CRNA

College of Registered Nurses of Alberta

2025 Voluntary Registrant Survey

Data Dated March 30, 2025

Table of Contents

Land Acknowledgment 1

About the College of Registered Nurses of Alberta 2

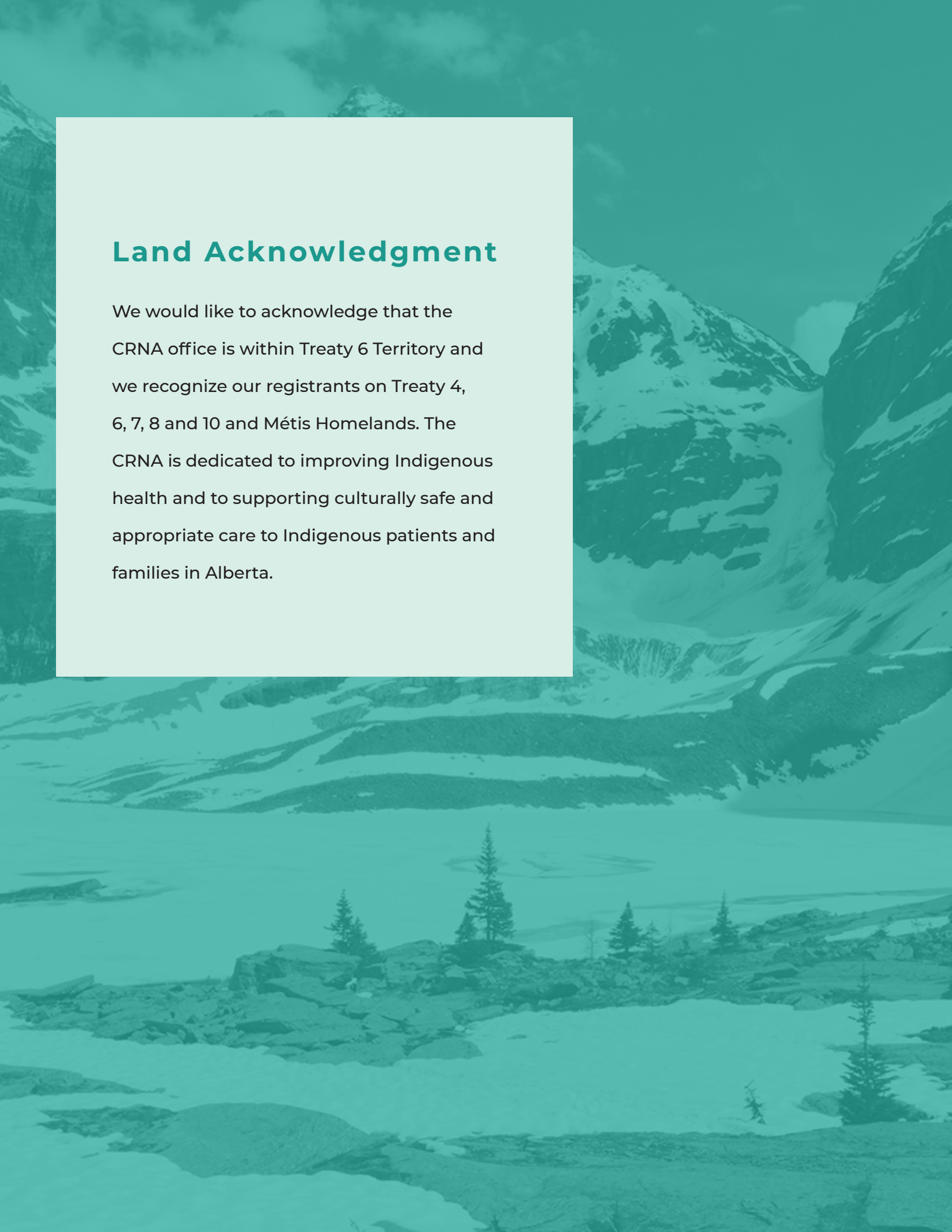
Introduction to the Survey 3

Methodology 4

Registration Information 5

Employment 8

Education 10



Land Acknowledgment

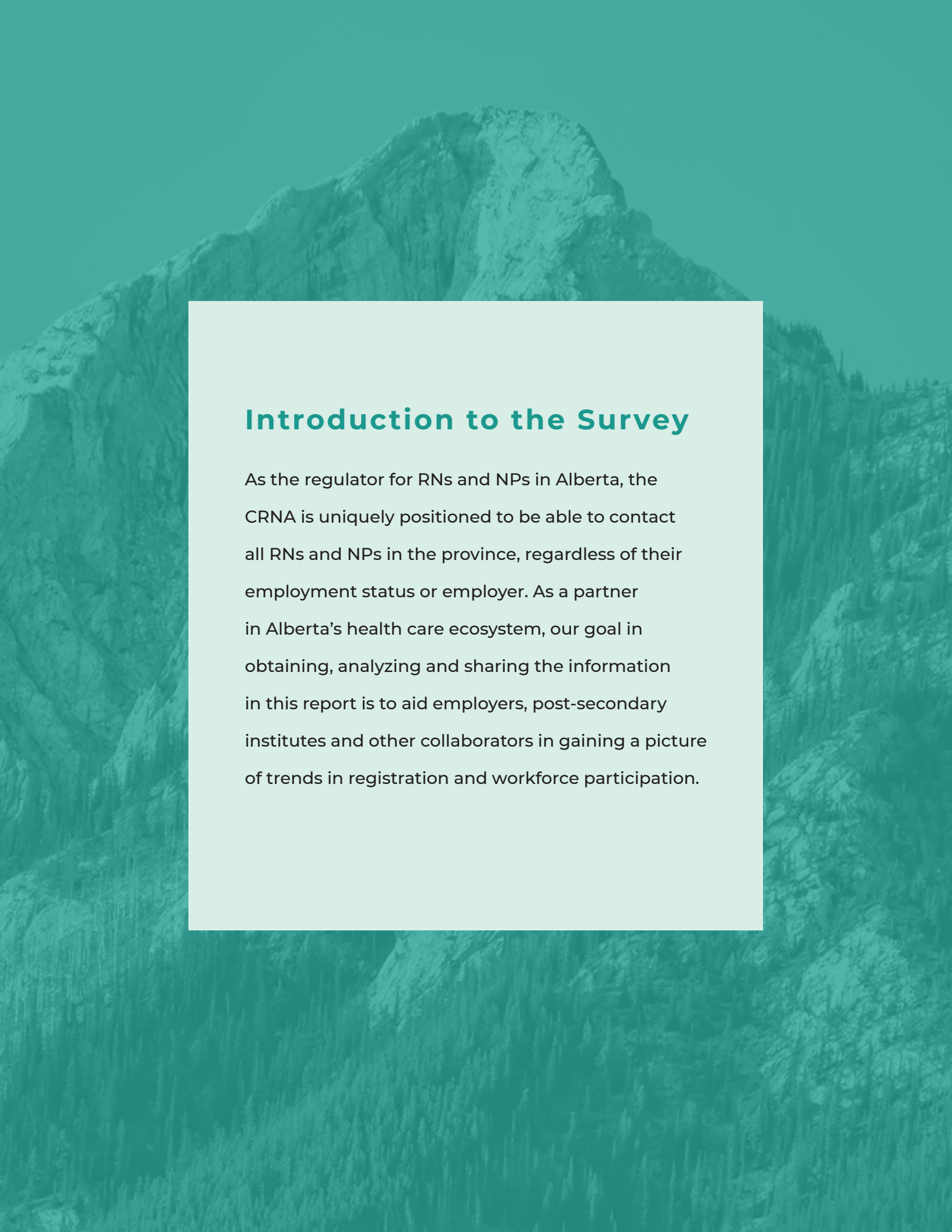
We would like to acknowledge that the CRNA office is within Treaty 6 Territory and we recognize our registrants on Treaty 4, 6, 7, 8 and 10 and Métis Homelands. The CRNA is dedicated to improving Indigenous health and to supporting culturally safe and appropriate care to Indigenous patients and families in Alberta.

About the College of Registered Nurses of Alberta (CRNA)

As a regulator, the College of Registered Nurses of Alberta (CRNA) plays an important role in patient safety and protecting the public. Our role is to serve the public interest by ensuring safe, competent and ethical care by our registrants.

The CRNA is Alberta's regulator for the following protected titles under the *Health Professions Act (HPA)*:

- Registered nurse (RN)
- Certified graduate nurse (CGN)
- Nurse practitioner (NP)
- Graduate nurse (GN)
- Graduate nurse practitioner (GNP)



Introduction to the Survey

As the regulator for RNs and NPs in Alberta, the CRNA is uniquely positioned to be able to contact all RNs and NPs in the province, regardless of their employment status or employer. As a partner in Alberta's health care ecosystem, our goal in obtaining, analyzing and sharing the information in this report is to aid employers, post-secondary institutes and other collaborators in gaining a picture of trends in registration and workforce participation.

