

We're Hiring New Grads!

New Graduate (NG) Nurse Program

2024/2025

The Program

The NG Nurse Program is operated through the office of Professional Practice. The program provides support aligned around the needs of newly graduated nurses during their initial 18 months of working as a nurse post graduation. NG Educator(s) offer in-person support, orientation, seminars, consultation, and workshops to support the transition from student to independent practicing nurse.

Steps to Enroll in the NG Program

The first step is to apply and get hired into a nurse position at PHC. All PHC NG nurses (RN, RPN, LPN) hired into full-time or part-time (minimum 0.70 FTE) positions for a minimum of 6 months are automatically enrolled into the NG Program. NGs cannot be enrolled in more than one NG program (i.e. at another health authority) at the same time.

Once hired, your Patient Care Manager schedules you to attend the New Grad Orientation where you will meet the NG Educator(s) and learn about the program.

What Does the Program Offer?

The transition from a student nurse to a fully fledged professional nurse can pose challenges. Our program support is designed to ease this transition by offering various components including: orientation, education, consultations, seminars, and in-person practice support.

What Does Support Look Like?

NG Educators follow a rotating schedule covering days, evenings, and weekends to ensure comprehensive support for our new graduate nurses. The NG Educators connect either in person or by phone to establish rapport, facilitate debriefing, offer encouragement, advice, validation, and coaching.

NG nurse support also comes from the Clinical Program's Patient Care Manager, Clinical Nurse Educator(s), Nursing Colleagues, Clinical Nurse Leaders, and the Interdisciplinary Team.

Clinical Mentors work within the following programs and are available daily. They are available to provide elbow support/guidance and can be reached via phone.

- SPH Medicine (includes Hospital at Home, Road to Recovery, and Urban Health)
- SPH Surgery
- SPH ER (coming soon!)
- MSJ Medicine/Surgery
- Long Term Care
- SPH In-patient Mental Health

Education

Workshops

The program provides a series of clinical education workshops. These workshops are engaging, interactive, and relevant to graduates learning needs. NG nurses enroll themselves into workshops and seminars on Learning Hub.

3 Month and 8 Month Seminar

Seminars bring new graduates together to share and learn from each other's experiences at 3 month and 8 month mark of the program.

One to One Support

Individual support sessions can be arranged with the NG Educator(s) for debriefing, discussing learning needs, and receiving additional support and education. NG Educators have access to the nursing skills lab to facilitate these learning opportunities.

What Does NG Orientation Look Like?

- Half-Day New Employee Orientation: Gain insights into being a PHC employee.
- 4-Day General Orientation: Acquire essential nursing skills and knowledge.
- 1-Day NG Nurse Orientation: Begin your nursing journey and explore career opportunities.
- Unit-Specific Nurse Orientation: Specialized nursing proficiency development.



Apply online

Visit www.providencehealthcare.org/careers

For inquiries, email us at: NewGradESN@providencehealth.bc.ca

