

## ORIGINAL ARTICLE

# A Follow-up Study of Proficiency Certificate Level Nursing Graduates from Kathmandu Model Hospital School of Nursing

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## ABSTRACT

**Introduction:** Nursing plays a vital role in healthcare, encompassing preventive, promotive, curative, and rehabilitative services based on scientific knowledge and skills acquired through education. The Kathmandu Model Hospital School of Nursing (KAMHSON), established in 2002, offers a Proficiency Certificate Level (PCL) Nursing program affiliated with the Council for Technical Education and Vocational Training (CTEVT). This study aims to assess the employment status of PCL nurse graduates and their absorption within and outside the country.

**Methods:** This descriptive cross-sectional study targeted PCL nurse graduates from the academic years 2065 to 2073 among 360 graduates. Data was collected through telephone surveys using contact information from student records, supplemented by secondary sources for unreachable participants. Participants were informed of the study's objectives, and verbal consent was obtained. Data collection done after ethical clearance from the IRC between 2076 and 2078, with analysis done using Microsoft excel and SPSS version 20.

**Results:** A total of 360 PCL graduate nurses were surveyed. Of these, 242 (67.22%) reside in Nepal, while 118 (32.78%) are abroad, primarily in Australia (76), followed by the USA (19) and the UK (16). Among those abroad, 63 work as professional nurses, 26 in non-professional roles, and 27 are studying. In Nepal, 137 graduates work in hospitals within the Kathmandu Valley, with others in home care and NGOs. Additionally, 26 are pursuing bachelor's degrees, and 12 are processing visas for overseas employment.

**Conclusion:** Most KAMHSON graduates work in Nepal, primarily in hospitals, while less than half are abroad, predominantly in Australia. Over half of those abroad are employed as professional nurses, reflecting strong employment both nationally and internationally.

**Keywords:** Nurse, Nursing, Proficiency Certificate Nursing, Graduates

## INTRODUCTION

Nursing is caring profession essential in healthcare, providing promotive, preventive, curative, and restorative services.<sup>1</sup> In Nepal, formal nursing education began with Bir Hospital's establishment in 1947 BS, followed by the founding of the first nursing school in 1956 under the Ministry of Health. By 1972,

nursing education had transitioned to Tribhuvan University, becoming an academic program.<sup>2</sup> In 2000, the Council for Technical Education and Vocational Training (CTEVT) assumed responsibility for the Proficiency Certificate Level (PCL) nursing program. The Kathmandu Model Hospital School of Nursing (KAMHSON) was established in 2002, also affiliated with CTEVT.<sup>3</sup> Quality of nursing education is a growing

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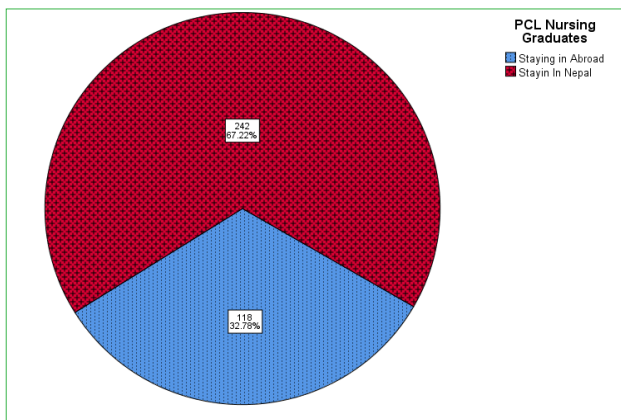
concern of the with the international standard.<sup>4</sup> Despite of the growing number of nursing colleges, many recent graduates struggle to find employment, as hospitals often prefer hiring experienced nurses. This situation has resulted in a surplus of nurses amid a high patient volume, leading to inadequate staffing and increased workloads, which contribute to stress and frustration among nursing professionals.<sup>5</sup> KAMHSON plans to evaluate the job placement and performance of PCL nursing graduates from 2065 to 2073 to understand their market integration.

**METHODS**

This cross-sectional study surveyed 360 PCL nursing graduates from KAMHSON from 2065 to 2073. Contact number of the respondents was taken from student’s record section. Data was collected through telephone surveys. For those no accessible direct contact was obtained through secondary sources. Data collected after getting ethical clearance from IRC of phect, Nepal. Participants were informed about the study’s objective and permission was obtained. Data was coded and analyzed using Microsoft Excel and SPSS version 20. Frequency, percentage, calculated. Data was stored securely, with back-up files stored in encrypted format. Data was permanently deleted after analysis.

