

## Goal Introduction

Thank you for participating in this critical study. The purpose of this questionnaire is to understand the factors that influence the migration decisions of nursing students, graduates, and practicing nurses. Your honest responses will help develop strategies to improve retention and support healthcare professionals in Iran. All responses are anonymous and will be used solely for academic research. Please answer the questions to the best of your ability.

## Warm-Up Section

*These questions are designed to help us understand your general experiences in nursing. There are no right or wrong answers.*

| No. Question                                                              | Response Type | Options/Instructions                                                                                                                                                        |
|---------------------------------------------------------------------------|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| W1. What initially motivated you to pursue a career in nursing?           | Open-text box | Briefly describe your motivation (e.g., passion, career stability).                                                                                                         |
| W2. How satisfied are you with your current role/education in nursing?    | Scale         | <input type="checkbox"/> 1 (Very Dissatisfied) <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 (Very Satisfied) |
| W3. Have you ever worked or studied in a healthcare setting outside Iran? | Dropdown      | <input type="checkbox"/> Yes <input type="checkbox"/> No                                                                                                                    |

## Section 1: Demographic & Professional Information

*Please select or fill in the appropriate option.*

| No. Question                      | Response Type   | Options/Instructions                                                                                                                                 |
|-----------------------------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Current employment status      | Dropdown        | <input type="checkbox"/> Student <input type="checkbox"/> Graduate <input type="checkbox"/> Employed Nurse<br><input type="checkbox"/> Unemployed    |
| 2. Age                            | Numerical Input | Enter age in years: _____                                                                                                                            |
| 3. Work experience (if employed)  | Dropdown        | <input type="checkbox"/> <5 years <input type="checkbox"/> 5–10 years <input type="checkbox"/> 10–20 years <input type="checkbox"/><br>>20 years     |
| 4. Employment type (if employed)  | Dropdown        | <input type="checkbox"/> Permanent <input type="checkbox"/> Contractual <input type="checkbox"/> Temporary<br><input type="checkbox"/> Project-based |
| 5. Marital status                 | Dropdown        | <input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Widowed <input type="checkbox"/><br>Divorced               |
| 6. Work shift type (if employed)  | Dropdown        | <input type="checkbox"/> Fixed shifts <input type="checkbox"/> Rotating shifts                                                                       |
| 7. Academic semester (if student) | Numerical Input | Enter semester: _____ (e.g., 1st, 2nd, etc.)                                                                                                         |
| 8. Highest educational level      | Dropdown        | <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's <input type="checkbox"/> PhD                                                   |
| 9. Graduation year (if graduate)  | Year Input      | Enter year: _____                                                                                                                                    |

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## Section 2: Migration Considerations

*Please provide detailed responses.*

| No. Question                                                                                       | Response Type | Instructions                      |
|----------------------------------------------------------------------------------------------------|---------------|-----------------------------------|
| 10. Have you ever considered migrating abroad as a nursing student, graduate, or practicing nurse? | Open-text box | Describe your reasons and factors |

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### Section 3: Probing Follow-Up) Probe Question)

*Optional elaboration for deeper insights.*

| No. Question                                                                                           | Response Type | Instructions    |
|--------------------------------------------------------------------------------------------------------|---------------|-----------------|
| 11. Could you elaborate on a specific experience or situation that prompted you to consider migration? | Open-text box | Provide details |

### Thank you for your participation

Your responses are invaluable to understanding the challenges and aspirations of nursing professionals. This research aims to bring about meaningful changes in healthcare workforce policies, and your contribution brings us closer to achieving that goal. We sincerely appreciate your time and honesty.