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A Message from Nursing the Future March 2026

To our Valued NTF Community,

Since the inception of Nursing the Future (NTF) in 2004, this non-profit organization has served as a vital bridge for nursing students, newly graduated nurses, educators, and leaders navigating the initial professional role transition into practice. Through dynamic and responsive organizational phases over more than twenty years, NTF has offered a national platform of education, scholarship, and connection under the leadership of Founder Dr. Judy Duchscher, supported by extraordinary partners including the Saskatchewan Ministry of Health (Lynn Digney Davis), multiple provincial health ministries, healthcare and academic institutions, professional organizations such as the Canadian Nurses Association and the Canadian Federation of Nurses Unions, and our longstanding funding partner, the Canadian Nurses Foundation.

It is with both profound gratitude and reflective resolve that we announce the conclusion of NTF's current operational chapter.

Through its evidence-based programming, national partnerships, and unwavering commitment to building a safe "cul-de-sac" for the newest members of our profession, NTF has supported thousands of new graduates, and the educators, leaders, and organizations who walk alongside them, in cultivating connection, confidence, and community during one of the most vulnerable periods of professional life.

We extend our deepest appreciation to our partners in this work, in particular the Canadian Nurses Foundation (CNF) under the leadership of Chris McGarvey and Rob Gottschalk, and the Canadian Nurses Association under the leadership of Mike Villeneuve, Tim Guest and Valerie Grdisa. Their belief in and investment toward transition-to-practice supports shaped the development of our programming and enabled numerous grassroots initiatives that grounded our decisions in the lived realities of Canadian nurses. The impact of their support is woven into the experiences of countless practitioners across the country.

We further extend a special acknowledgement to the Canadian Nursing Students Association (CNSA) as enduring partners in advancing national dialogue on nursing transition and professional integration. Dr. Duchscher continues to collaborate with the CNSA Board of Directors in supporting nursing students as they prepare to enter practice with knowledge, confidence, and community.

Although NTF's formal operational activities will conclude, the foundational scholarship, intellectual property, curriculum, and program infrastructure developed over nearly three decades remain intact and available for strategic partnership and collaboration. We welcome conversations with health regions, ministries, academic institutions, and professional associations interested in licensing, adapting, or co-developing transition programming grounded in NTF's evidence-informed framework. For further dialogue toward this end, please communicate directly with Dr. Duchscher: newgraduates@nursingthefuture.ca

In particular, we remain open to advancing proposals currently under consideration, including:

- A **National Transition Ambassador Program** preparing senior nursing students as peer mentors for impending graduates.
- A **Graduate Nurse Transition Facilitation Certification Program** designed to equip healthcare institutions with structured, theory-informed strategies to optimize healthy and integrated professional transition for newly graduated nurses into their workplaces.

The mission of a supported and healthy professional role transition remains urgent and essential if we are to address attrition, workplace distress, and the erosion of early-career professional confidence. While the NTF network as a formal entity concludes this chapter, the work itself continues; sustained through scholarship, partnership, and shared commitment to the future of Canadian nursing.

NTF would not have been able to create the extensive, grassroots-resonant programming we are so proud of without the generosity of our contributors, the vast majority of whom asked for nothing in return except the opportunity to support new nurses during difficult transitions. And we would be sorely remiss if we did not acknowledge the outstanding web development, programming and ongoing management from Director and Designer Jeremy Williams and his team at Kamloops Web Design. We remain deeply grateful for the privilege of these enduring partnerships.

We extend an open invitation to those who share this mission: to reimagine, collaborate, and build the next evolution of transition support together.

With enduring gratitude and continued resolve,

Nursing the Future (NTF)

Founder & CEO: Dr. Judy Duchscher

Program Director: Kathryn Corneau