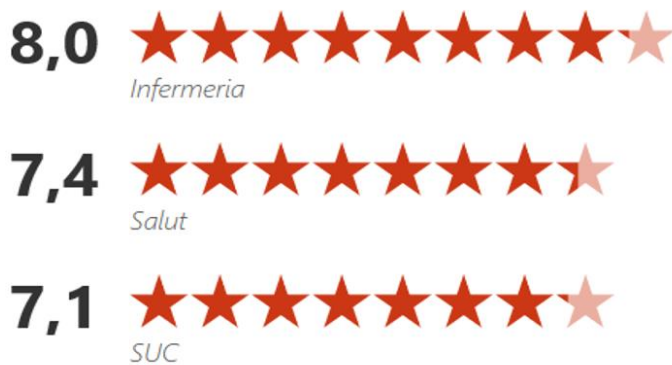


Students of Nursing hold the usefulness of external training placements in very high regard

They rate the usefulness of external training placements at 8.7 (on a scale of 0 to 10), far above both the average in the field of Health (7.4) and the average for the Catalan university system overall (6.8).

On the other hand, they only report an assessment of 5.5 for the usefulness of the Bachelor's degree final-year project, whereas this figure stands at 6.0 in the field of Health overall and 6.5 for the Catalan university system as a whole.

Figure 6. Overall satisfaction with the study programme (from 0 to 10)



Overall satisfaction with the Bachelor's degree in Nursing is very good; higher than the remaining study programmes

Satisfaction with Nursing is rated at 8.0, which compares to an average of 7.4 for study programmes in the field of Health and 7.1 for the Catalan university system overall.

■ Access to the labour market for graduates

The survey on access to the labour market is conducted every three years with the aim of finding out what the experience of graduates is when it comes to access to the labour market three years after completing their university programmes. The results shown relate to the most recent survey from 2017 and are broken down according to university and study programme. The results for the Catalan university system as a whole show the average for all degree programmes taught in Catalonia.²

Figure 7. Employment status of graduates in 2017

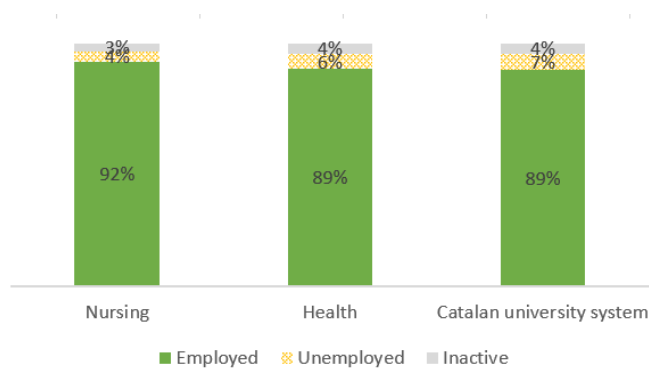
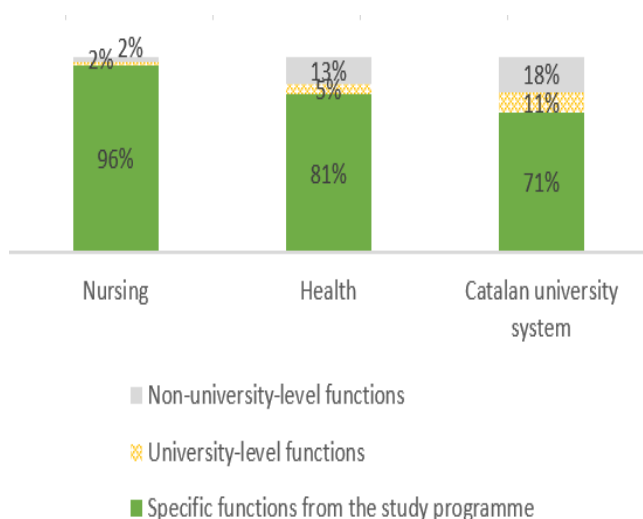


Figure 8. Functions performed at work in 2017



Those individuals who recently graduated in Nursing are in work and are employed in their field

92% of individuals who obtained the Bachelor's degree in Nursing are in work three years after completing their Bachelor's programme. This percentage is slightly above the average for study programmes in the field of Health and for the Catalan university system (by 3 percentage points).

In addition, almost all of those who are in work (96%) are performing specific functions from the study programme in Nursing, a percentage that is far higher than the average for Health (81%) and for the Catalan university system (71%). Indeed, it is one of the best suited study programmes to the job market.

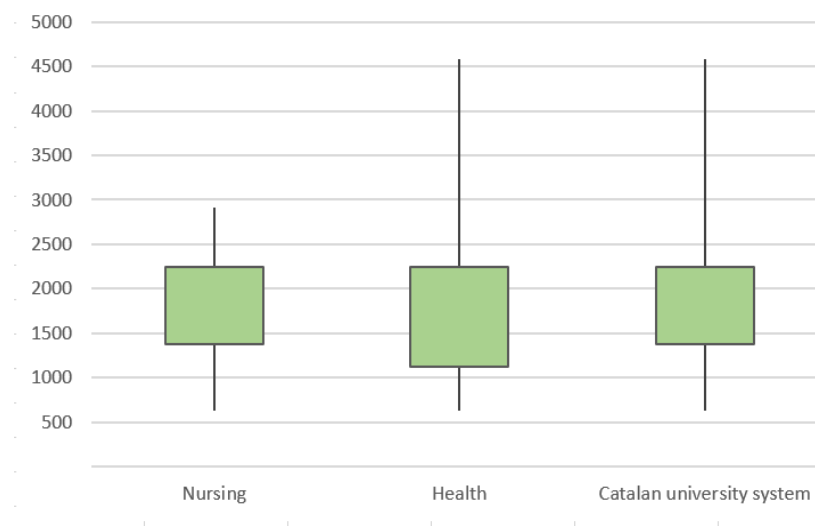
As stated previously, it is a regulated occupation that may only be practiced by those who have followed the Bachelor's degree in Nursing.

² At classroom-based universities. The results are weighted by a factor that corrects possible proportional variations in the sample.

Table 1. Contract type in 2017

	Permanent	Temporary	Self-employed	Others
Nursing	28%	70%	1%	0%
Health	37%	46%	13%	4%
Catalan university system total	50%	35%	11%	4%

Figure 9. Monthly gross earnings (only those in full-time work) in 2017 (€)



Temporary contracts constitute the main problem facing new Nursing staff three years after completing their study programme

Around 7 in every 10 graduates in Nursing are on temporary contracts three years after completing their programme. This percentage is much higher than the average for study programmes in the field of Health (46%) and for the Catalan university system overall (35%).

