Since 2005, the NGG has increased full-time employment for Registered Nurses from 58% to 83%* and full-time employment of Registered Practical Nurses from 26% to 56%*

Note: these numbers include temporary FT and supernumerary positions

**Nursing Graduate Guarantee Initiative**
- Based on study results, the MOHLTC has invested $89 million to fund the Nursing Graduate Guarantee Initiative (NGG)
- The initiative funds full-time supernumerary nursing positions for new nursing graduates as part of the ministry’s Health Human Resource Strategy
- HealthForce Ontario (HFO) is used as an online employment portal

**Overall New Graduate Experience with the Portal**
- 82% of New Graduates (RN & RPN) rated their overall experience with the Nursing Graduate Portal as Good, Very Good or Excellent

**The full-time employment trend is continuing upward**
- Ontario Government is committed to move toward 70% full-time employment

"Ontario's $89 million NGG promises newly graduated registered nurses and registered practical nurses six months of full-time employment. It is reversing a 20-year-trend towards part-time and casual work and has been effective in creating full-time jobs for new nursing graduates."

Dr. Andrea Baumann, Co-director, Nursing Health Services Research Unit (McMaster site)

"For the past 20 years, employment for nurses has changed"
- In 1998 over 60% were part-time or casual
- Currently, there is 64% full-time employment for all nurses (CNO, 2009) and 76% for new graduates

"Where do they prefer to work?"
- The Greater Toronto Area continues to be the employment location of choice for many
- The overall employment preference for Registered Nurses and Registered Practical Nurses is in the hospital sector
  - RNs prefer to work in emergency followed by medical/surgical
  - RPNs prefer to work in geriatrics followed by medical/surgical

This research has been generously funded by a grant from the Government of Ontario. The views expressed in this report do not necessarily reflect those of the Government of Ontario.