

Island Health New Graduate Hiring Strategy

New Graduate Information & Frequently Asked Questions (FAQs)

Introduction

The New Graduate Transition Program and Hiring Strategy will create pathways to support new graduate nurses in acquiring their education, consolidating their skills, receiving mentorship and support as they transition into the workforce to begin their nursing careers with Island Health.

As part of the Health Human Resources (HHR) Sustainability Initiative, Island Health is thrilled to recommit to a series of new graduate best practice standards and core elements for nurses starting in spring 2023 and moving forward. The first of the province-wide new graduate commitments includes:

100% of RN/RPN new grads will receive an offer of regular employment of at least 0.7 full-time equivalent (FTE) or greater for at least six-months.

Ultimately, the New Graduate Transition Program (NGTP) and Hiring Strategy endeavours to facilitate a positive working and learning environment where new grads can thrive as they develop clinical skills, knowledge, and competency.

New Graduate Transition Support

We are committed to providing new grads an equitable and supportive transition to the workforce by providing support for new graduates across all Island Health sites. Hiring managers, leaders, educators and Professional Practice may all provide new graduate transition support, including a combination of:

- Orientation
- Clinical mentorship
- Learning plans
- Professional development
- Clinical leader support

For Current Employees

From the goals to the benefits of New Graduate Transition Support, this web link has resources to orient and support new grads:

- [New Graduate Transition Support: Graduates](#)

For New Employees

From the overview of the program to new grad responsibilities and frequently asked questions, this web link has resources to orient and support new grads:

- [New Graduate Transition](#)

Both of these New Graduate Transition web links are updated regularly to reflect the most current information; we encourage you to check back frequently. For individual consultations, a new grad may also reach out to professionalpractice@islandhealth.ca for support.

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Frequently Asked Questions

Below are some of the most frequently asked questions. If you do not find the question you are looking for, require clarification or have additional questions, please reach out to: professionalpractice@islandhealth.ca

Getting Started

1. Why are new grads being offered temporary positions or permanent lines?

In early 2023 through a collaboration with all health authorities and input from new grads, it was agreed to offer 100% of RN and RPN graduates a regular schedule for 6 months. The schedule could range from part-time (0.7 Full Time Equivalent or FTE) to full-time (1.0 FTE). Without a regular schedule it is difficult to ensure clinical mentorship and additional supports are available for new grads during this critical transition period.

2. What if a new grad wants a line less than 0.7FTE?

New grads will work a position of 0.7 FTE or higher for six-months. If the position is less than 0.7 FTE, the position will be increased to 0.7 FTE for the six-month period and revert to the original FTE at the end of the six-month period.

3. If necessary, can new grads delay their start date?

Island Health strives to provide each new grad with a start date that best supports their transition into the workforce. New grads can work with the Operational Manager and Talent Acquisition to identify an appropriate start date. If needed or if desired, a new grad may delay their start date. For example, instead of starting the six-month period immediately after graduation, new grads may delay their start date until after they write their NCLEX exam or take a vacation.

At any time a new grad may also reach out to talentacquisition@islandhealth.ca for an individual consultation to support the navigation of this process.

4. Do regular rotations or lines start after new grad hours are completed?

If a new grad is hired into an existing external baseline vacancy, the supernumerary new grad hours are completed first and are part of the six-month commitment.

5. Can a new grad change the location of their six-month 0.7 FTE due to it not being a good fit after being hired?

While employed as a New Nurse Graduate, all new grads are encouraged to connect with their manager regarding their individual circumstances, learning and career pathway goals, issues, concerns and successes. We encourage new grads with practice concerns to reach out to professionalpractice@islandhealth.ca for an individual consultation. Every effort will be made to support our new grads in the most appropriate practice area for each individual.

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Benefits, Accommodations, and Specialty Training

6. Will new grads receive a full benefits package when hired into a 0.7 or higher FTE?

New grads will receive regular benefits for their six-month position as they are a regular employee for the duration of the new grad assignment. If a new grad converts to casual status at the end of the six-months, they will follow the [BCNU Collective Agreement](#) on how to obtain [benefits](#)

7. Are workplace accommodations available to new grads hired into six-month positions?

Island Health is committed to fostering an inclusive workplace where all Employees are treated with respect and dignity. We will provide reasonable workplace accommodation and make every effort to provide each new grad with the new grad with a position that will work best to support a successful transition into the workforce i.e. FTE, rotation, unit.

Moreover, the New Grad Nurse hiring process allows equal access to support which reduces competition and perceived inequity.

For more information on workplace accommodation visit: [Workplace Accommodations](#)

8. What if a new grad has an opportunity to proceed into specialty training before the six-month mark? Can they go into training?

It is encouraged that all new grads complete the six-month period prior to starting further specialty education as this is an opportunity to consolidate and transition to nursing practice. However, taking into consideration the new grad's individual learning and career pathway goals, a new grads manager will use their discretion and assessment of the new grad to support their individual growth.

Exception: New grads engaged in a Specialty Learning Pathway

A small number of RN grads who participated in a post-secondary institute and health authority sponsored specialty nursing education pathway in their final year and/or final practicum of their BSN program.

- These grads will already have a plan to support their transition into a specialty area of practice (e.g., Perioperative, ED, ICU) that will continue to be honoured.
- There may be a Return of Service Agreement (ROS) consistent with the NBA agreement regarding specialty education.
- Nursing students who completed electives in specialty education areas outside of formalized pathways will not necessarily be included in this exception.

Applying and Navigating New Grad Postings

9. Can a new grad apply to an existing external vacancy or only to new grad postings?

To ensure that new grads are supported throughout the hiring process, new grads will apply to the New Graduate Expression of Interest (EOI) posting. This process will ensure each new grad follows the regular process, including providing dedicated support and access to new grad workshops.

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10. What if a new grad is already an ESN or LPN and are Island Health employees? Can they apply for internal positions?

All new grads need to apply through the New Graduate EOI posting to ensure a new grad is supported through the hiring process. This process includes internal staff.

11. If a new grad goes into a temporary line and the line is longer than six-months, what happens if they don't stay in it past six-months?

If the temporary position is longer than the six-month commitment and a new grad does not wish to stay in the position for the complete duration, we encourage a new grad to have a discussion with their manager and discuss their options.

12. Can a new grad apply if a vacancy arises during the six-months?

New grads are welcome to apply for vacancies as they complete their commitment period. It is recommended new grads remain in their position for the six-month commitment period to transition to practice successfully.

Moving Forward

13. What happens at the six-month mark?

At the end of the 6 months the new grad could remain in the position they have accepted, if the position is regular, or they may remain in the position until the end of the temporary position date, if they choose. In addition, if a temporary six month position was created for the new grad using Appendix X language, the new grad would have the opportunity to apply/post into regular positions or move to casual status upon completion.

14. What happens at the six-month mark if a new grad was hired into a permanent position?

The new grad will remain in the role they were hired into unless they apply for other job vacancies.

Connect with Us

Implementation of the provincial commitment of regular employment for at least six-months provides new grads with consistent and comprehensive support during their transition into practice— increasing their skills and knowledge as novice practitioners, and building a foundation for all new grads to feel confident and safe in providing exceptional care to our communities.

For individual consultations and to provide support we encourage new grads to reach out to Professional Practice at professionalpractice@islandhealth.ca