The income earned by individuals working full time is on a par with the average for study programmes in the Catalan university system.

Table 2. Level of education received according to skill in 2017 (from 0 to 10)

Skills level	Nursing	Health	Catalan university system
Theoretical training	7.0	7.0	6.8
Practical training	7.9	6.4	5.6
Oral expression	6.9	6.2	5.9
Written expression	6.6	6.2	6.3
Team work	7.7	7.1	6.8
Leadership	5.9	5.3	5.0
Problem solving	6.6	6.1	6.1
Decision-making	6.7	6.0	5.8
Creativity	5.4	4.8	5.2
Critical thought	7.2	6.5	6.5
Management	5.6	5.2	5.4
IT skills	5.4	4.7	5.0
Languages	3.9	3.4	3.7
Documentary skills	6.3	6.1	5.9

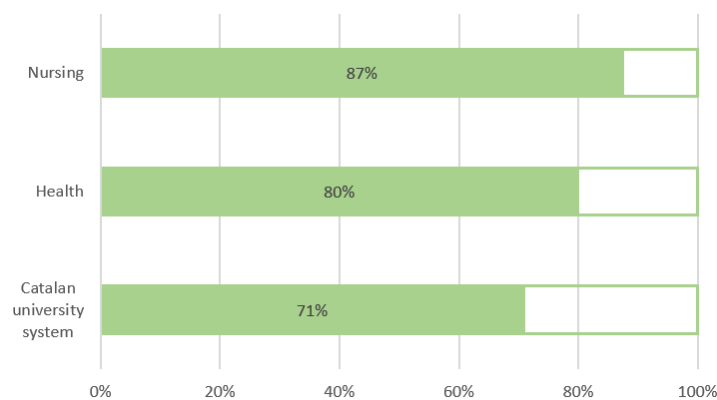
Practical training is the most highly rated skill in the Bachelor’s degree in Nursing, scoring far higher than the average for study programmes in Health and for the Catalan university system

It was graded at 7.9, compared to 6.4 for study programmes in the field of Health and a Catalan university system average of 5.6.

Moreover, the skills of team work (7.7) and critical thought (7.2) are also rated in a positive light and better than in study programmes in Health and the Catalan university system overall.

Languages constitute the main skill that is unaddressed in the Catalan university system as a whole, and the field of Nursing is no exception.

Figure 10. Percentage of graduates willing to take the same study programme 3 years later



87% of graduates in Nursing would take the same study programme again

This percentage is significantly higher than the figure for the Catalan university system overall and higher than the figure for study programmes in Health.

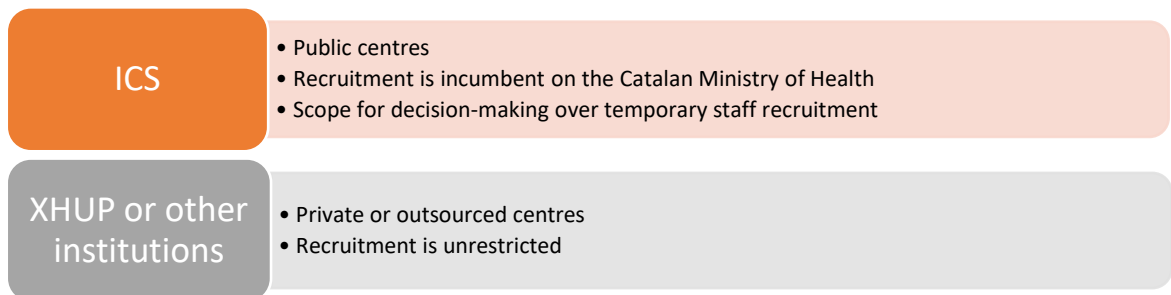
THE OPINION OF NURSING MANAGERS AT HEALTH CENTRES REGARDING THE EDUCATION RECEIVED BY STAFF WHO RECENTLY GRADUATED

■ Preliminary considerations

The healthcare system in Catalonia is formed by health centres that belong to the Catalan Health Institute (ICS, from the Catalan), the Catalan Network of Hospitals for Public Use (XHUP, from the Catalan) or other institutions.

The nature of these centres varies (ICS centres are public while XHUP centres are private or outsourced); therefore, their methodology for recruiting new staff differs. ICS centres hire new nursing staff using the job bank of the Catalan Ministry of Health, which is governed by a certifiable merit-based scoring system. On the other hand, XHUP centres or other institutions are free to select the nursing profile most suited to their needs.

Figure 11. Classification and characteristics of the centres in the Catalan healthcare system



For this reason, the survey on employers asks different questions regarding recruitment depending on the type of centre surveyed.

■ Characteristics of the people responding to the survey and of the health centres where they work

Table 3. Basic data on the two editions of the survey on nursing employers

	Population	Sample	Response rate	Sample error
Employers study 2015	520	112	21.5%	8.4%
Employers study 2018	621	203	32.7%	5.8%

Table 4. Ownership of health centres according to the edition of the survey

Centre ownership	2015	2018
ICS	54%	55%
XHUP and other institutions	46%	45%
Total	100%	100%

Table 5. Health centre type according to the edition of the survey

Centre type	2015	2018
Primary healthcare centre	39%	40%
Hospital	56%	56%
Others	5%	4%
Total	100%	100%

Participation of Nursing employers in the survey rose substantially in the 2018 edition

Both the sample and the response rate rose compared to the previous edition (2015).

The breakdown of responses according to ownership and type of centre is similar to the previous edition of the survey: 55% are ICS centres and the remainder (45%) are XHUP centres or other institutions. Moreover, 40% are primary healthcare centres (CAPs, from the Catalan), 56% are hospitals and 4% other categories of centre.

Table 6. Position of the people responding to the survey according to the edition of the survey

	2015	2018
Director	8%	12%
Supervisor or assistant nursing manager	92%	88%
Total	100%	100%

■ Recruitment of individuals who recently graduated in Nursing

Table 7. Percentage of nursing managers who took part in the survey depending on whether or not they recruited graduates in Nursing according to the ownership of the healthcare centre

	ICS	XHUP	Total
Have recruited	88%	95%	91%
Have not recruited	12%	5%	9%
Total	100%	100%	100%

Figure 12. Reasons for not recruiting individuals who recently graduated (%)



Most health centres surveyed have recruited new Nursing staff

Around 9 in every 10 managers surveyed have recruited staff who recently graduated in Nursing.