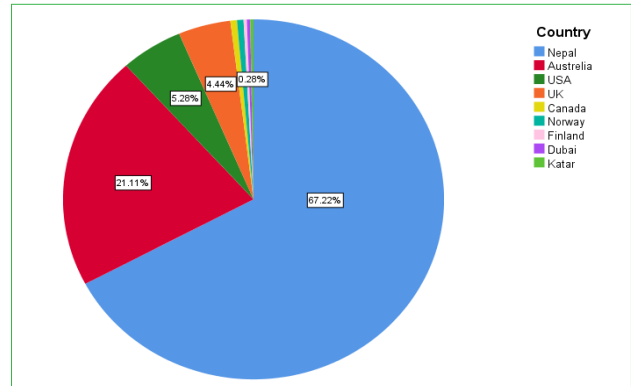
**RESULTS**

The students who were graduated from KAMHSON from 2065 to 2073. The total graduate from KAMHSON were 360. Data was presented in a different figures and bar graph



**Figure 1. Distribution of Residence of PCL Nursing Graduates**

Figure 1 shows residence of KAMHSON PCL graduates. Among 360 respondents 242(67.22%) staying in Nepal while 118(32.78%) respondents staying in abroad.



**Figure 2. Distribution of PCL Nursing Graduates Working in Various Country**

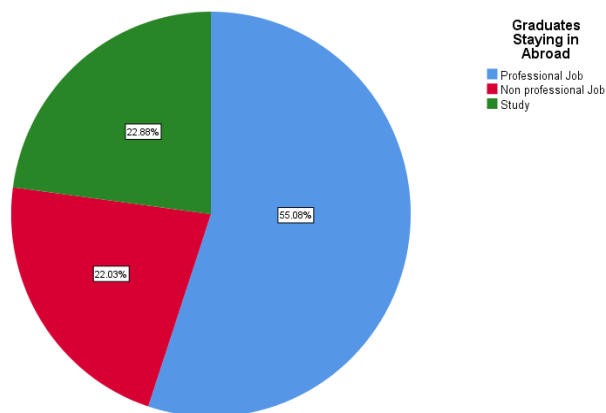
Figure 2 shows KAMHON graduates’ distribution by country, Of the 360 respondents, 242 (67.22%) in Nepal, 76(21.1%) in Australia, 19(5.28%) in the US, 16(4.44%) in the UK, and the remaining 1% were in other countries, with only two being in Canada and Norway, and only one from Finland, Dubai, and Qatar.



**Figure 3. Simple Bar diagram distribution of KAMHSON Graduates working in a different sector**

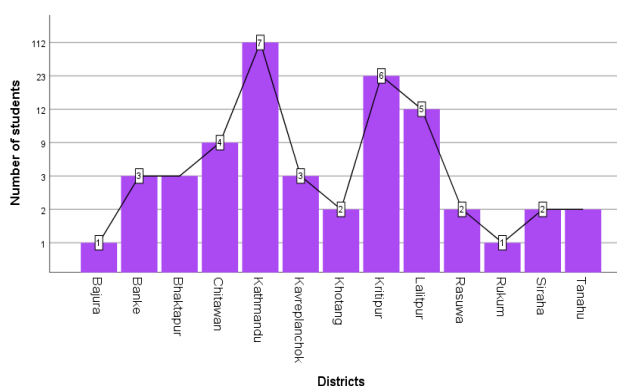
The Figure 3 bar graph reveals Service Distribution of KAMHSON Graduates working in Nepal. Majority 137 respondents working within a hospital of Kathmandu Valley. Regarding, Respondents working outside of the Kathmandu valley 10 were working private hospital, and 6 were government hospital. Regarding home care and geriatric home, NGO/INGO, clinics & surgical center respectively 10 & 9 were working. Only 2 were doing non-nursing job. Few 26 respondents’ study in

bachelor level, 12 respondents were processing for visa for abroad, 7 were bachelor completed bachelor and waiting for job, 3 were non-working, only 1 doing air hostess training, 3 were withdrawal and from 13 respondents not able to get information. Graduates work in 17 districts, including Tanahu, Siraha, Rasuwa, Chitwan, Kavreplanchok, Bajura, Rukum, Banke, Khotang, Kathmandu, Lalitpur, and Kritipur etc.



