

New grads face rewarding challenges

For Raj, nursing is a gratifying profession, not just a job.

"I like that patients are viewed holistically. Nurses are trained not only to care for the immediate issue at hand but also the mind, body and soul."

Raj will be starting a new position with Chatham-Kent Health Alliance after completing her board exam early this summer. She completed her Bachelor of Science in Nursing degree at the University of Windsor in April 2008.

As a mature student, she found the experience "very challenging because I had other responsibilities along with the demands of school. Dedication and goal setting is pivotal when it comes to preparation."

Raj's responsibilities will include patient care, team collaboration, and documentation.

"I went into nursing because I enjoy caring for people who are in need. Also, because there are many pathways a nurse can enhance her skills, whether in a hospital, long term care facility, teaching or doing research...the options are endless in this profession."

Given Canada's aging population, Raj isn't worried about job security: "Statistics state that there will be an increased elderly population, and more nurses will be retiring."

However, she wasn't sure she would find a position so quickly, and decided to apply outside of Windsor, as did several of her classmates. All have been hired.

To ensure that new grads stay in Ontario, the Ontario Ministry of Health and Long-Term Care unveiled its The Nursing Graduate Guarantee initiative, aimed at ensuring that every new nursing graduate (RN and RPN) who wishes to work full time in Ontario will

have that opportunity.

The Nursing Graduate Guarantee uses an online employment portal to link new graduates with employers. The government is also providing funding to create bridging positions to support new graduates in finding full-time employment immediately upon graduation and to provide them with an extensive orientation that will lead to permanent employment in many cases.

These employment opportunities for the expected 4,000 Ontario nursing graduates in 2008 will be available to the hospital, long-term care, home care, mental health, public health, and primary care sectors.

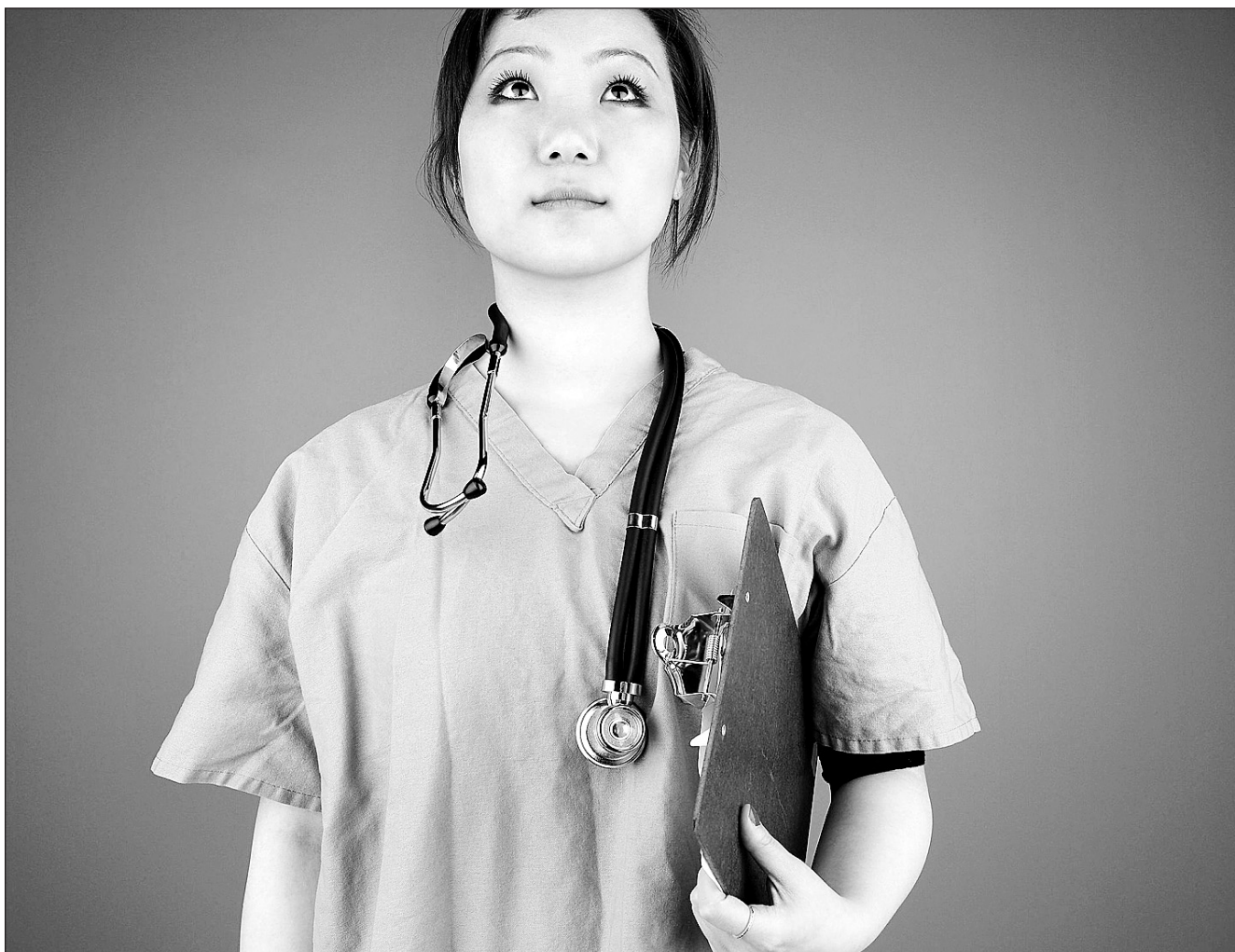
The Nursing Graduate Guarantee builds on the success of the New Graduate Initiative, a component of the Ontario Nursing Strategy. It reflects this government's commitment to ensure that every new graduate will have the opportunity to work in any health sector or geographic area of the province.