The remainder who have not hired new novice staff cite a lack of vacancies or the fact that they have recruited professionals with employment experience.

■ Recruitment factors at ICS centres

Nursing staff selection at ICS centres is the responsibility of the Catalan Ministry of Health. Nevertheless, under certain circumstances health centres do benefit from a certain degree of authority when it comes to temporary recruitment.

Figure 13. Decision-making scope over the recruitment profile in cases of temporary recruitment at ICS centres

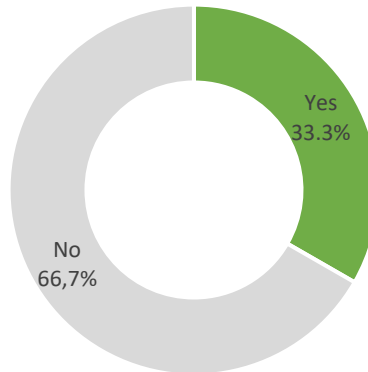
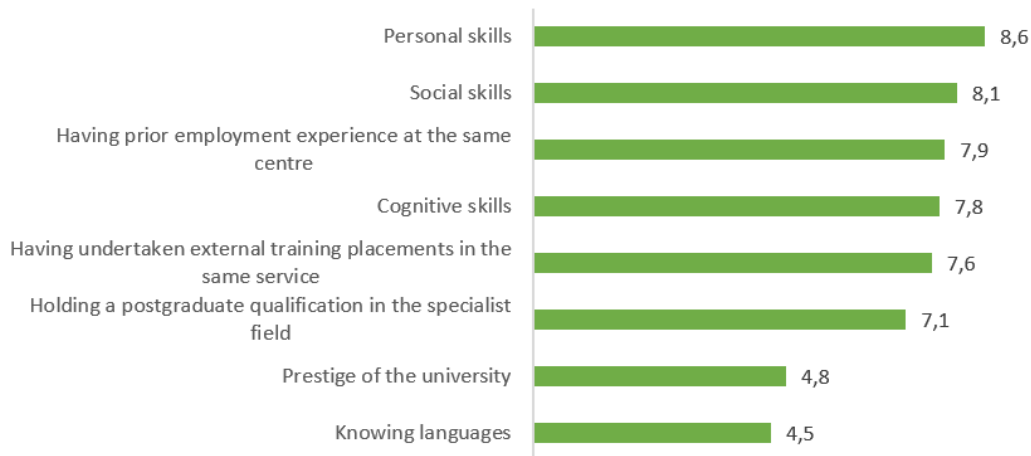


Figure 14. Relevance of certain factors in the temporary recruitment process at ICS centres (from 0 to 10)



The personal and social skills of candidates are reported to be held in particularly high regard

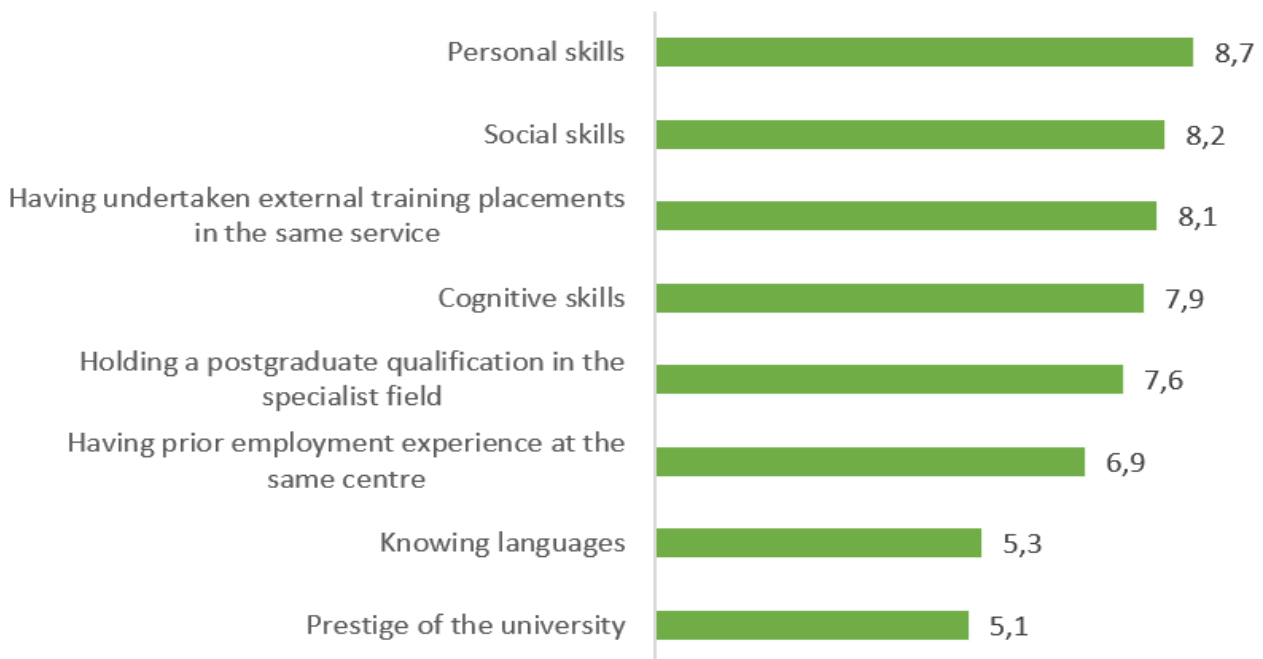
One third of ICS centres have benefitted from decision-making authority over the recruitment profile in the case of temporary hiring.

Above all, they welcome personal (8.6) and social (8.1) skills, in addition to prior experience at the centre (7.9), cognitive skills (7.8), having undertaken training placements in the same service (7.6) and holding a postgraduate qualification in the specialist field (7.1). Other factors, such as the prestige of the university or knowing languages, are not of significance when it comes to recruitment at these centres.

■ Recruitment difficulties and factors at XHUP centres

XHUP centres are free to select their new staff. Even so, they do consider certain factors more important than others when recruiting new nursing staff, with some centres even reporting difficulties when it comes to finding suitable professionals.

