

New Nurse Development Program (NNDP)

Supporting Novice Nurses in their Transition to Practice

The transition from student to professional nurse is a challenging time. Now more than ever, nurses are caring for an older, sicker patient population. They're also managing very complex care processes and high patient volumes. Due in part to the gap between the learning environment and the reality of acute nursing care, recently-graduated nurses commonly experience high levels of stress in their new role. Although they are eager and committed to providing excellent care, they often struggle with self-doubt and a lack of confidence, display gaps in clinical reasoning, and find it difficult to adapt to the pressures of the hospital setting.^{1,2} Many new nurses feel isolated and unsupported in their transition into the workforce. Unfortunately, this can lead to qualified nurses leaving their job and sometimes even the profession within their first year of practice.

Programs designed to support new nurses as they transition into the profession are highly successful in building participants' confidence, competence, and resilience. They also nurture these nurses' sense of belonging within their organization of employment and within the nursing profession as a whole.² This contributes to a more satisfied and engaged nursing workforce, better 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 the *New Nurse Development Program (NNDP)*, designed to help newly-graduated nurses as they transition into their professional role.** The NNDP aims to build new nurses' skills and confidence in patient care while also creating a network for ongoing support. This innovative, evidence-informed program represents a key mechanism for helping nurses thrive at LHSC!

WHO: Registered Nurses and Registered Practical Nurses hired at LHSC having less than 12 months of work experience as a nurse in Canada are automatically enrolled in the NNDP. Nurses with temporary licenses and internationally-educated nurse interns are also included. Nurse Practitioners are not enrolled in the NNDP.

WHAT: Forty hours of curriculum distributed over approximately six months; peer networking opportunities; provision of resources; and facilitator support. Sessions cover key topics such as interprofessional communication, assessments and monitoring, prioritization, decision-making, time management, ethics, self-care, and other content relevant to new nurses' learning needs.



1. Kavanagh J. & Sweeda C. (2017). A crisis in competency. *Nursing Education Perspectives*, 33: 57-62.

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