Pat Pandolfo, human resources manager for RN Recruitment at Windsor Regional Hospital, says WRH is in the process of hiring 24 nurses through the initiative.

"The initiative provides funding for six months of full-time employment and Windsor Regional provides a further six weeks of bridge funding for the program," says Pandolfo. "After that, we will try to place all of them."

WRH also participated in 2007, hiring 24 new grads and eventually finding permanent placements for all who wanted them. "It's a wonderful program," says Pandolfo.

Barb Tiessen, Vice President of Patient Services and Chief Nursing Executive for Leamington District Memorial Hospital, says the hospital was "thrilled with the initia-



Things are looking up for nursing grads with a maturing work force ahead of them on their way to retirement.

tive."

"It really worked well for us. We started off with six new grad positions in April 2007. We added a few more during the year. We had 10 in total. Seven have remained with us in permanent positions.

"We have advertised for 2008 and will start with 11 new hires. We've been so pleased that we're starting with more each year and we'll see where it goes. They will be starting probably in June."

Tiessen says it is an important ini-

tative because the new grads are given full time work for six months, paid by the ministry.

"They are in addition to our regular staff so they are allowed to learn rather than be thrown in as a new professional and have to learn. They can shadow those with experience and get exposure in units without being swamped. It's a chance to consolidate their nursing skills and get comfortable, and learn the organization."

Tiessen points to a statistics that

says when a new person is hired, they know within 30 days if they want to stay. "Orientation is a big part. This initiative allows us to provide a comprehensive orientation that is much longer than anything we could have provided.

"Everyone is facing a nursing shortage - there aren't enough nurses in the province. We can't afford to have a new grad come to your facility and feel like they failed. We have to support new nurses - they are our future."

Good news for nursing students

67 per cent of all registered nurses living in Windsor-Essex have full-time employment. 28 per cent work part-time and 5 per cent are employed on a casual basis.

HAPPY NURSING WEEK

to all nurses and nursing students in the Windsor area!

As we celebrate Nursing Week, RNAO thanks you - the single largest group of health-care professionals in Ontario - for the amazing work you do every day. From public health to primary care, hospitals to home care, long-term care to rehabilitation and everywhere nurses work; your knowledge, skills and compassion are making a difference. You are supporting people so they stay healthy, and caring for those who fall ill.

The work of all nurses is needed more than ever. Whether you've been nursing for 30 years or 30 days, you have touched countless lives in Windsor.

We thank you for your unwavering commitment to the health of your patients, for serving your community, and for strengthening health care in Ontario.

Wendy Fucile, RN, BScN, MPA, CHE
President, Registered Nurses' Association of Ontario

Doris Grinspun, RN, MSN, PhD (cand.), O. ONT.
Executive Director,
Registered Nurses' Association of Ontario

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L'Association des infirmières et infirmiers autorisés de l'Ontario

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H Ô T E L - D I E U G R A C E H O S P I T A L

Honouring Our Nurses

Champions of Caring

Nurses are at the heart of our health care system. This week (and always) we salute them and recognize the profound difference they make in our lives.

On behalf of this community we thank you for your devotion and care.



Hôtel-Dieu Grace Hospital

Neil McEvoy
President & CEO

Egidio Sovran
HDGH Board Chair

Pat Somers
VP Operations & Chief Nursing Executive



4 per cent of nurses living in Windsor-Essex are male.

**VON WINDSOR
ESSEX
CELEBRATES
NURSES!**

National Nursing Week is from May 12 to 18. Help us celebrate VON Windsor-Essex nurses who provide high quality care to people in need every day in homes and communities in the Windsor Essex Area.



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