Figure 15. Relevance of certain factors in the recruitment process at XHUP centres (from 0 to 10)

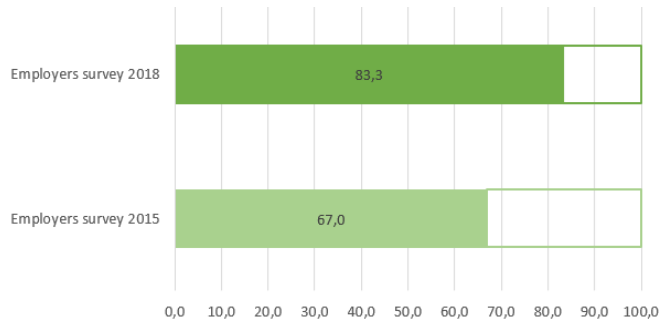


As with ICS centres, the foremost factors in the recruitment process at XHUP centres are personal and social skills

In addition, the ratings reported are virtually identical at 8.7 and 8.2, respectively. Unlike ICS centres, one very significant factor in recruitment is having undertaken training placements in the same service (8.1), whereas having prior employment experience at the same centre is not an especially relevant factor (6.9). With very similar ratings, these are followed by cognitive skills (7.9) and holding a postgraduate qualification in the specialist field (7.6).

Knowing languages or the prestige of the university at which the programme was taken are not particularly important factors when it comes to the recruitment of new Nursing staff.

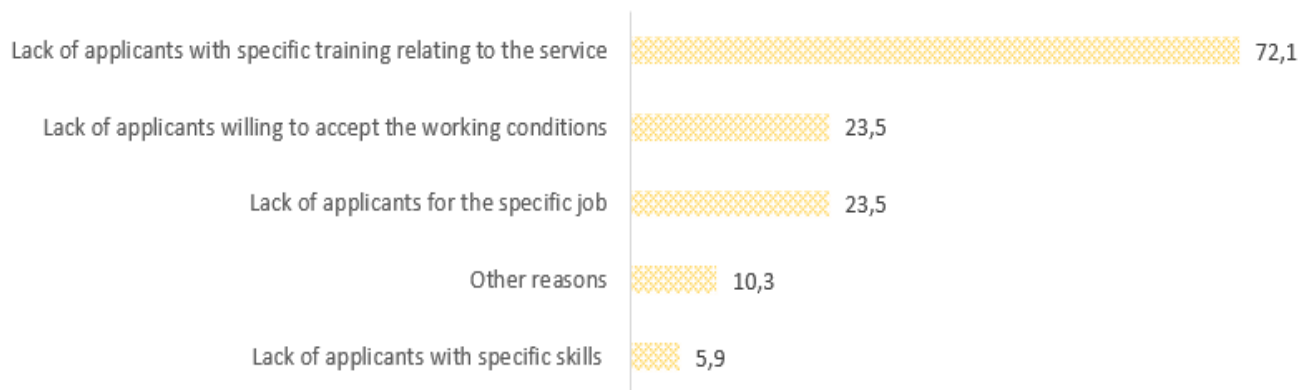
Figure 16. Trend in difficulties in recruiting new Nursing staff at XHUP centres (%)



Increased difficulties in finding suitable Nursing staff

In the region of 8 in every 10 XHUP centres surveyed report having encountered difficulties in recruiting new nursing staff. This percentage is far higher than the proportion who reported this being the case in the nursing sector study from 2015, namely at 67%.

Figure 17. Difficulties in recruiting new Nursing staff (%)

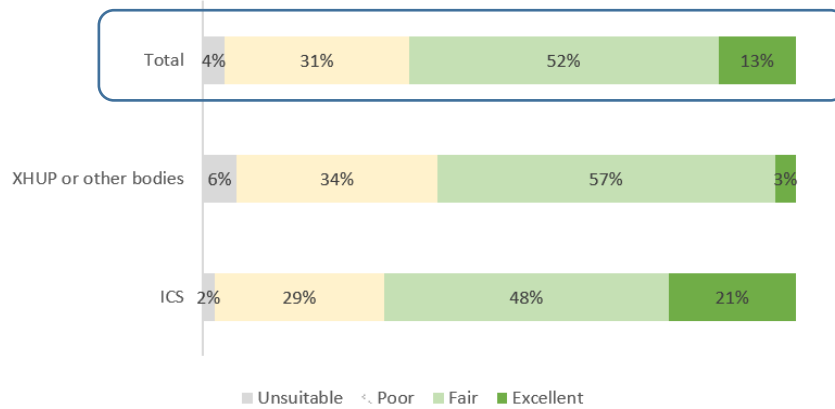


The main difficulty is lack of expertise

The primary difficulty (72%) is a lack of applicants with specific training in the service offering the vacancy. This percentage stood at 74% in the previous edition from 2015.

Level of suitability of staff who recently graduated in Nursing

Figure 18. Suitability of new staff who graduated in Nursing to the needs of the workplace according to the ownership of the centre



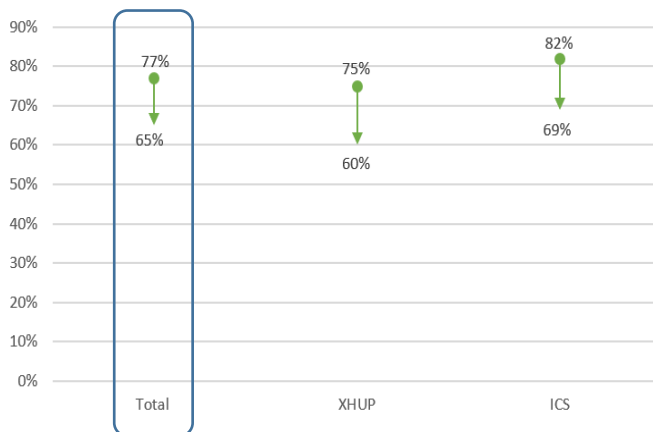
Only 6 in every 10 individuals who recently graduated in Nursing are suited to the workplace

In all likelihood this is due to difficulty in finding specialist nursing staff.

In the case of ICS centres, the level of suitability is slightly higher than at XHUP centres (69% vs. 60%).

It should be pointed out that these figures are far below the proportions reported by other sectors in the employers study from 2018 where, by and large, over 80% of those surveyed reported excellent suitability of the newly recruited individuals to the needs of the workplace (i.e., the Pharmacy, Engineering or Design sectors).