Methodology

Data Collection Methods

Data was collected in the form of a voluntary, opt-in survey that was available between the dates of March 4, 2025 and March 30, 2025. The survey contained questions about a respondent's registration status, education and employment. Active CRNA registrants were notified about the opportunity to complete the survey via email, which was sent to registrants' email address on file with the CRNA. Individuals on the non-practising register were not included in the email notification. All data was collected anonymously and in line with the College's privacy policy.

Sample Size and Selection Criteria

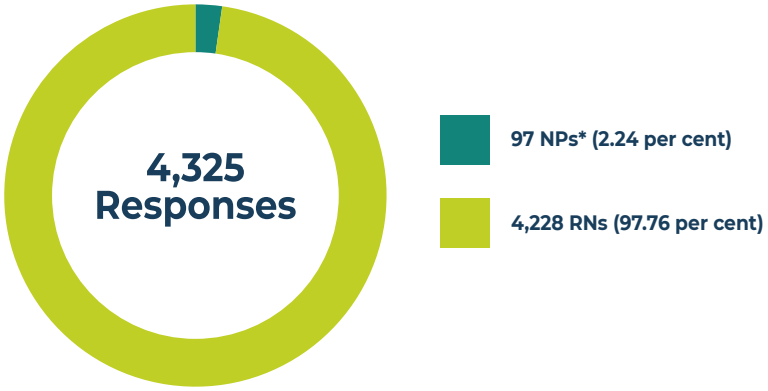
The survey was sent to the **48,809 active registrants** on the register as of March 4, 2025. There were **4,325 responses**, which represents approximately 8.86 per cent of the active register.

The data in this report reflects the responses from individuals who indicated they are currently registered with the CRNA.

All questions in the survey included an option of "prefer not to say," resulting in the total answers for some questions not equaling 100 per cent of the total number of respondents.

Registration Information

This section provides an overview of the diverse qualifications and permits held by the survey respondents. It includes visual representations to illustrate the data. This data presents a clear and detailed picture of the varied professional backgrounds and registration statuses of the survey participants.



*In Alberta, NPs also hold an RN licence.

13

13 respondents indicated that they held additional protected or soon to be protected titles under the *Health Professions Act (HPA)* including health care aide, midwife, paramedic and licensed practical nurse.

