



New Graduate Program

Start your nursing career as a newly graduated RN/RPN or LPN at Fraser Health.

At Fraser Health, we're here to support you as you begin your new career as a registered nurse (RN) / registered psychiatric nurse (RPN) or licensed practical nurse (LPN) with the New Graduate Program.

Your opportunity to gain paid supported transition to practice.

Kickstart your career with:

- Supernumerary hours: **100 hours** for RN/RPN, **88 hours** for LPN
- Eight (8) education hours
- Develop a competency-based learning plan to support your nursing career goals
- Receive mentorship and support from an experienced nurse
- Advance your nursing skills with hands-on assessments you couldn't complete as a student
- Build on what you know with engaging educational workshops and more!

Supernumerary time.

Supernumerary time refers to dedicated, protected learning time for new nurses that is separate from regular staffing responsibilities. Its purpose is to help consolidate clinical skills, build autonomy and gradually transition into managing full patient assignments.

During this time, nurses will be able to take on 50–75 per cent of a typical nursing workload under supervision. This supported approach ensures you are well-prepared to safely and confidently manage 100 per cent of patient care responsibilities by the end of your supernumerary time.

Competency-based educational support:

The completion of a self-assessment competency tool will help provide you direction in planning your learning activities with your mentor and educator.

Educational Workshop:

Starting a new chapter comes with lots of learning, and we're excited to help you navigate it. As a new graduate in this program, you'll take part in a series of educational workshops—four sessions, each two hours long (eight (8) hours total)—designed to set you up for success.



"The New Graduate Program bridges the gap between being a student and a nurse."

Mark
Emergency Nurse



Scan the QR code to learn more about the New Graduate Program for [nursing](#).