Figure 19. Decline in the level of suitability (fair/excellent) of new Nursing staff to the needs of the workplace according to the ownership of the centre and the editions of the survey

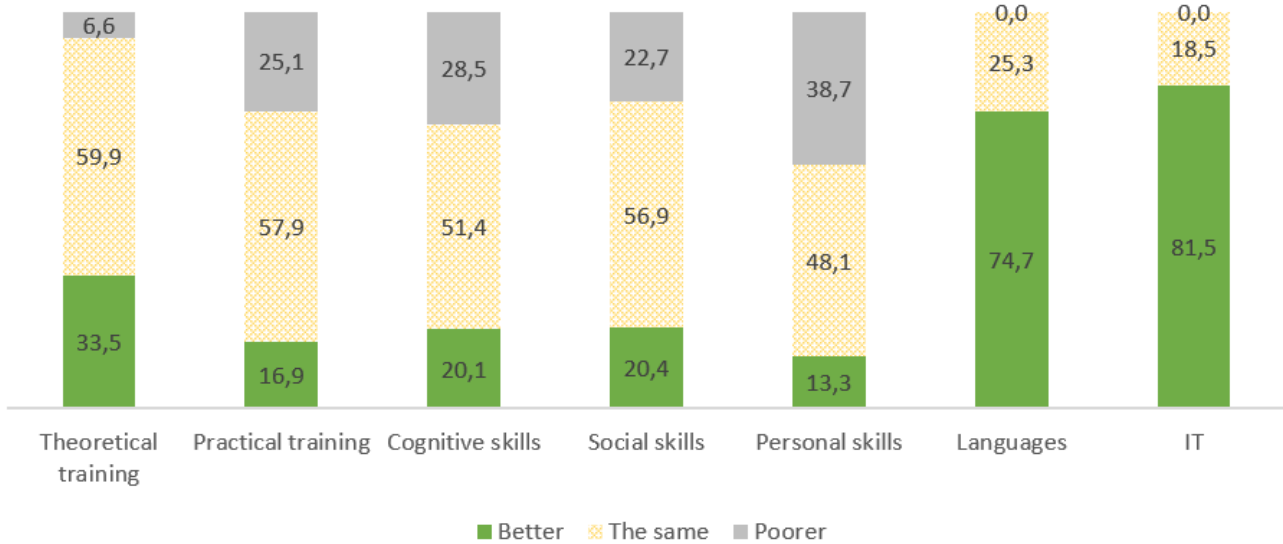


Suitability of new Nursing staff has declined hugely compared to 2015

In 2015, 77% of the centres surveyed considered that the individuals recruited were well suited to the needs of the workplace. In 2018, this percentage fell by more than 10 percentage points, as reported by both ICS and XHUP centres.

■ Assessment of the education delivered at Bachelor's and Master's levels

Figure 20. Trend in the current education compared to that received 5 and 10 years ago (%)



Graduates in Nursing exhibit an improvement in their education in terms of languages and IT skills in recent years, as is the case in other study programmes

Most services surveyed consider that new Nursing staff have shown an improvement in the education delivered in terms of IT skills (82%) and languages (75%).

Furthermore, the centres surveyed feel that the education received by graduates of the Bachelor's degree in Nursing in terms of cognitive skills (problem solving, critical thought, creativity, etc.), social skills (adapting to a working group, emotional intelligence, etc.) and personal skills (responsibility, initiative, autonomy, etc.) has remained constant. The same is true of the level of theoretical and practical training reported.

Moreover, it is noteworthy that 1 in every 4 services surveyed consider that practical training has declined; while 1 in every 3 state that the same is true of personal skills.

Figure 21. New recruits with a Master's degree in Nursing

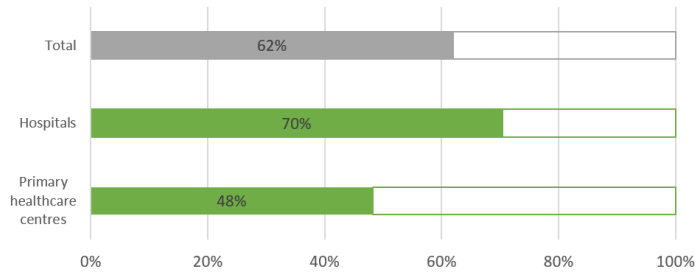
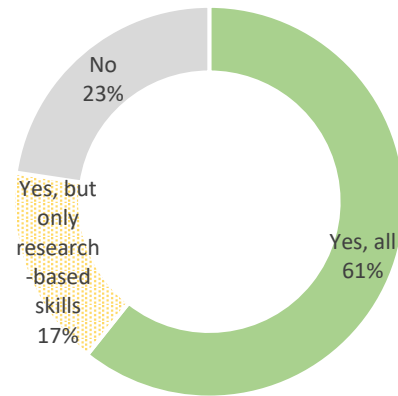


Figure 22. Assessment of Master's level education in terms of skills improvement



Approximately 6 in every 10 new recruits hold a Master's degree in Nursing

In addition, this percentage is far higher at hospitals than at primary healthcare centres.

The assessment of the Master's degree is relatively positive: 61% of those surveyed report that the Master's degree has delivered improvements in all the skills of Nursing staff, while 17% believe it has only led to an improvement in research-related skills and 23% report observing no improvement.

The results of the survey from 2015 pointed out that 40% of new recruits held a Master's degree in Nursing. It appears that holding a Master's degree is either held in higher regard or that individuals who recently graduated in Nursing are increasingly interested in following the Master's degree. However, the assessment given to the Master's degree was better at the time: 79% reported an improvement in professional skills, with 18% identifying an improvement in only research-based skills and a mere 3% stating that no improvement had been observed.

■ Skills of recently graduated individuals

Table 8. Cross-disciplinary skills that should be improved in study programmes in Nursing

	Percentage
Languages	1.1
Documentation	1.6
Numerical skills	2.7
Written expression	7.6
Use of most common IT tools	7.6
Oral expression	8.1
Theoretical training	13.5
Leadership	15.1
Negotiation skills	20.0
Capacity for learning and self-learning	22.2
Ability to offer new ideas and solutions	31.9
Team work	50.3
Autonomous work (determining individual tasks, methods and time allocation)	52.4
Responsibility at work	52.4
Practical training	55.7
Problem solving and decision-making	64.9

Problem solving and decision-making is the key skill that needs to be improved in study programmes in Nursing

Indeed, 65% of health centres assert this. It should be pointed out, however, that improvements tend to be reported as necessary with regard to this cross-disciplinary skill in most study programmes in Catalonia.

In addition, almost half of centres observe a need for improvement in practical training, responsibility at work, autonomous work and team work.

A notable contrast may be seen in the fact that graduates give a highly positive assessment of the practical training delivered during their education, while more than half of the managers in charge of recruiting them consider this to be a skill showing room for improvement.