Registration Information: Additional Canadian Permits

RNs with additional Canadian permits: **9.78 per cent**

NPs with additional Canadian permits: **0.62 per cent**

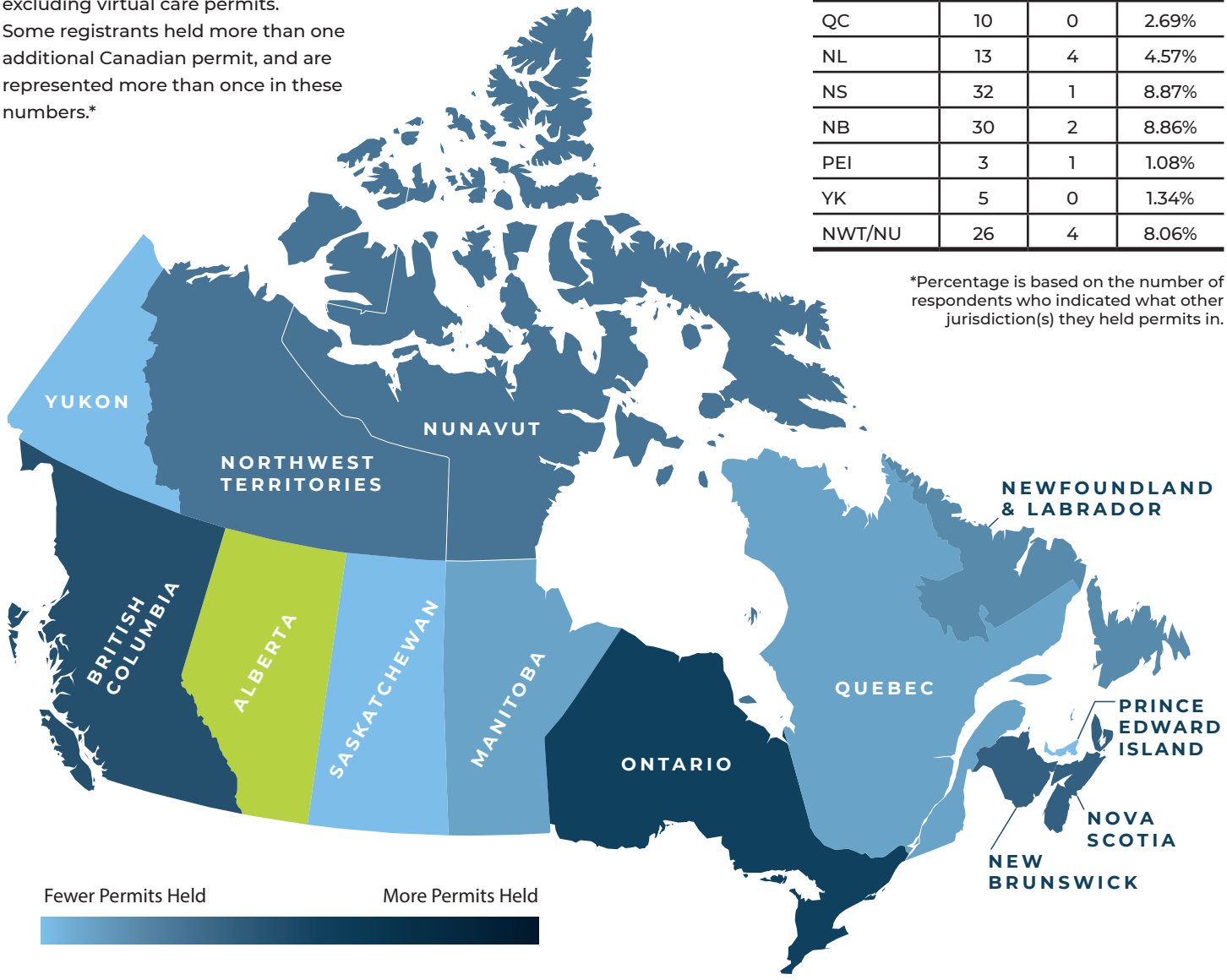
Survey respondents with no additional Canadian permits: **89.6 per cent**

423 RNs and 27 NPs indicated they were currently registered in at least one other Canadian jurisdiction.

Permits held in additional Canadian jurisdictions, excluding virtual care permits. Some registrants held more than one additional Canadian permit, and are represented more than once in these numbers.*

Permits Held			
Province	**RN**	**NP**	**%**
BC	89	7	25.81%
SK	5	0	1.34%
MB	8	3	2.96%
ON	121	8	34.68%
QC	10	0	2.69%
NL	13	4	4.57%
NS	32	1	8.87%
NB	30	2	8.86%
PEI	3	1	1.08%
YK	5	0	1.34%
NWT/NU	26	4	8.06%

*Percentage is based on the number of respondents who indicated what other jurisdiction(s) they held permits in.

