



Innovative virtual platform underway to support new nurses' transition into the profession

August 12, 2020 — The Canadian Nurses Foundation (CNF) and the Canadian Nurses Association (CNA) have come together to help create a network of information and social connection for future and newly graduated licensed practical nurses, registered practical nurses, registered nurses and registered psychiatric nurses transitioning into professional practice roles for the first time.

With a generous grant from CNF and with administrative support from CNA, Judy Duchscher (MN, PhD) has been able to bring together a national team of students, new graduates and expert nurses to develop Nursing The Future, a virtual platform of support for newly graduated nurses.

Reports suggest we are at risk of losing 31% to 65% of newly graduated nurses within the first two years of entering professional practice. Further evidence claims that 67% of those new nurses experience extreme levels of burnout and express a desire to leave the profession altogether. Given this, the ability to retain the newest practitioners while supporting the existing workforce to deliver quality care is being challenged.

“We have an opportunity to wrap our arms around our newest practitioners during one of the most challenging times in our contemporary health-care history,” said Duchscher, who is the project’s director. An associate professor at the Thompson Rivers University School of Nursing, Duchscher is internationally renowned for her work in understanding and responding to the initial professional role transition challenges of new nurses.

Nursing The Future is a web-based platform that will offer:

- A network of information and social connection for new nurses moving into professional practice for the first time.
- A way to share the latest educational preparation advances, research and workplace innovation related to professional role transition. This will assist health-care educators, administrators and experienced nurses seeking to support the newest members of the profession.
- A source of information on contemporary nursing issues, professional leadership and workplace culture that will help us understand and optimize the nursing workforce.

Nursing The Future has secured sponsorship until July 31, 2021, through [CNF’s COVID-19 Fund for Nurses](#). “Nursing The Future is a key initiative of CNF’s COVID-19 fund as this global public health crisis has placed tremendous tension on the nursing workforce, particularly new practitioners who are transitioning from school to work,” said Christine Rieck Buckley, CEO of CNF.

CNA’s role is to provide administrative support for Nursing The Future and is excited to collaborate with CNF and Duchscher said CNA president Tim Guest. “This initiative is a means to support newly graduated nurses in all regulated categories with their social integration into the workplace, assist with their practical and theoretical application of knowledge in new clinical situations and unite them with senior nursing mentors. The timing is particularly appropriate given that new nurses may face added stressors

as they move into practice for the first time in so many settings that have been managing the added pressure of the COVID-19 pandemic.”

-30-

About the Canadian Nurses Foundation

The Canadian Nurses Foundation supports world-class Canadian health care by raising funds to advance nursing knowledge and research, and by recognizing professional merit in Canada’s nurses. We invest in nursing excellence for better patient care. Visit cnf-fiic.ca.

About the Canadian Nurses Association

The Canadian Nurses Association is a powerful, unified voice for the Canadian nursing profession. We represent regulated and retired nurses in all 13 provinces and territories. We advance the practice and profession of nursing to improve health outcomes and strengthen health care for all people in Canada. Visit cna-aiic.ca.

About Nursing The Future

To receive updates on the progress and share your ideas on the development of this important nursing initiative, please visit www.nursingthefuture.ca.

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