Table 9. Specific skills that should be improved in study programmes in Nursing

	Percentage
Ability to act taking into consideration sociocultural and/or gender differences	12.4
Respect for the right of participation, information and autonomy, and for informed consent from individuals receiving care	13.5
Ability to perform the main nursing procedures and techniques	24.9
Ability to engage in health promotion and health protection actions	25.9
Implementation of the professional values of nursing (ethics, bioethics, etc.)	29.2
Development of research projects	32.4
Suitable administration of available resources without undue expenditure	33.5
Ability to base nursing interventions on scientific evidence	36.8
Ability to communicate effectively with the individuals receiving care and their relatives and to show empathy	38.4
Delivery of nursing treatment based on comprehensive care aimed at individuals, families or groups	40.5
Ability to perform a good nursing assessment of individuals receiving care and to plan and conduct suitable interventions	46.5
Critical spirit in professional interventions and the search for continuous improvement	51.4

Specific skills showing scope for improvement in the Bachelor’s degree in Nursing chiefly include critical spirit in professional interventions and the search for continuous improvement

Significant room for improvement is also reported relating to other skills – such as ability to perform a good nursing assessment and to plan and conduct suitable interventions – and delivery of nursing treatment based on comprehensive care.

Table 10. Cross-disciplinary skills with room for improvement in the Bachelor's degree in Nursing according to the type of centre

	Primary healthcare centres	Hospitals
Practical training	46%	60%
Problem solving and decision-making	53%	75%
Autonomous work	63%	46%
Team work	43%	55%
Responsibility at work		59%

Note: Skills reported as needing improvement by more than 40% of centres are shown.

Table 11. Specific skills with room for improvement in the Bachelor's degree in Nursing according to the type of centre

	Primary healthcare centres	Hospitals
Ability to base nursing interventions on scientific evidence	37%	38%
Critical spirit in professional interventions and the search for continuous improvement	43%	57%
Ability to perform a good nursing assessment of individuals receiving care and to plan and conduct suitable interventions		56%
Delivery of nursing treatment based on comprehensive care aimed at individuals, families or groups		44%
Ability to communicate effectively with the individuals receiving care and their relatives and to show empathy		43%
Ability to engage in health promotion and health protection actions	46%	
Suitable administration of available resources without undue expenditure		37%

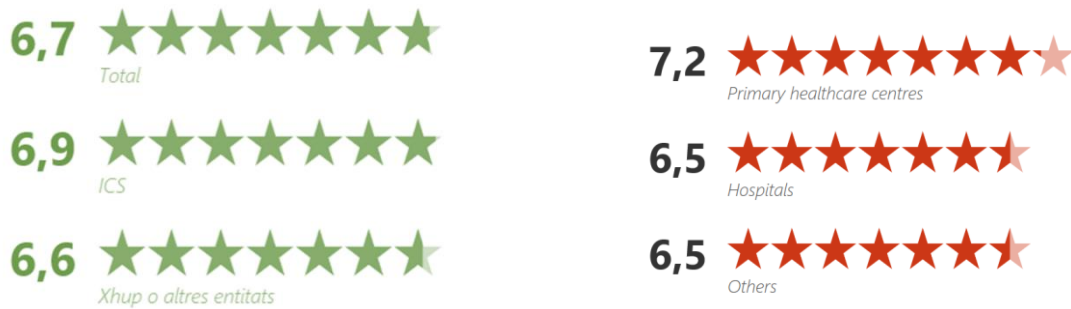
Note: Skills reported as needing improvement by more than 35% of centres are shown.

According to the type of healthcare centre, skills needing improvement vary, especially with regard to specific skills

In terms of cross-disciplinary skills, high percentages of primary healthcare centres and hospitals point to skills needing improvement. It is noteworthy that 75% of the hospitals surveyed report shortcomings in problem solving and decision-making by staff who recently graduated in Nursing.

Moreover, in terms of specific skills, hospitals exhibit the greatest mismatch in the skills of their new staff. In addition to the skills stated in table 9, 1 in every 3 hospitals observes an inadequacy in terms of suitable administration of resources and nearly half of the primary healthcare centres responding consider improvements to be necessary in the ability to engage in health promotion and health protection actions.

Figure 23. Satisfaction of health centres with the skills of new nursing staff according to ownership and type of centre (from 0 to 10)



Despite room for improvement in the study programme in Nursing, health centres are broadly satisfied with the skills of the individuals they have recruited

Their overall level of satisfaction stands at 6.7 (on a scale of 0 to 10), with the level reported by ICS centres (6.9) slightly above that reported by XHUP centres (6.6) when broken down.

When it comes to the type of centre, the rating given to the skills of staff who recently graduated in Nursing is good (7.2) in the case of primary healthcare centres, while hospitals state that their degree of satisfaction is lower (6.5).

Nonetheless, it is worth noting that the satisfaction level has fallen since the employers survey from 2015 when it stood at 7.2.

■ Cooperation from employers with universities

Figure 24. Extent to which health centres cooperate with universities according to the type of activity (%)

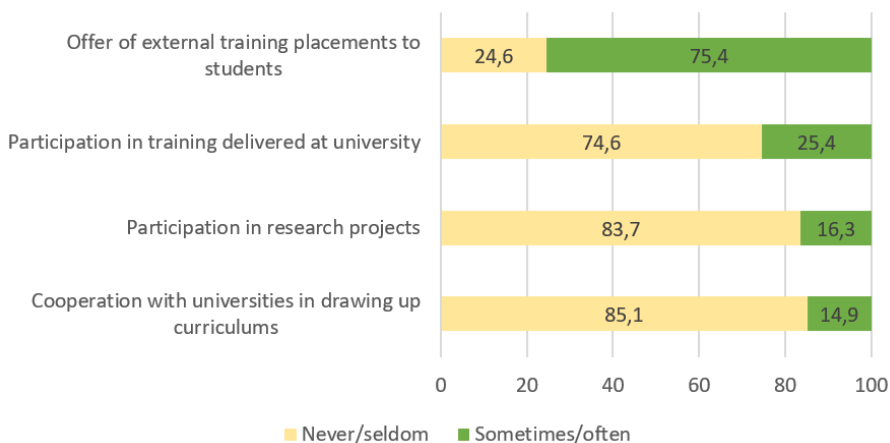


Figure 25. Areas for improvement in training placement services at universities (% of organisations)

