

New Nurse Development Program

Coming in January 2022!

The transition from student to professional nurse is a very challenging time. Now more than ever, nurses are caring for an older, sicker patient population while also managing more complex care processes and high patient volumes. Recently graduated nurses commonly experience high levels of stress in their new role, in part due to the gap between the learning environment and the reality of acute nursing care. Although they are eager to provide high-quality patient care and to contribute to the interdisciplinary team, **nurses first entering the profession often struggle with self-doubt and a lack of confidence, display gaps in clinical reasoning, and have difficulty adapting to the pressures of the hospital setting.** Research shows that as few as 23% of newly graduated nurses demonstrate the competencies and readiness required to provide safe independent patient care, and up to 96% do not feel comfortable performing key skills (e.g., administering medications) at the time of hire.^{1,2} Many new nurses feel isolated and unsupported in their transition into the workforce, with a notable proportion choosing to leave their job or even the profession within the first year of practice.

Programs designed to support new nurses as they transition into the profession are extremely successful in building participants' confidence, competence, and resilience while also developing their communication, organization, and time management skills, among others.² These programs contribute to nurses' socialization and professional development, setting the stage for them to have a meaningful and productive nursing career. Organizations benefit from having a more satisfied and engaged nursing workforce, improved retention rates, and safer, higher-quality patient care.

LHSC recognizes that nurses—including the newest members of the profession—are essential members of the care team who deserve to be supported to reach their maximum potential. **As part of LHSC's commitment to caring for its staff, the Nursing Professional Practice Team has developed a *New Nurse Development Program (NNDP)* designed to help all new nurse hires as they transition into their professional role.** The NNDP aims to build new nurses' skills and confidence in patient care while also helping to create a supportive network for ongoing engagement and collaboration. This innovative program—the first of its kind in Canada—represents an important step forward for nursing at LHSC.

WHEN: The first session will begin in January 2022 following CNO.

WHO: The NNDP is mandatory for all nurse hires (RNs and RPNs) with fewer than 12 months of Canadian nursing experience. Sessions will be built into participants' work schedules.

WHAT: A total of five eight-hour in-person learning sessions will be held over five to six months, plus a required four-hour group check-in following program completion.

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1. Kavanagh J. & Szweida C. (2017). A crisis in competency. *Nursing Education Perspectives*, 38: 57-62.

2. Rush KL, Janke R, Duchscher JE, et al. (2019). Best practices of formal new graduate transition programs. *International Journal of Nursing Studies*, 94: 139-58.