**Figure 4: Job Distribution of Graduates staying abroad**

The Figure 4 depicts job status of PCL graduates staying in abroad, 65(55.08%) graduates were employed as a professional nurse, 26 (22.03%) were working as a non-professional job eg. Geriatric home, 27(22.88%) students were studying.



**Figure 5: District wise Service Mapping of PCL nursing graduates**

The above figure 5 shows District wise Service Mapping of PCL nursing graduates from KAMHSON. Those graduates working within a country provided services in the 13 districts in our nation, they served the majority of 112 graduates in Kathmandu, 23 in

Kritipur, 12 in Lalitpur, 9 in Chitwan, 3 in Bhaktapur, 3 in Kavreplanchok, 3 in Banke, 2 in Tanahu, 2 in Siraha, 2 in Rasuwa, 2 in Khotang, 1 in Bajura and 1 in Rukum.

**DISCUSSION**

The present study presents information on situation of Proficiency Certificate Level graduates of KAMHSON in a national and international Market. The total PCL level graduate nurses from KAMHSON were 360 from academic year 2065 to 2073. Among them 242 (67.22%) graduates staying in Nepal and 118 (32.78%) graduates staying abroad.

Further, regarding distribution of graduates according to country, 242 respondents were staying in Nepal, 76 staying in Australia, 19 were in US, 16 in UK, 2 in Canada, 2 in Norway, only 1 staying in Finland, Dubai, and Katar respectively. Regarding those staying in abroad, 65 graduates were employed as a professional nurse, 26 were working as a non-professional job eg. Geriatric home, 26 students were studying. This finding also supported by Poudel Radha study on Factor influencing brain drain among Nepalese Nurses. Many talented and educated people like doctors, nurses are migrating from Nepal to other developed countries. The mostly migrated countries include Australia, the USA, Canada and UK.<sup>6</sup> Nurses are thus an increasingly important group of young educated Nepalese migrating from Nepal to a range of countries to fulfil their dreams of working and studying abroad.<sup>7</sup>

Regarding service sector of the graduates staying in Nepal, majority 137 of the graduates were working within a hospitals of Kathmandu valley and remaining 16 were working outside of the valley, 10 were working in a home care, 9 were working in a NGO/ INGOS, 26 students were studying bachelor degree, 12 graduates on visa processing for abroad. Graduates were working along 13 different districts within our country. Similarly, findings also supported by Lorraine N. Smith, report stated that among 214 graduates of the Bachelor of Nursing degree, University of Glasgow, was conducted. There was an adjusted response rate of 67.05% Overall, this study provides continuing support for the findings from earlier surveys which demonstrated that graduate nurses continue to work in the clinical field.<sup>8</sup>

Moreover, among nurses staying abroad majority 55% of the nurses working as a professional nurse and remaining 23 % working in a geriatric home as well as remaining 22% were pursuing their study in a nursing. Similarly, a study report on Tracking of Post Basic Nursing Graduates of Nepal Institute of Health Sciences from 2002-2008 were to determine the level and extent of employability, demand-based utilization, and the changing congruency between demand and supply. A total of 100 respondents, Majority 98% of the respondents were employed and only 2% of the respondents were found unemployed. Of the total 98 employed respondents, 50% of respondents are working in government organizations and similarly 50% of respondents are working in private organizations, 67% of respondents were upgraded in the higher posts and 33% of respondents did not get promotion and position in their jobs.<sup>9</sup> Moreover, the Asian Institute of Technology conducted a tracer study of the batches 2003 to 2008 and the results showed that the effectiveness of the curriculum played an important role in the employment upon graduation. Results showed that eighty five percent of the AIT graduates were employed, eight percent were continuing education, and five percent were in business. Seventy two percent of the respondents said that the knowledge and skills earned from the school have been very useful in the workplace.<sup>10</sup>

## CONCLUSION

This study about Proficiency Certificate Level nursing graduates from Kathmandu Model Hospital School of Nursing (KAMHSON) revealed that most KAMHSON graduates work in Nepal, primarily in hospitals, while less than half are abroad, predominantly in Australia. Over half of those abroad are employed as professional nurses, reflecting strong employment both nationally and internationally.

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