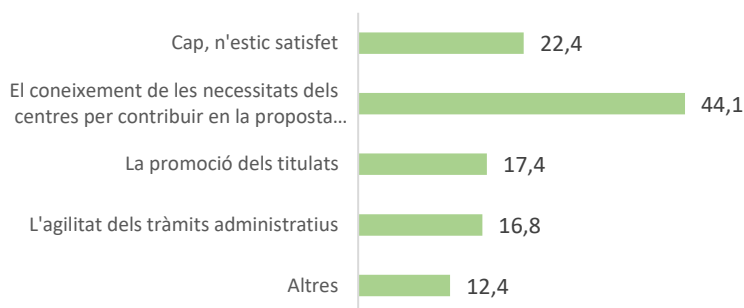


Figure . Satisfaction with training placement services (on a scale of 0 to 10)



In the region of 3 in every 4 of the services surveyed offer external training placements to students on the Bachelor's degree in Nursing

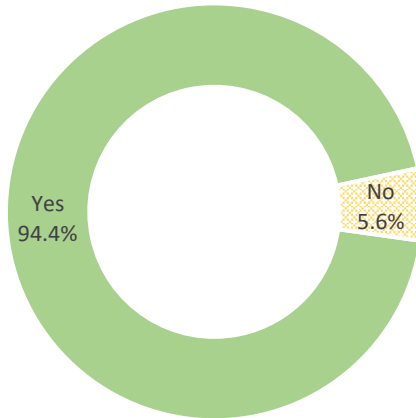
In addition, 1 in every 4 individuals surveyed engage in training of students delivered at university.

High degree of satisfaction with the training placement service

The degree of satisfaction exhibited by health centres who used these services stands at 7.1; even so, they do believe there is scope for gaining a better acquaintance of their needs.

■ Training at health centres

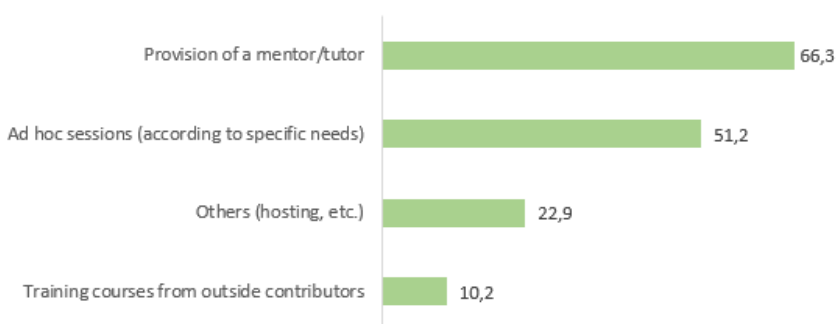
Figure 27. Health centres engaging in hosting and training activities



Nearly all centres engage in hosting and training actions for new Nursing staff

This percentage is the same as the level seen in the survey from 2015 and far higher than in other areas analysed (such as the Pharmacy, Engineering or Tourism sectors).

Figure 28. Hosting and training activities (%)



By and large, this training is based on the provision of a mentor/tutor for new Nursing staff

66% of the services that responded – and which engage in hosting and training activities – provide a mentor/tutor for new Nursing staff, while 51% arrange ad hoc programming of sessions, which are tailored to meet needs.

■ Innovation at health centres

Figure 29. Innovation at health centres (%)

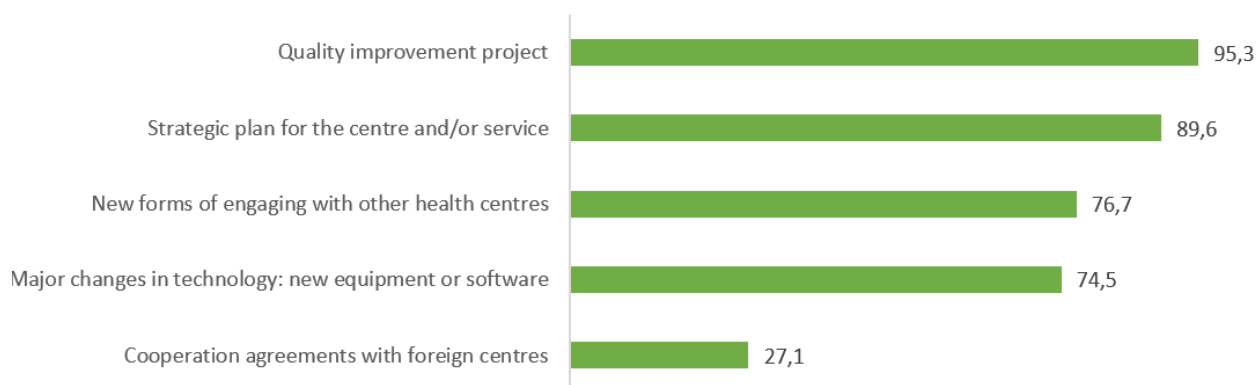


Table 12. Innovation at health centres according to the type of centre

	Primary healthcare centres	Hospitals
Major changes in technology: new equipment or software	70%	77%
New forms of engaging with other health centres	80%	72%
Cooperation agreements with foreign centres	4%	43%
Strategic plan for the centre and/or service	89%	90%
Quality improvement project	99%	93%

The priority of health centres: quality improvement

Just as the results of the previous edition of the survey from 2015 revealed, almost all health centres are engaged in a quality improvement project and a strategic plan for the centre and/or service.

It is striking to note that although primary healthcare centres scarcely set up cooperation agreements with foreign centres, 43% of hospitals do engage in such partnerships.

Forecast

Figure 30. Trend in employment in the nursing sector

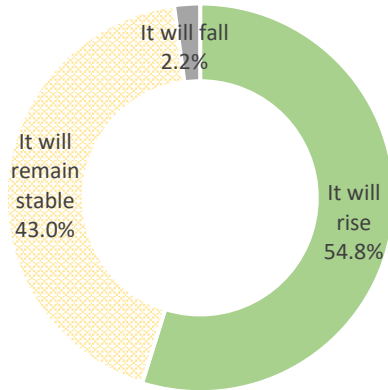


Table 13. Reasons for the increase in employment

Reasons	%
Staff rotation	75
Centre expansion	42
Organisational or technological changes	40
Others	13

Note: multiple response

An increase in demand for professionals in the Nursing sector is envisaged, particularly at hospitals, owing to generation change

55% of health centres surveyed envisage growth in demand for professionals in the Nursing sector due primarily to staff rotation (generation change). This increase is greater at hospitals than at primary healthcare centres. Indeed, hospitals also envisage undergoing expansion in addition to experiencing staff rotation.