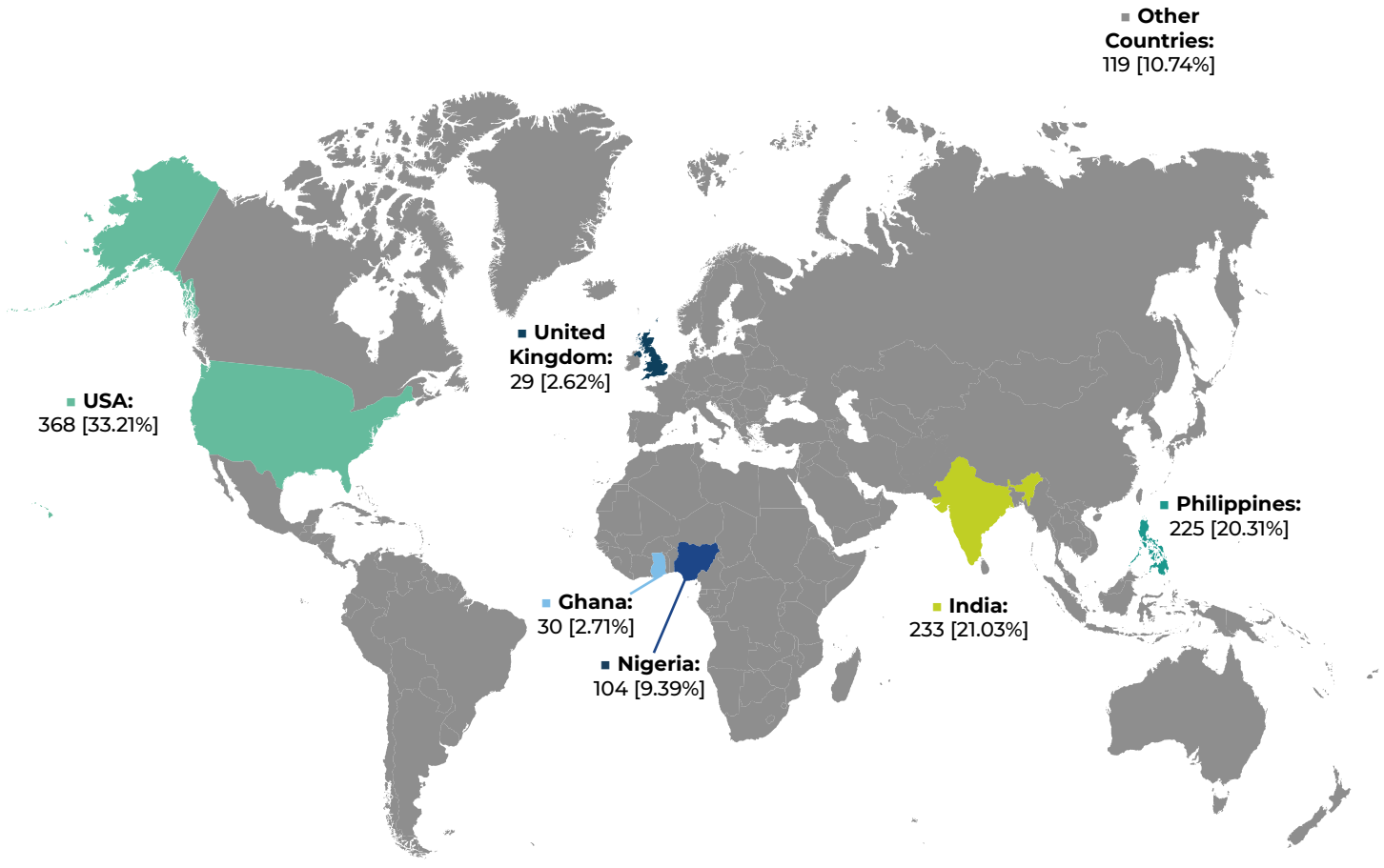


Registration Information: Additional International Permits

RNs: 21.38 per cent

925 RN respondents indicted they were currently registered in at least one other international jurisdiction.

The most commonly held international permits are from:

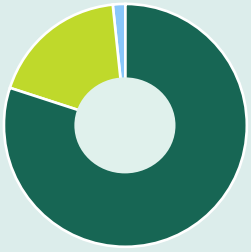


Many registrants indicated that they held more than one international permit, with those registered in the USA being the most likely to hold additional international permits.

Employment

This section provides an overview of the employment statuses and primary practice settings of the survey respondents, offering insight into their work environments.

Employment Rates*



- **Employed:** 80.23%
- **Unemployed:** 18.13%
- **Unknown:** 1.64%

80.25 per cent of respondents indicated that they were employed in Alberta at the time the survey was conducted, with 5.78 per cent indicating that they held more than one position.

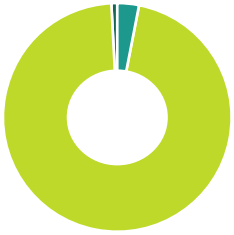
*Out of respondents who answered this question

Employment Status*

- **Full-time:** 53.37%
- **Unemployed:** 31.08%
- **Unknown:** 15.55%

*Out of respondents who answered this question

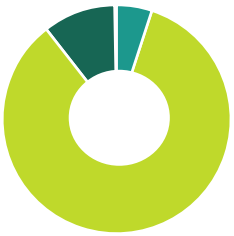
Self Employment*



- **Yes:** 3.27%
- **No:** 96.11%
- **Prefer Not to Say:** 0.63%

*Out of respondents who answered this question

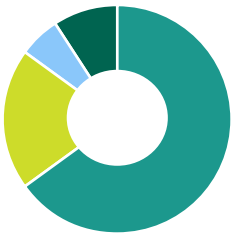
Employment Type*



- **Contract:** 5.24%
- **Permanent:** 84.48%
- **Temporary:** 10.28%

*Out of respondents who answered this question

Satisfaction with Amount of Shifts Worked*



- **Satisfied:** 65%
- **Would Like More Shifts:** 20%
- **Would Like Fewer Shifts:** 6%
- **Prefer Not to Say:** 9%

