



# Moving to action: Evidence-based retention and recruitment policy initiatives for nursing

## Summary

Canada is facing a nursing shortage after the redeployment and reductions in nursing resources in the late 1990's. Retention to the profession and recruitment into nursing has not been a major focus and as a result many Canadian nurses have migrated to the US and other countries for full-time work. Nurses also migrate internally between provinces and territories within Canada. This research project consists of three independent studies that will examine the motivations for Canadian nurses to work in the US, the inter-provincial/territorial migration of nurses in Canada, and the information needed to develop a program to match repatriated nurses to available jobs in Canada.

## Study Purposes

Study #1: To identify the basic motivations for emigration of Canadian nurses licensed to work in California, Minnesota, New York, North Carolina, and Texas, and to determine their interest in returning to Canada to work.

Study #2: To map the migration patterns and identify the basic motivations for emigration of Canadian nurses across the provinces/territories to work.

Study #3: To utilize the material obtained in studies #1 and #2 describing the information needs of potential 'returner' nurses to develop and pilot test an on-line *Nurse Return* program.

## Study Phases

A mixed method design is being utilized to address the objectives of Study # 1 of this project by surveying Canadian educated nurses in the US and holding follow-up focus groups. Study # 2 involves surveying nurses within Canada that have internally migrated as well as geographical mapping to determine patterns of nurse migration within Canada. In Study # 3, a pilot test will be conducted for the Nurse Return program, an on-line process for Canadian nurses employed outside the country interested in returning to Canada.

## For further information, please contact:

Linda McGillis Hall, RN, PhD, FAAN  
Principal Investigator  
Associate Dean, Research and External Relations  
Lawrence S. Bloomberg Faculty of Nursing, University of Toronto  
Phone: 416-978-2869  
E-mail: [lmcgillishall@utoronto.ca](mailto:lmcgillishall@utoronto.ca)

Lorraine Dales, RN, MN  
Research Officer  
Lawrence S. Bloomberg Faculty of Nursing, University of Toronto  
Phone: 416-946-8009  
E-mail: [lorraine.dales@utoronto.ca](mailto:lorraine.dales@utoronto.ca)

Sandra MacDonald-Rencz, RN, MN (Education)  
Executive Director of Health Canada's Office of Nursing Policy

Francine Ann Roy, RN  
Director of Health Resources Information at the Canadian Institute of Health Information (CIHI)

Gavin Andrews, PhD  
Professor, Researcher and Chair  
Department of Healthy Aging & Society, Mc Master University

Jessica Peterson, RN, MN, PhD candidate  
Lawrence S. Bloomberg Faculty of Nursing, University of Toronto

Sheri Price, RN, MN, PhD candidate  
Lawrence S. Bloomberg Faculty of Nursing, University of Toronto

Michelle Lalonde, RN, MN, PhD candidate  
Lawrence S. Bloomberg Faculty of Nursing, University of Toronto