Table 14. Trend in employment in the Nursing sector according to the type of centre

	Primary healthcare centres	Hospitals
It will rise	43%	63%
It will remain stable	56%	34%
It will fall	1%	3%

Table 15. Reasons for the increase in employment according to the type of centre

Reasons	Primary healthcare centres	Hospitals
Staff rotation	77%	75%
Centre expansion	20%	52%
Organisational or technological changes	40%	40%
Others	3%	5%

Figure 31. Skills that will gain importance in the field of Nursing*



Community care, the foremost skill in the coming years

Skills relating to community care, chronicity, research and ICTs (new technologies, remote care, etc.) will gain greater importance in the future.

Even so, this host of skills is not analogous in all centres that responded to the survey: primary healthcare centres report a substantial increase in the need for community care and chronicity, while skills relating to research, innovation and ICTs will become increasingly significant for hospitals.

Figure 32. Most important areas of employment in the field of Nursing reported by primary healthcare centres*



Figure 33. Most important areas of employment in the field of Nursing reported by hospitals*



*These are open questions. Responses with the same meaning have been grouped into categories. Categories referred to 4 times or more are shown.

Figure 34. Specialist areas that will gain importance in future in the field of Nursing*



In terms of future specialist areas of importance, community care is also reported

Specialist areas that will gain importance in future are community care, geriatrics, paediatrics and family nursing.

Even so, differences may also be observed in the responses given by people working at primary healthcare centres and those working at hospitals: primary healthcare centres once again point to the importance of community care and family nursing, while hospitals believe specialist areas such as geriatrics, surgery and paediatrics will be the most important in the coming years.

Figure 35. Specialist areas in Nursing that will gain importance as reported by primary healthcare centres*



Figure 36. Specialist areas in Nursing that will gain importance as reported by hospitals*



*These are open questions. Responses with the same meaning have been grouped into categories. Categories referred to 4 times or more are shown.

CONCLUSIONS

- The Bachelor's degree in Nursing experiences high demand and is female-dominated.
- Students are satisfied with the education delivered (particularly in terms of practical training) and with external training placements, although they express poorer satisfaction with the Bachelor's degree final-year project. They experience excellent access to the labour market, although temporary contracts are widespread.

Centres recruiting individuals who graduate in Nursing have the following characteristics:

- In terms of ownership, 55% are ICS centres while 45% belong to the XHUP or other institutions. In terms of the type, 40% are primary healthcare centres (CAPs), 56% are hospitals and 4% are other institutions. 91% of centres have recruited staff who recently graduated in Nursing.
- 1 in every 3 ICS centres has been able to hold decision-making authority with regard to the profiles of candidates under temporary recruitment. These centres place the personal, social and cognitive skills of candidates at the top of their priorities, along with employment experience at the same centre.
- XHUP centres, which do benefit from unrestricted decision-making, similarly place the personal, social and cognitive skills of candidates in high regard. Likewise, they consider having undertaken training placements in the same service to be an advantage. However, 8 in every 10 XHUP centres surveyed report having encountered difficulties in recruiting new nursing staff owing to a lack of candidates with specific training in the service.
- Health centres believe that the degree of suitability of new nursing staff to the needs of the workplace has declined compared to the survey from 2015 (falling from 77% to 65%). It is likely that this is owing to a lack of specialisation on the part of new nursing staff.

With regard to university education:

- 62% of centres have recruited new staff with a Master's degree in Nursing. The Master's degree is well regarded, although the figure shows a decline since the survey from 2015: 61% of the individuals surveyed report that the Master's degree has delivered improvements in all the skills of nursing staff, while 17% believe it has only led to an improvement in research-related skills with the remainder reporting no improvement being identified.
- In terms of cross-disciplinary skills, problem solving and decision-making is the skill that exhibits the greatest scope for improvement (65%), in line with other sectors. This is followed by practical training (56%), responsibility at work (53%), autonomous work (53%) and team work (50%).
- When it comes to specific skills, 51% of centres believe shortcomings are evident with regard to critical spirit in professional interventions and the search for continuous improvement. This is followed by ability to perform a good nursing assessment and to plan and conduct suitable interventions (reported by 47%), delivery of nursing treatment based on comprehensive care (41%), ability to communicate effectively (38%) and ability to base nursing interventions on scientific evidence (37%).
- Despite these areas for improvement, employers are satisfied with the skills of the recently graduated individuals they have recruited, giving a rating of 6.7 out of 10.

Other conclusions:

- As with other sectors reviewed, the activity in which health centres and universities are most closely engaged relates to external training placements offered to students (with 3 in every 4 centres surveyed taking part). It is noteworthy that 1 in every 4 services surveyed engages in training of students delivered at university.
- Almost all centres offer hosting and/or training for new nursing staff, whether this is through a mentor/tutor or by arranging ad hoc programming of sessions.

The opinion of employers regarding the education received by graduates in Nursing

- Innovation is important for health centres in a range of aspects: quality improvement, strategic plan, engagement with other centres and changes in technology. In addition, hospitals stand out on account of the cooperation agreements they engage in with foreign centres.
- Around half of centres envisage increased employment in the field of nursing thanks to staff rotation (retirement).
- Skills associated with community care, chronicity, research and ICTs (new technologies, remote care, etc.) will become more important in the coming years, albeit with notable differences being identified according to the type of centre: primary healthcare centres observe increasing importance for community care and chronicity, while hospitals state that the same is true of research, innovation and ICTs.
- In terms of future specialist areas of importance, primary healthcare centres report that community care and family nursing stand out, while hospitals believe geriatrics, surgery and paediatrics will be the most significant specialist areas over the coming years.

DATA SHEET

Survey for employers

Population	Nursing managers from health centres in Catalonia
Survey period	From 12/03/2018 to 6/04/2018
Survey type	Online
Average time taken	12' 26"

	Population	Sample	Response rate	Sample error
Nursing employers study 2015	520	112	21.5%	8.4%
Nursing employers study 2018	621	203	32.7%	5.8%

Survey on satisfaction (2018)

Degree programme (graduates from 2016, 2017 and 2018)	Population	Sample	Response rate	Sample error
Nursing	3,619	821	23%	3.1%

Survey on access to the labour market (2017)

Degree programme (graduates from 2013)	Population	Sample	Response rate	Sample error
Nursing	1,251	674	54%	2.6%

ANNEX. BACHELOR'S DEGREE IN NURSING

	Nursing and Health Nursing
UAB	
UB	
UdG	
UdL	
UIC	
UPF	
URL	
URV	
UVic-UCC	

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