*Out of respondents who answered this question

Employment: Primary Practice Setting and Location

Primary Practice Setting*

- **Acute Care:** 46.35%
- **Public Health/Community Health:** 9.66%
- **Long Term Care:** 7.85%
- **Home Care:** 7.21%
- **Primary Care:** 4.81%
- **Direct Continuing Care:** 2.48%
- **Occupational Safety:** 1.6%
- **Other:** 20.13%

*Out of respondents who answered this question

Primary Employment Location*+

- **North Zone:** 9.7%
- **Edmonton Zone:** 32.4%
- **Central Zone:** 13.25%
- **Calgary Zone:** 36.76%
- **South Zone:** 7.53%%
- **Outside of Alberta:** 1.38%

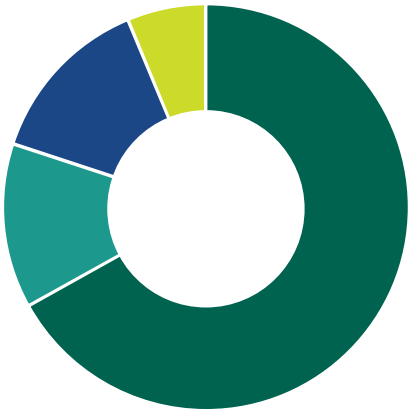
- **Urban:** 72.71%
- **Rural:** 24.9%

*Out of respondents who answered this question
+Some respondents may work in more than one zone

Education

This section provides an overview of the educational background and future educational plans of the survey respondents. The aim is to present a clear and detailed picture of the respondents' educational qualifications and their commitment to ongoing professional development.

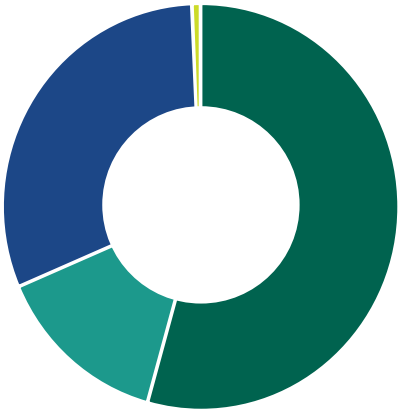
Initial Nursing Education



Highest Level of Education Received*

- **Bachelor's/Undergrad:** 76.21%
- **Master's Degree/Post-graduate:** 14.98%
- **Doctoral Degree/Doctorate:** 15.55%
- **Prefer Not to Say:** 7.16%

*Out of respondents who answered this question

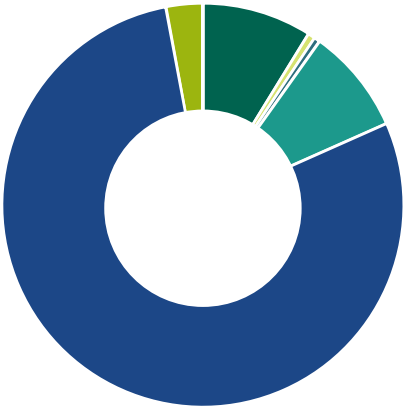


Location of Initial Nursing Education*

- **Alberta:** 54.34%
- **Other Canadian Jurisdiction:** 14.23%
- **Jurisdiction Outside of Canada:** 30.72%
- **Prefer Not to Say:** 0.71%

*Out of respondents who answered this question

Further Education



Nursing Refresher Program Participation

- **Have Previously Taken a Nursing Refresher Program:** 8.85%
- **Are Currently Enrolled in a Nursing Refresher Program:** 0.57%
- **Are Currently on the Waitlist for a Nursing Refresher Program:** 0.46%
- **Are Interested in Taking a Nursing Refresher Program in the Next Three Years:** 8.49%
- **Have Not Taken a Nursing Refresher Program:** 78.64%
- **Prefer Not to Say:** 2.98%

*Out of respondents who answered this question

Plans to Pursue Further Education

- **Yes, Within the Next Year:** 9.75%
- **Yes, Within the Next 2-3 Years** 10.09%
- **Not Sure:** 29.53%
- **No:** 40.7%
- **Prefer Not to Say:** 1.93%

*Out of respondents who answered this question

CRNA

College of Registered Nurses of Alberta

780.451.0043 (in Edmonton) or
1.800.252.9392 (Canada-wide)

780.452.3276

practice@nurses.ab.ca

nurses.ab.ca