

### **Abstract**

This paper examines the monetary returns from a baccalaureate degree for the nursing education compared to a diploma across five regions in Canada. It engages me in employing benefit-cost analysis to assess whether the evidence is consistent with implications of human capital theory. Depending on the assumed discount rate and retirement age, the estimated baccalaureate-diploma wage differentials vary in each Canadian region. In this study, I conclude that the decision to invest in one more year of nursing education is economically more rational for the registered nurses who work in Eastern Canada than those who work in Western Canada.