

NURSING NEW GRAD (NG) FAQs



Q: How long on average does it take a new grad to obtain a job?

A: It depends on the needs of the units i.e. how many casuals they have, if they have any vacant lines, how much overtime is being accrued etc. To give you an idea, sometimes you are able to obtain a position the day after finishing school and sometimes it can take a few months. It really depends on the needs of the particular units.

Q: I heard that it also involves some education days, and I would like to hear more about that! I'm wondering if they are non- practice days and what kinds of topics there are, if they are real!

A: There are three education days offered throughout the first year based on the transition model. So each session reflects the level of transition most new grads are experiencing. We also usually provide Preceptorship Workshop to help them prepare for having students as well as mental health, harm reduction, palliative approach and caring for themselves as a healthcare professional.

Q: How many new grad positions are available?

A: The number of positions is based on the amount of funding we are able to access.

Q: What is the hiring process like?

A: NG creates IH profile

NG applies to Competition #1291165 open from October 1st to October 31st, 2019 for all winter 2019/spring 2020 cohort classes

NG uploads resume and cover letter

NG submits application. NG will be contacted by recruitment and the NG Application form is sent to the NG

NG Submits the NG Application form (fills all the fields on the form)

NG gets contacted and interview gets set up around (November/December 2019 – please keep some dates open)

NG prepares and attends the interview

References get completed (recruitment)

NG gets successful on 1st or 2nd choice and accepts job offer OR

NG is not successful in 1st or 2nd choice and provides a 3rd choice and so on until NG gets placed

Once job offers is made, NG provides the manager with some personal information (i.e. date of birth etc.)so that he/she can be set up in the IH system

NG shows up to schedule shifts/orientation on 1st day as per offer letter

NG who are not successful are encouraged to apply to regular casual postings on IH careers website

Q: What is different about getting hired as a new grad versus a provisional nurse?

A: You are hired as a casual nurse under a provisional registration. Regularly when you graduate you have one year to write the NCLEX exam (up to three times) and after that you receive your “Practising” registration.

Q: I'm wondering if there is any information about a new grad program for Northern health/rural settings (I understand if you do not know a lot of information as it is a different health region)

A: I'm not sure how they run the new grad program in Northern health but our rural settings and acute setting in IH are all run the same. Please note for some rural sites we have student loan forgiveness – information on presentation.

Q: If we are not in the country when the new grad begins, is this okay?

A: This will depend on when the hiring manager wants you to start. Otherwise, most new grads like to get started right away....but there is no official "start date" of the program. It starts when your first set of shifts start.

Q: Is this program offered for only people who plan to be employed with IH in the Okanagan, or is it available to other areas such as the Kootenays?

A: Each area of IH has a new grad program. We have NG opportunities in all our four areas: Okanagan, TCS, East Kootenay and Kootenay Boundary. A map will be sent to you along with your NG Application form so you can get familiar with all IH areas.

Q: Does the new grad program cover just acute medical surgical floors or does it cover specialty areas such as community and mental health?

A: It would include any area a new grad is hired into.

Q: What support is available? What areas/units is it possible to get new grad support in? (Possibly more of an IHA question in general) Is there support, financial or otherwise, for advanced certificate programs through BCIT or IH? And how would someone access or apply for this support.

A: On-unit support is provided by the unit educator, but each territory in IH has an educator who provides overall support. The New grad program supports the funding for some transition shifts (based on individual need) as well as the education days. Any other support for ongoing learning would be provided for through specialty education funding, which is separate.

Q: What does the first month as a new grad look like?

A: The first month generally includes General Nursing Orientation at the site as well as up to 12 shifts of supernumerary time where you work with another RN to gradually increase your workload and consolidate skills/practice new skills so you are prepared to manage a full patient load independently.

Q: What is the interview process like?

A: The manager will connect with you to set up the interview time.
There could be an interview panel or sometimes you just meet with one manager.
IH uses Behavioural Interview questions:

- Often starts with "Tell me about a time.." or "Give me an example of.."
 - The internet has many examples of behavioural questions, great to use at home and practice.
- More information on the presentation.

Q: How many spots are available in the new grad program/is there a limit?

A: Answered above

Q: Can we work on specialty floors right away?

A: It depends on what the manager is able to support. Areas requiring specialty courses will hire new grads only based on need and in consolidation with possible education funding to put them through a specialized course. Again, this is strictly based on manager discretion and need.

Q: Can you only do new grad hours on one floor?

A: Generally speaking, yes. New grad hours are completed on one unit.

Q: How long do you have to write your NCLEX after graduating or does it depend on the health authority?

A: Your provisional license is valid for one year....so you have one year to pass your NCLEX or you will no longer have a license.

Q: Can you apply for new grad on two different floors?

A: No

Q: If we are applying for new grad on the same floor that we did ESN should we re-submit our same cover letter and resume?

A: You can use your same IH profile to login but it is recommended that you update your cover letter and resume to include some of your most recent education/training and experience.

Q: For those who did ESN and want to apply at the same location they worked, is there a different process?

A: No, basically it is the same application process but you have to apply to the NG posting 1291165 so that your application can be considered.

Q: What are the career opportunities for new grad nurses?

A: Most of our sites accept new grads, especially on entry level Med/Surg and Acute units. Typically our speciality units don't hire new grads, so we encourage new grads to apply on Med/Surg to consolidate their skills.

Q: How do I apply?

A: To apply, visit Jobs.InteriorHealth.ca from October 1-31, 2019 and search for competition number 1291165. To apply, you will need to create a profile, or if you already have one, log in to upload your resume and cover letter to apply.

Q: What happens when I apply to the new grad posting?

A: When you apply you will be emailed a new grad application form to complete. The new grad application form will ask you to indicate your first and second preferences of the type of unit (i.e. Medical) and location you'd like to work. Once the new grad application form is complete you'll need to return it by email (instructions will be provided for this).

Recruitment will send out your application to your first and second preferences of where you would like to work. If you're not selected for interview your first and second preferences, recruitment will contact you to see where else you'd like to work.

Please note that if you apply to the new grad posting, you can't apply to regular postings until new grad hiring is complete.

Q: I am interested in going to specific communities, can I specify?

A: You can indicate your communities of interest on the new grad application form. If those communities aren't hiring new grads, we'll contact you to discuss next preferences.

Q: When can I expect to be contacted for interview?

A: Interviews will be scheduled in November/December and reference checks will also be completed during this time. If you are applying to a different location than where you're currently living, phone interviews will also be an option.

Q: If I start out casual, are the permanent opportunities available afterwards?

A: Yes, you can apply internally to any permanent lines that come up once you are hired.

Q: What If I graduate outside of the Spring Cohort?

A: Nurses graduating outside of this time (i.e.: Summer/Fall/Winter) are invited to apply on open positions for which you qualify at jobs.interiorhealth.ca throughout the year. This application process is for Winter/Spring graduates only.

NG information:

<https://www.interiorhealth.ca/Careers/OurCareers/Pages/New-Grad-Nurses.aspx>